

# BCTGM *News*

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VOLUME 5  
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## **BCTGM Cake Decorators Bring Smiles**



*2003 Union Industry Show  
Pittsburgh, PA*

Pages 8 & 9



## the PRESIDENT'S MESSAGE

### The Crisis in the States

These are tough economic times, and I'm not convinced that those in charge of spending the public's money realize the depth of the problem. There have been no

breadlines nor runs on the bank, but nearly every working family in the U.S. has been impacted by the month after month of depressing economic news.

After more than a year of slash-and-burn budgeting, according to the *New York Times*, more than half of the nation's states are still struggling to balance their budgets for the current fiscal year and the next. The conference report says that 27 states and the District of Columbia are expected to have a cumulative deficit of \$53.5 billion.

Soaring health care costs, lagging tax revenues and inadequate payments from the federal government for mandated programs have, according to the *Times*, eliminated most if not all of the advantages states thought they were gaining by cutting programs.

There is nothing wrong with trimming excess spending by state governments, but the consequences of the states' budget crises are real and devastating for families and individuals who depend on the services, protections and benefits states provide, as well as for the workers who deliver them. Because states must balance their budgets, they have no choice but to increase taxes or cut spending to close budget gaps. Sixteen states raised taxes in 2002, 24 have done so in FY 2003 and 24 are proposing tax increases for FY 2004. Ironically, these state tax hikes have the potential in the aggregate to offset reductions at the federal level.

The states' belt-tightening threatens to jeopardize basic services that many people rely on. Devastating cuts in programs for the elderly and the disabled, the extreme squeeze in higher education funding and a general assault on public services will have dire consequences for families and will place added strains on the state and national economies.

The BCTGM is committed to restoring the national economy and reviving state economies. The two go hand-in-hand: The national economy cannot and will not recover until the economic health of the states is restored, and state economies will continue to suffer until the national economy resumes the robust growth it enjoyed during the late 1990s.

Additional costly budget cuts such as those the states have already made are not the answer to the states' fiscal crisis. Instead, the federal government must step up to

the plate with substantial resources to help the states. In addition to securing additional federal aid, the states must restructure their tax codes to require businesses and the wealthy to pay their fair share.

The BCTGM will lobby against and work to defeat the President's misguided tax policies and FY 2004 budget plans. These proposals will not create jobs or otherwise grow the economy. Instead, they will further deplete states' revenues. We will continue to push for federal legislation providing substantial, direct and essential financial support to the states, including federal aid to help states offset some of their Medicaid costs and to meet the ever-growing demands of boosting homeland security.

The BCTGM will oppose further program cuts as the means to close budget gaps. We will support state-based revenue-raising measures, such as eliminating corporate tax loopholes, decoupling of state tax rules from the corresponding federal rules, and higher taxes for businesses and those who are the wealthiest and best able to afford them.

The President has asked for a lot from Americans in these troubled and turbulent times, and workers are working long and hard to turn the economy around. But working families cannot be the casualties of this economic crisis. The BCTGM will continue to fight for the investments workers need: investments in health care, education, transportation and homeland security that will create jobs and rebuild economic security.

**Frank Hurt**  
BCTGM International President



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## The BCTGM Union Spirit in Action

When BCTGM Local 154G (London, Ontario) member Jody Jones heard about the devastating flood that overcame the small town of Badger, Newfoundland, she decided to reach out a helping hand to the town's 1,100 residents.

On February 15, the three rivers that join near the town — Exploits, Red Indian and Badger, burst their banks forcing the entire population to flee to safety. The largest flood to sweep through the community in 25 years destroyed most homes when parts of the town were encased in ice. A state of emergency was declared in Badger, as the icy water began streaming into streets—in some cases carrying away vehicles. Badger's water supply became contaminated by sewage, and power and phone lines were wiped out.

The Canadian Red Cross provided for the immediate needs of the displaced Badger residents, many of whom escaped with only the clothing on their backs. An appeal for \$3 million was launched on February 19 to support the relief and recovery operations.

After contacting the Red Cross, Jones learned they were in desperate need of non-perishable food. Jones — supported by her co-workers at the Kellogg's plant — spent weeks gathering donations of money, food, clothing, and other aid.

Determined to make a difference, Jones decided to deliver the goods in person.

"It seemed evident to me that there must be something I could do to help these people so I arranged to take a truckload of supplies to the Island myself leaving March 18," Jones says.

"When I threw the idea out there at the plant, they all thought I was nuts, and I thought, 'How hard can it be?'" recalls Jones.

The humanitarian relief plan grew as she received donations from her co-workers, friends, family and employer, Kellogg Canada. Other major contributors to the effort included the city of London as well as the Firefighter & Police Associations, students and other local unions.

According to Jones, "Support from the Kellogg and London communities encouraged me to the point where this project took on a life of its own. Donations of fuel, transportation and non-perishable food were met. There was also a number of area children that prepared cards and letters that were given to the flood victims."



Upon arrival in Badger, Newfoundland, Local 154G member Jody Jones (left) presents letters and \$7,000 in donations from London, Ont. union members, community organizations, and local businesses.

### Kindness Returned

Her idea was to return kindness to people in the province who helped out during the 9/11 disaster when international flights to the United States were diverted to Canada.

"It's a chance to let the people of Newfoundland know that people care about them, too," she said.

Jones' children—Frankie in Grade 4, Tia in Grade 7, and Zoey in Grade 9—also became involved. Each of the children led their classes in writing letters of support and encouragement to the children of Badger. They also helped load the various goods personally delivered to the Jones' home into the van bound for Newfoundland.

As planned, on March 18 the 42-year-old Kellogg's mechanic and mother of three filled a 16-cubic-foot van with cereal, soup, and other non-perishables. With \$7,000 in checks and a letter from the Mayor of London in hand, Jones set out on the 5,600-km drive (plus ferry) to Badger.

According to Jones, she arrived safely after the 25-hour drive and was welcomed by the community with "tears of joy and appreciation. They were so touched by our efforts to help."

Reflecting on the experience Jones said, "I'm just a hard working union member who wanted to help other regular people who were suffering. It's just what I'm all about....it is what being a caring human being is all about."

# CEO Benefits Rise Despite Performance

An expanding war on terrorism, a state fiscal crisis, and a sour economy has not been enough to wrest the public's attention away from the issue of excessive executive compensation. Newspapers, magazines and periodicals, including the *New York Times*, *USA Today*, *Business Week*, and Canada's *Globe & Mail*, have all recently highlighted this issue. A recent *BusinessWeek* special report focused on the pay trends amongst America's corporate leaders and found that while the very largest pay packages—in the hundreds of millions—have declined, most industries have experienced increases in executive compensation.

What makes this pill hard for working families to swallow, is the fact that CEO pay has grown at such an astronomical rate despite the fact that all of North America is in a recession, unemployment is growing, and many companies' performances have declined. During these tough economic times, it is primarily the workers who are being asked to sacrifice.

The facts speak for themselves. According to the AFL-CIO, executive pay has increased at a much greater rate than an average workers pay. Twenty years ago CEOs made 42 times what their workers made. In 2000, CEOs were making 531 times what a worker makes.

According to BCTGM International President Frank Hurt, the system of compensating executives is laden with deficiencies and problems. "There is no logical way to rationalize the increase



in CEO pay, relative to that of their workers. Especially when they are demanding our members pay more for health care and retirement security," notes Hurt.

CEO compensation in the food industry has continued to rise despite low stock prices and less than stellar fiscal performances from some of the leading companies. Sara Lee Corp. is but one example of this. According

to the AFL-CIO's Executive Paywatch website, Sara Lee President and CEO C. McMillan raked in \$17,304,615 in total compensation including stock option grants in 2002. From previous years' stock option grants, the Sara Lee executive also cashed out \$3,490,683 in stock option exercises. McMillan received this massive compensation package despite the fact that the company has not met analysts' expectations, which were outlined when the company initiated a restructuring two years ago. Ironically, Sara Lee is currently contemplating another restructuring.

According to Hurt, a company's Board of Directors must hold CEOs accountable and bring their compensation in line with reality. "How can directors, who have the final say over a CEO's pay, legitimize bonuses worth millions of dollars when a company is struggling or has failed to meet expectations?" noted Hurt. "And more importantly, how can a company legitimize attacking workers' benefits, while heaping riches on a top handful of executives?"

## How to Research Your CEO's Pay

Want to know how much your CEO made last year? All public companies must file certain documents with the Securities and Exchange Commission (SEC), including an Annual Report (10K) and a Proxy Statement (DEF 14). It is the Proxy Statement that lists top executives' compensation, including their pay, bonus, stock options, and retirement benefits. To examine your CEO's compensation, please go to either [www.sec.gov](http://www.sec.gov) to view the actual SEC filings, or check out the AFL-CIO's Executive Paywatch site, [www.aflcio.org/corporateamerica/paywatch](http://www.aflcio.org/corporateamerica/paywatch).

# Baseball, Barry Bonds and the BCTGM

In a recent article in an *American Airlines* publication, *American Way*, baseball legend Barry Bonds, who has more than 600 career home runs and is number four on the all time greatest baseball players list, shared why San Francisco is one of his favorite cities in America.

BCTGM-made bread and chocolate highlight Bonds' most sought-after San Francisco goods. When asked where he liked to shop in San Francisco, Bonds explained, "San Francisco is known for having the best sourdough bread and for its Ghirardelli Chocolate. The best place to pick up some of the chocolate is at the original location, Ghirardelli Square, near Fisherman's Wharf. As far as sourdough bread goes, some of the best is at Boudin Bakery and Café."

Boudin's Bakery is world-famous for its Original San Francisco Sourdough French Bread and bills itself as the old-

est business in San Francisco. Workers at Boudin Bakery and Café are represented by Local 24 (San Francisco). The bakery and café are owned by GESD Capital Partners, which recently repurchased it. At the BCTGM's recent Western Conference, GESD Partner Lou Giraud outlined the group's plans for Boudin's future. GESD also recently bought

San Diego Baking Company and recognized the BCTGM.

Members of Local 125 (Oakland, Calif.) produce Ghirardelli Chocolate, America's longest continuously operating chocolate manufacturer. Established in 1852, Ghirardelli is one of the few companies in America that controls the entire chocolate manufacturing process, from the cocoa bean to



the finished product. Ghirardelli's parent company is Lindt & Sprungli.

Reflecting on Bonds' praise for the union goods, BCTGM

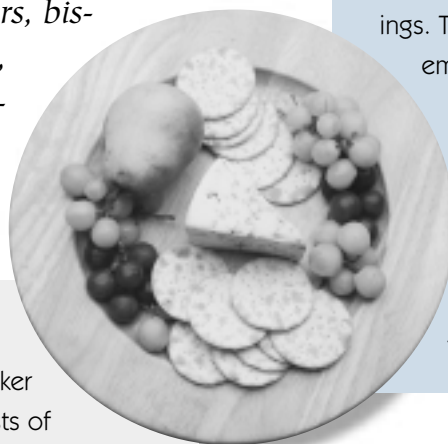
International President Frank Hurt notes, "Our Union has collective bargaining agreements with some of the best and most well known companies in the world. Our members are proud of the quality products they produce for the companies under contract to the BCTGM. Our Union has always prided itself in being a respected and responsible organization."

## New Officers Training



Pictured here are 16 new local union officers who completed the International's New Officers Training course in March at the George Meany Center for Labor Studies in Silver Spring, Md.

Nearly 10,000 BCTGM members work in the biscuit and cracker industry throughout the U.S. and Canada. Union members work in production facilities as mixers, packers, shipping clerks and are part of the production process from start to finish. This industry sector includes companies engaged in the manufacture of cookies, crackers, biscuits, pretzels, ice cream cones, cracker meal and crumbs, matzoh and zwieback and many other snacks.



**Union Contracts**

Local unions representing workers in the biscuit industry can affiliate to the BCTGM Biscuit Council, which holds annual meetings. Those locals representing workers employed by Nabisco (Kraft) and Keebler (Kellogg), as well as many others, meet during the course of the Council meetings and under the guidance of the International Union, bargain national agreements with each of the companies.

**Industry Leaders**

The top tier of the biscuit and cracker industry in the United States consists of two companies, **Nabisco Biscuit Co.** (a division of Kraft Foods) and **Keebler Foods** (a division of Kellogg Company), which now includes the **former President Baking Co.** Both companies compete in most markets across the U.S., and in most product categories.

The second tier of the industry is led by **Parmalat Finanziaria**, which recently acquired **Archway** and **Mother's Cake & Cookies**, both held under holding company MA Holding. **Ralcorp Holdings'** Bremner Biscuit, one of the leading private label producers, is also within the second tier. **Bake-Line Group**, which was created when Atlantic Baking Group acquired several facilities from Consolidated Biscuit and Keebler, is a rising player in the private label sector.

**Entenmann's** brand (George Weston) premium cookies, Kroger and other independents bring up the tail end of the mid tier.

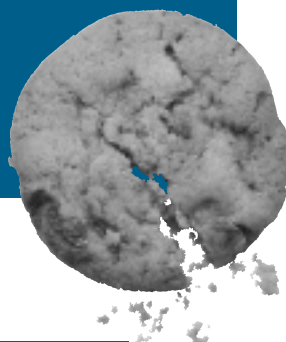
**Major Union Brands**

**Nabisco:** Oreo, Ritz, Snackwell's, Chips Ahoy, Triscuit, Premium, Nilla

**Keebler:** Fudge Shoppe, Cheez-It, Murray, Town House, Chips Deluxe, Wheatables, Famous Amos

**Parmalat:** Archway, Mother's

**George Weston:** Entenmann's



For more information on BCTGM-made products, visit the all new BUY UNION section of [www.bctgm.org](http://www.bctgm.org).

**Western Conference Meets In the 'City by the Sea'**



The national health care crisis, the economy and political action were priority issues addressed by delegates to the BCTGM's 47th Western Conference in San Francisco April 14-17.

Conference President Doyle Townsend, Secretary-Treasurer Laurel Koch, Vice President Felisa Castillo, and Trustees Danny Polanco, Marty Zimmerman and Lillian Gainer led the busy agenda, which included the presentation of an ambitious new action plan for 2003-04.

International President Frank Hurt addressed a myriad of topics with the delegates including the state of the U.S. economy, the state of the union and the challenges the BCTGM faces in representing workers during trying times. Hurt urged officers and delegates to become active in the BCTGM political action program and increase their organizing efforts to strengthen the locals and the organization as a whole.

International Executive Vice President Joseph Thibodeau discussed the AFL-CIO Alliance for Retired Americans program and reiterated the concerns and problems with the future of Medicare, prescription drug coverage and Social Security.

Thibodeau reminded local union delegates to submit their contracts and collective bargaining clauses into the B&C Pension fund. He also discussed local

union elections and the proper procedures to follow.

Assistant to the President Robert Harbrant gave a presentation entitled: "2003—What do you want it to be?" He also presented an overview of the BCTGM-PAC program.

Lew Davis, manager of the B&C Union and Industry Pension Fund, reported on recent developments and changes in the



Delegates to the 2003 Western Conference listen carefully to Intl. Pres. Frank Hurt's remarks.

Fund and answered questions from the delegates on questions and concerns expressed by their membership. Davis also announced the Fund's new web site, [www.bctrustfunds.org](http://www.bctrustfunds.org), which locals and retirees can now access for important information.

Louis Giraudo of GESD Capital Partners gave an interesting and informative presentation to the delegates on recent developments undertaken by GESD in California and the aspirations and prospects for the future.

Mike Johanson of the Federal Mediation and Conciliation

Service (FMCS) provided helpful information and previewed the FMCS Voting Services that are now available and answered questions from the delegates.

The Conference included meetings of the Retail Bakery Conference, The Law and Legislative Committee, The Pasta, Candy & Snack Committee, Organizing Committee, and the Public

Relations and Union Label Committee. The Conference ended on a festive note as delegates participated in a special PAC auction, organized by Donna Scarano of Local 125 and Mary Trujillo of Local 9.

Delegates donated a large number of unique and valuable items for bid. The selections were presented to the highest bidder and all proceeds went into the union's PAC fund.

The Western Conference includes all of Region 6 with local union representatives from Arizona, California, Colorado, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington and Wyoming. The purpose of the Conference is to assist in authorized strikes; organizing campaigns; legislative activity; union label promotion; and activity in the pasta, snack and candy industries.

Pittsburgh—Scores of excited visitors of all ages flocked to the BCTGM exhibit for samples of some of America's most enticing and celebrated treats and sweets during the AFL-CIO's 65th Union Industries Show held May 2-5.

The expansive rectangular booth provided the union with space to highlight products from companies representing each facet of the BCTGM. From bread, candy, cakes and cereals to flour and sugar, nearly 50 union-contracted companies supported the BCTGM's participation in the annual event by donating products to be prominently displayed, raffled and given away to the more than 200,000 show visitors.

The BCTGM's exhibit featured thousands of notable union-made, American-made products from some of the country's leading baking, confectionery, and grain companies. Cereal boxes were built into towering pyramids, sugar and flour was stacked in rows, candies and baked goods were neatly assorted in glass cases, and breads and rolls were arranged neatly on shelves.

A prominent and popular feature of the booth includes an elaborate cake decorating space where Local 114 (Portland, Ore.) members Ruth Scurlock and Beverly "Jeannie" Hoffelner professionally decorated cakes to raffle off. Scurlock and Hoffelner skillfully



## Union Industries Show Highlights Quality Union Goods



created intricately designed cakes depicting special themes and characters like Sponge Bob, Barbie, Batman, wedding cakes and more.

Scurlock, who has been a regular participant in the BCTGM exhibit for more than 25 years, was

presented with a special plaque honoring her years with the Union Industry Show.

### Showcase of Diversity

"I had no idea that all of our favorite products were made by the

same union," said Pittsburgh-native Paul Leody, whose 5-year-old daughter, Ashley, won a Barbie cake during one of the booth's raffles. "We always buy these products. I'm proud to know my regular purchases support the work of the BCTGM."

"The American Dream—Union Made" was the theme of the Pittsburgh Show. The Show highlights the skills and services of union workers throughout American industries. In addition to the BCTGM, exhibitors included

other AFL-CIO national and international unions, corporations whose products and services are produced by union workers, government agencies, and community service organizations.

According to BCTGM International President Frank Hurt, the Union Industries Show gives the union, "the opportunity to showcase the diversity of quality products produced by our membership. Our participation in this annual show also helps demonstrate our commitment to promoting the union and organized employers who want to spotlight the thousands of premium union goods."

Lucky showgoers took home bags filled with BCTGM-made goods as well as other valuable prizes ranging from cars to a Harley-Davidson motorcycle, big-ticket appliances to vacations and other giveaways.

Visitors were openly amazed at the number of popular products produced by BCTGM members, says BCTGM Secretary-Treasurer/Director of Organization David B. Durkee. While the fun games and give-aways drew in hundreds of people, according to Durkee, "It was the collective power of the BCTGM officers, representatives, members, families and friends whose knowledge and excitement helped make the booth a huge success."

The following BCTGM-contracted companies donated products for the union's exhibit at the 65th AFL-CIO Union Industries Show held at the David L. Lawrence Convention Center in Pittsburgh May 2-5:

Amalgamated Sugar Co.  
American Crystal Sugar Co.  
American Licorice Co.  
Annabelle Candy Co.  
Brown & Haley  
Bakeline, Inc.  
ConAgra Frozen Foods  
ConAgra Grocery Products

ConAgra, Inc. (Flour)  
Cornnuts/Kraft Foods  
Dan Dee Pretzel & Potato Chip Co.  
Entenmanns Bakery, Inc.  
Ferry Morse Seed Co.  
George Weston Bakeries, Inc.  
General Mills, Inc.  
Ghiradelli Chocolate Co.

Goldenberg Candy Co.  
Hershey Foods  
Interstate Brands Corp.  
International Home Foods, Inc.  
Jelly Belly Candy Co.  
Just Born Candies, Inc.  
Keebler Company  
Kellogg Company

The Kroger Company  
Michigan Sugar Company  
Monitor Sugar Company  
Mother's Cake and Cookie Co.  
Nabisco Biscuit Co.  
Nabisco, Inc. (Milk Bone)  
NECCO  
Nestle USA

Nickles Bakery, Inc.  
Orlando Baking Co.  
Quaker Oats Company  
RalCorp Grocery  
Ralston Foods, Inc.  
Ralston Purina Company  
Rich Products  
Schulze & Burch Biscuit Co.

Schwebel Bakery  
See's Candies  
Shawnee Milling Company  
Stroehmann Bakeries  
Svenhard's Swedish Bakery  
Tootsie Roll Industries

# States' Fiscal Crisis Concerns BCTGM Working Families

As the stock market struggles and unemployment rises, individual states find themselves in the midst of a fiscal quagmire. Since most states have "balanced budget requirements," and legislation they must adhere to, many governors and state legislators are trying to find creative ways of closing a projected \$80 billion deficit for fiscal 2004. The result is massive cost-cutting and the rearranging of priorities. For example, many states have cut or frozen funding for various social services including education, health, childcare, and the elderly.

"The President's policies do not make economic sense," notes BCTGM International President Frank Hurt. "He wants 'no child left behind,' but he inadequately funds education. He talks about Homeland Security, but he pushes the cost onto bankrupt states. He favors lower taxes, but his economic policies are forcing states to raise their own taxes."

## Cause of shortfall

Believe it or not, in late 2000, states were in the best financial shape they had been in for decades. However, since then, unemployment has risen to six percent, thus reducing state tax revenues and their ability to pay for important programs. Exacerbating the problem is the rising cost

of Medicaid and Medicare, which is increasing four times faster than overall state spending. Add into this lethal mix a costly war on terrorism, increased Homeland Security costs, a massive federal tax break plan, and continuing corporate tax loopholes, and state legislators are left shaking their heads in disbelief and wonder.

## The fiscal crisis and working families

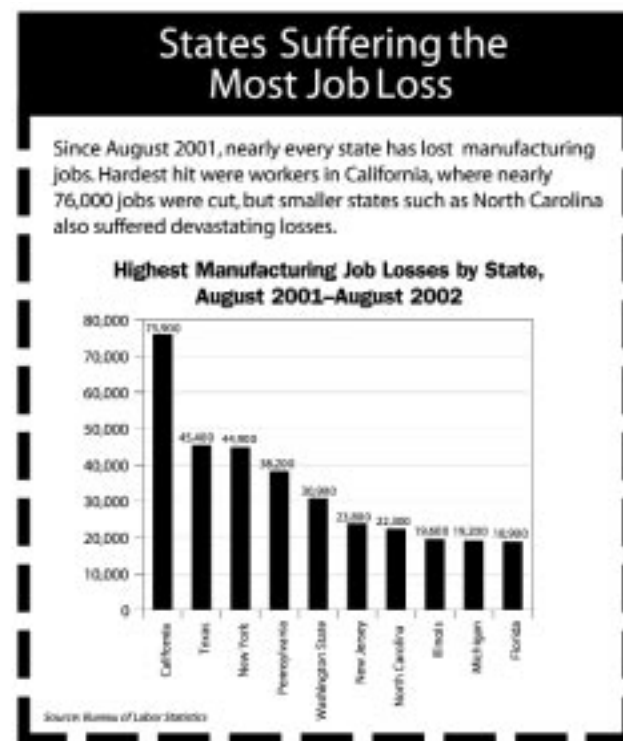
Unfortunately, BCTGM members and all working families will likely bear the brunt of this financial tragedy. In order to balance their budgets, state legislators are cutting spending. These cuts are likely to precipitate layoffs in the public sector, increases in college tuition, cuts in child care funding, stricter eligibility

for health services, decreases in funding for displaced workers, and cuts to education budgets. While the wealthy can afford to send their children to private school or daycare and still manage to pay for increases in health and other services, working families cannot. This crisis will also impact states' ability to transfer needed income to its cities, impacting ambulance services, policing, highway maintenance, and services for the poor and the elderly.

## The BCTGM Focus

The BCTGM believes that states and the federal government must reprioritize their thinking. If sacrifices must be made at the state level, working people should not have to shoulder all the responsibility. Rather, states have the ability to raise the necessary funds by closing tax loopholes for the rich, reduce excessive tax incentives for billion dollar businesses, legislate estate tax laws, and demand higher discounts from drug companies for state Medicaid programs. In addition, the federal government must support its own initiatives, like Homeland Security, by providing states with the necessary financial help.

**For more information and analysis on the state fiscal crisis, visit the Center on Budget and Policy Priorities website: [www.cbpp.org](http://www.cbpp.org).**



# ORGANIZE!

## The Race for Dignity, Justice and Respect

Saratoga Springs, N.Y. is home to horseracing's famous Travers Cup, which is run every August in that northern New York Eden. But on May 1, 2003, "the Springs" witnessed a different kind of race—the winners being the 19 new members of BCTGM Local 50 (Spotswood, N.J.) who voted to join the union by a margin of 10 to 5. Thanks to their determination, the drivers and warehousemen of Bakemark (CSM NV), a Dutch-owned company, now have a voice at work.

CSM produces, sells and delivers a wide range of basic ingredients for virtually all seg-

ments of the baking industry nationwide. According to Local 50 Vice President Joseph Svingala, who worked on the campaign, the basic issues were the familiar ones of Dignity, Justice and Respect. This fight for DJR was embodied in a company policy that forced delivery drivers to operate under a flat rate regardless of distances travelled on their runs. That practice, coupled with long hours demanded of warehousemen paid an hourly rate, compounded their dissatisfaction. Workers viewed this discrepancy as both unfair and exploitative.

In fact, Bakemark driver and new Local 50 member Paul Parmentier said he was looking forward to "the union being there. Now we can start worrying about our home life instead of worrying about working conditions. It makes life better," he said of the winning campaign.

In addition to Svingala and Parmentier, others who worked on the organizing drive include Chuck Kleitgen, Pat Rohan and Mike Hitchcock. Bargaining for a first union contract is expected to begin immediately.

## Philadelphia Local Holds VOC Training

BCTGM Local 6 (Philadelphia) recently inaugurated its Voluntary Organizing Committee (VOC) with an all day training session held at its union office.

International Vice President Bob Oakley and International Representative Jim Condran actively assisted in the session that was conducted by Assistant to the President Bob Harbrant.

"It is both urgent and vital to commit your local to organizing by enlisting the efforts of every member," Oakley told the group.

The participants received information and engaged in working groups and discussions to expand their individual organizing skills. The Local 6 members



practiced worker interviews and were provided with checklists, guidelines and other materials to assist them in future campaigns.

The organizers discussed and analyzed a potential target in the Philadelphia area that had been checked out previously. Participants gave suggestions and brainstormed new approaches on organizing the location. At the end of the session, each VOC member signed a pledge to organize a specific number of unorganized workers this year. Additionally, each person was assigned an organizing target to investigate and report

the information back to the Local 6 officers for a decision on how to proceed.

Local 6 VOC members who attended the organizing seminar were Richard Strous, James Boatman, Kelvin Graham, Harvard Hitchcock, Tammy Tubbs, Henry McKay, Carmen Smith-Clemens, Eric Thomas, Michael Mikovich, George Brooks, and Local 6 officers Pres. John Cairns, Fin. Secy. Barry Fields, Bus. Agt./Organizer Charles Goodge, Organizer Joseph Medley, and Bus. Agt./Organizer Marie Bowman.

# North Carolina Local Shines

The dedication to excellence of Local 317T (Greensboro, N.C.) members doesn't stop with the production process. The mobilization of members and union-related activities help define core labor values at the local union level. In all that they do, Local 317T strives for excellence and has a long, successful history in such union principles as community service, education, political action, collective bargaining and communication.

## Education & Training

The local recently completed its annual two-day steward training. Local 317T negotiated in its 2003-2003 contract that the company would pay lost wages to all stewards and officers who attend this annual training. The local places a high value on regular education and in 2002, President Randy Fulk and Vice President Ralph Day completed a six-day Advance Arbitration course at the George Meany Center for Labor Studies in Silver Spring, Md.

## Political Action

Both President Fulk and Vice President Day are

very active in the legislative issues concerning labor and tobacco. President Fulk spoke to the North Carolina legislature (Senate and Congressional) in 2000 on the continued attacks on the tobacco industry, and explained the danger of losing union worker jobs in the industry. Both local officers also lobbied to defeat a cigarette tax increase in 2002. Day currently serves as the vice president of the Triad Central Labor.

Local 317T members also understand the importance of political action. In 2000, member William Earl Jagges was appointed by North Carolina Governor Michael Easley to the Governor's Workforce Development Board. Jagges also serves as the finan-

cial secretary of the Triad Central Labor Council.

## Collective Bargaining

Local 317T recently negotiated a new three-year contract with wage increases each year of the pact, increases in pension and improved life insurance for both active and retired members. Local negotiators also increased shift differential pay and doubled accidental and health leave from 13 weeks to 26 weeks for non-catastrophic illnesses.

## Communication

In March Local 317T unveiled its new website, [www.317T.com](http://www.317T.com). According to Fulk, the local plans to use the communications method to "help inform and motivate union workers and retirees."

## History

The local proudly boasts that Tobacco Industry Vice President T.J. Warren and International Representative Barry Baker have both served as former Local 317T presidents. Fulk has been on the BCTGM General Executive Board since 2000. In addition, he has served as a member of the North Carolina State AFL-CIO Executive Board since 2001.

## Organizing

Even though North Carolina is a so-called Right-to-Work State, less than ten Lorillard employees are not in the union. In the last 30 years, the average number of "free riders" at Lorillard has remained between five to nine workers.



## Child Care: A Union's Fight

As a pressing national issue, accessibility to affordable, quality child care, is a rather new concern for Canadians. While the problem has been evident for more than fifty years, the public agenda has tended to focus on healthcare, unemployment insurance, welfare and retirement security. However, over the past two decades, the momentum for changes in child care has been growing.



Part of that drive comes from the fact that 70 percent of women with school-age children are working outside of the home. According to the Canadian Council on Social Development, only 12 percent of children have access to licensed care. Many BCTGM families scramble to find the appropriate care for their children, and in many cases, are forced to pay extraordinary costs. This is one of the primary reasons the labour movement has taken such an active role in pressuring the government to increase child care subsidies, and make care more accessible and affordable for working fami-

lies. According to BCTGM Vice President Sean Kelly, "expensive child care empties workers' wallets, while a lack of care keeps single parents out of the workforce, or forces them to possibly compromise their child's safety."

BCTGM International President Frank Hurt echoed Kelly's view. "A healthy child care system benefits the entire community. Child care aids in children's development, reduces

poverty, promotes economic self-reliance for single parents, and balances work and family life."

A small but powerful step forward was recently made by the federal and provincial government's when they reached agreement on a strategy for improving Canada's

child care system. Focussing on affordability, quality, and accessibility, the plan calls for the federal government to support provincial and territorial governments in early learning and childcare with \$900 million in extra funding over the next five years. While this amount will surely have a positive impact, there are still concerns that this is but the first step towards solving this problem.

"The BCTGM must continue to push all levels of government to make our children a priority. They are the future of this country, and we cannot ignore that fact," said Kelly.

## Scabs Loose Right to Vote in Ontario

In a recent case, the Ontario Labour Relations Board (OLRB) ruled that replacement workers cannot participate in a decertification vote. More importantly, the decision could affect other areas of Ontario's Labour Relations Act, specifically limiting replacement workers' right to vote on final offers and when ratifying contracts at the end of strikes. The BCTGM applauds the OLRB for recognizing that replacement workers do not share a community of interests with union workers.

## Federal Government Debates Anti-Scab Bill

On April 29, debate began in the House of Commons on Bill C-328, which would prohibit the use of strike-breakers in the federal jurisdiction. While the bill would not impact private-sector employees, such legislation should pave the way for more provinces to pass private sector anti-scab legislation. For updates on this important issue, please check out the Canada page at [www.bctgm.org](http://www.bctgm.org).

Pictured here, Intl. Pres. Frank Hurt (left) presents Local 315 (San Diego) Fin. Secy. Deborah Lacey-Zuelsdorf (right) with a special BCTGM-PAC award. Under Zuelsdorf's leadership, Local 315 embarked on an ambitious PAC campaign and in 2001 became the first BCTGM local to exceed the \$12.00 per member PAC goal. In 2001, Local 315 collected a grand total of \$5,506, which equals an average total membership contribution of \$12.02 per member. Hurt commended Zuelsdorf's enthusiasm and notes the local conducts a model PAC program.



**Dedicated to Excellence**

## Political Action



Local 492 (Philadelphia) recently held a "wildly successful" BCTGM-PAC Awareness Day at the Kraft-Nabisco plant, according to Local 492 Pres./Bus. Mgr. Carolyn Binder, who organized the event. Education materials were provided and Intl. Rep. Jim Condran and local officers were on hand to answer questions and discuss the importance of the union's political program. Intl. Vice Pres. Bob Oakley commended the local for the BCTGM-PAC Awareness Day, noting the local's planning and effort yielded more than 60 new BCTGM-PAC Club members.

Pictured here (front of table, from left) are members Joan Hamburg, Linda Giordano, Steward John Sperduto, Chairperson Cynthia Friday, (behind table, from left) L. 492 Fin. Secy. Edward Rogers and Binder.



**Sweet Farewell**

At the recent Western Conference, longtime BCTGM Local 31 (Long Beach, Calif.) member Alfred Pitts was presented with a special clock in honor of his recent retirement. Pictured here (from left) is Western Conf. President/Local 31 Fin. Secy. Doyle Townson, Pitts, Local 85 member Norman Fouch, and Western Conf. Secy.-Treas./Local 114 Fin. Secy. Laurel Koch.

After long and dedicated BCTGM careers, General Executive Board members Local 503 (Charlotte, N.C.) Fin. Secy. Charles Taylor (left) and Local 25 (Chattanooga, Tenn.) Fin. Secy. George Bolton (right) announced their retirement at the 64th session of the GEB in Palm Springs, Calif. on March 17. Taylor joined the BCTGM in 1975 as a route salesman for Merita. He was appointed as a member of the GEB in March 1998. Bolton, who joined the union in 1974 while working at Colonial Baking, became a member of the GEB in September 1995.



**GEB Retirees**

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## Why Union Membership Pays

### *Benefits*

Union workers are more likely than their nonunion counterparts to **receive health care and pension benefits.**

### *Conditions*

Union workers enjoy better working conditions and receive **dignity, justice and respect.**

### *Stability*

Union workers have **greater job stability** because they're more satisfied with their jobs, receive better pay, have better benefits, have access to fair grievance procedures and are protected from unjust discharge by collective bargaining agreements.

### *Productivity*

The voice that union members have on the job—sharing in decision-making about promotions and work and production standards—**increases productivity** and improves management practices. Better training, lower turnover and longer tenure also make union workers more productive.

### *Compensation*

Union membership helps **raise workers' pay** and narrow the income gap that disadvantages minorities and women. Union workers earn 26 percent more than nonunion workers, according to the U.S. Department of Labor's Bureau of Labor Statistics.

*Union membership can go a long way toward worker self-sufficiency in today's economy.*