

BAKERY, CONFECTIONERY, TOBACCO WORKERS AND GRAIN MILLERS INTERNATIONAL UNION

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Workers are the backbone of our economy...
let's keep it that way.





Level the Playing Field

As always, Labor Day was a time of reflection. While many working families enjoyed end of the summer picnics and vacations over the long weekend, many more families did not. The truth is,

many families could not afford to take vacations this year. The further truth is, many of the families deprived of a vacation are non-union households.

Anti-union activists and analysts claim that the declining number of union households in North America suggests that workers are rejecting the notion of unionization. Nothing could be further from the truth!

Nearly half of non-union workers say they would vote for a union today if they had the opportunity, according to recent polling information. This number is even larger for production workers, such as those working in our industries. Additional research shows that 42 million non-union workers want to join a union.

And why? Because, union workers enjoy a better life than their non-union counterparts. Union workers on average earn 26 percent more than non-union workers, according to the U.S. Department of Labor. The union wage advantage is even larger for women (31 percent), African American workers (29 percent) and Latino workers (53 percent). Union members are much more likely to have health insurance and guaranteed, defined-benefit pension plans compared to non-union workers.

Beyond the economic advantages, collective bargaining contracts ensure union workers dignity, justice and respect on the job, a benefit that cannot be put into dollars and cents.

So why then are workers not joining unions in greater numbers? One simple answer—U.S. labor laws are too weak and ineffective in protecting a worker's right to join a union and realize the benefits that come from a collective bargaining agreement. What America desperately needs, and urgently so, is top-to-bottom reform of its labor laws so that balance of power can be restored to the relationship between labor and management.

Three years ago, Human Rights Watch published a devastating, 200-page report titled, "Unfair Advantage," which detailed the major injustices presently permitted by U.S. labor law. The report highlighted several important items, many of which we in the labor movement already knew, including: millions of workers are without legal protection when attempting to exercise their legal right to associate; workers are often fired for seeking to form and join a union; and, representation elections fail to meet international human rights standards because they permit employers to take action against employees. Such actions include workplace closures, firings, wage and benefit cuts and other severe consequences.

Enforcement of the current laws is also a serious problem. Those individuals and institutions currently responsible for enforcing labor laws simply don't believe in them. Those of us who have been involved in organizing campaigns know this only too well. Employers who

illegally fire key union supporters often succeed in breaking an organizing drive. Even if fired employees prove that their employer took action solely because of anti-union animosity, all these workers may collect is some back pay, months and even years down the road. The National Labor Relations Board (NLRB) election process is full of legal delays that allow employers to hold up union elections for months, if not years, through various loopholes in the law.

What is needed is a renewed commitment to the original ideas that framed the Wagner Act of 1935, the foundation of our current labor laws. The National Labor Relations Act declares it to be the "policy of the United States to encourage the practice and procedure of collective bargaining and to protect the exercise by workers of full freedom of association, self organization and designation of representatives of their own choosing."

The BCTGM is calling on Congress to embrace this original framework by repealing right-to-work (for less) laws, instituting card check recognition in place of mandatory elections, eliminating employers' ability to delay bargaining, and by putting muscle back into the NLRB to effectively take action against employers who engage in illegal action.

Let us embrace Franklin Roosevelt's vision of the Wagner Act when he spoke in 1935 of the new labor laws: "By assuring the employees the right of collective bargaining it fosters the development of the employment contract on a sound and equitable basis." These surely are words our current Congress and White House should be living by. This course is in the best interest of workers. It is in the best interest of our great nation.

Frank Hurt

BCTGM International President





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BCTGM Highlights Workers' Right to Join a Union

With a Labor Day picnic and rally in Lorain, Ohio as a backdrop, the BCTGM helped educate and mobilize union members, lawmakers and the public in support of workers' struggles to win a voice on the job.

More than 2,000 labor supporters attended the event which highlighted the plight of more than 800 workers at the Consolidated Biscuit Company (CBC) plant in McComb, Ohio who have been fighting for their right to join the BCTGM for more than a year.

Among the guest speakers to address the crowd was AFL-CIO Secretary-Treasurer Richard Trumka and Ohio Congresswoman Marcy Kaptur. Both Trumka and Kaptur met individually with a group of CBC workers and their families who attended the event.

Using CBC workers as an example in his speech, Trumka detailed the great efforts of workers who want to join a union but are harassed, coerced and even fired for exercising their right to form a union. "Some employers, like Consolidated Biscuit, use every tactic in the book to deny workers free choice to form a union. We take this as a personal attack. When their rights to organize are violated, the rights of every union member in our movement is violated and that's a national disgrace and we simply can't tolerate it a day longer!," said Trumka as the crowd roared.

Congresswoman Kaptur, who met with the CBC workers and

BCTGM organizers, noted her outrage over the tactics used by the company and their agents to deny the workers their right to choose a union. "I was really impressed that the

CBC worker Bill Lawhorn. "I'm amazed at the amount of support we're getting from so many union members. It just goes to further show me what being union is all about."

In August 2002, a majority of the CBC workers signed authorization cards to become members of the BCTGM. An election was held but due to egregious violations of the National Labor Relations Act by the



Congresswoman Marcy Kaptur (D-Ohio) meets with CBC workers at the Labor Day rally and picnic in Lorain, Ohio.



Congresswoman took so much time to talk with us. She was genuinely interested in what had happened to us and truly cared about our future," said CBC worker John Green.

CBC employee Cathy Hill said, "I had goose bumps at the rally. The feeling was almost as good as when we achieved a majority of BCTGM cards for an election." Hill, her husband Gary, and scores of other BCTGM union activists brought their kids to the event "to show them what unions are all about."

"Today is a great day," said

company, the majority was lost. BCTGM International Representatives Wayne Purvis and John Price filed unfair labor practice charges along with timely objections to the election. After more than six months of investigation, the United States National Labor Relation Board (NLRB) filed 40 complaints against the company. On July 29, 2003, an Administrative Law Judge commenced a hearing between the Labor Board and CBC. At press time, a week of hearings was held and a continuance was scheduled for September 8, 2003.

The Wrong vs. The Right Medicare Prescription Drug Plan

As the BCTGM NEWS went to press, Congress was in the midst of trying to hammer out Medicare prescription drug benefit legislation. Unfortunately, both bills congressional leaders are working on (H.R. 1, S. 1) would hurt rather than help seniors.

The BCTGM is working closely with the AFL-CIO and the Alliance for Retired Americans in the fight for better legislation that will create an effective prescription drug program that truly helps seniors and their families.

Both proposals being considered by Congress are the wrong approach. Here is why:

- The Congressional plans are a direct threat to retirees currently receiving employer-based drug benefits. The Congressional Budget Office estimates that more than four million retirees will lose coverage because there are no incentives, as there are for doctors and hospitals, for employers to continue coverage.
- The privatization of Medicare would leave retirees at the mercy of private insurers and allow HMOs and PPOs to set premiums and benefits. By privatizing Medicare, the federal government will subsidize private insurers to provide the drug benefit—money that can be better spent providing a truly comprehensive drug benefit under Medicare. Private insurers don't guarantee premiums, can drop patients, change coverage and often are at risk of going out of business.
- The Congressional plans do nothing to bring down the skyrocketing costs of prescription drugs.
- The Congressional plans don't go far enough to help cash-strapped seniors. There are huge gaps in coverage, which are a hardship for seniors with multiple health issues who live on fixed incomes. In the Senate bill the gap in coverage (where there is no coverage) is between \$4,500 and \$5,813. In the House bill the gap is between \$2,000 and \$5,100.
- The Congressional plans will not take effect until 2006—much too long of a wait for retirees who need help NOW!
- The pharmaceutical and insurance companies are the big winners with these bills; retirees are the losers.

The BCTGM believes Congress must pass prescription drug legislation that benefits all seniors. An effective Medicare Prescription Drug benefit must incorporate the following principles:

- Universal coverage for all who qualify for Medicare benefits;
- The benefit must include the most current and effective treatments and quality controls;
- Voluntary enrollment so that those who already have superior benefits can remain in their employer's plan while assuring enrollment later for persons facing erosion or loss of current drug benefit;
- Affordable premiums and protection for all beneficiaries from high out-of-pocket expenses;
- The benefit must not be means-tested, however, low-income persons should have all costs covered;
- Dollar coverage of the benefit should be high enough to protect the out-of-pocket costs of average to higher pharmaceutical users and contain a reasonable cap on costs for those with catastrophic bills;
- Employers should be required and/or provided with incentives to maintain and expand the level of coverage of current, employer-provided retiree prescription drug benefits; and,
- Pharmaceutical prices for all consumers must be brought under some system of control. Without action on the rising price of pharmaceuticals, the cost of a Medicare benefit will not be affordable and millions of Americans of all ages will be denied their right to first class health services.

Visit bctgm.org to learn more about the Medicare Prescription Drug benefit and email Congress to tell them that you oppose both plans being considered!

Did You Know?

Older Americans make up 13% of the population but account for 34% of all prescriptions dispensed and 43 cents of every dollar spent on prescription drugs.

BCTGM Quality for All Seasons

For more than 50 years, BCTGM Local 6 (Philadelphia) members have been making Just Born candies in Bethlehem, Pa. Just Born is a family-owned candy manufacturer that has been in business for more than seven decades and three generations. BCTGM members at Just Born make some of America's favorite candies: Mike and Ike, Hot Tamales, ZOURS, Teenee Beanee Gourmet Jelly Beans, and seasonal Marshmallow Peeps. In April, Just Born acquired Goldenberg Candy Company of Philadelphia, where Local 6 members produce Peanut Chews and Chew-ets.



Sweet Details

- BCTGM members at Just Born produce more than one billion individual Marshmallow Peeps per year covering all of its holiday seasons.
- Making candy at Just Born, BCTGM members go through more than 34 million pounds of sugar per year.
- BCTGM members at Just Born manufacture more than 200 thousand pounds of jelly beans a day.
- How did the company's name evolve? Its founder, Sam Born, liked to display his new confections in his Brooklyn, New York shop window with a sign announcing they were so fresh, they were "just born."
- BCTGM members produce more than 22 million pounds of Hot Tamales each year.
- Introduced in 1940, some believe the name Mike and Ike was chosen via a contest among Just Born plant workers. Others think the name was inspired from the "I Like Ike" era. Another theory connects the name to a popular vaudeville song.



Marshmallow Peeps Fun Facts

- Due to demand, BCTGM members now produce more than one billion individual Marshmallow Peeps a year covering all holiday seasons.
- In 1953, it took 27 hours to create one Marshmallow Peep. Today, it takes six minutes. During their early years, Marshmallow Peeps were squeezed one at a time out of a pastry tube and the eyes were painted on by hand. Now, technology helps BCTGM members create 3,800 Peeps eyes per minute.
- BCTGM members make as many as 4.2 million Marshmallow Peeps, Bunnies, and other shapes each day at Just Born's Bethlehem, Pa. factory.
- Last Easter, more than 700 million Marshmallow Peeps and Bunnies were consumed in the U.S.



Honoring The Value of Hard Work

By Congresswoman Linda Sánchez, California's 39th District

While many Americans spent Labor Day catching up on errands, preparing for school and getting together with family, it is important to remember the true meaning of this holiday. Today all of us, union and non-union alike, enjoy the rights secured by the labor movement over time.

As a proud member of IBEW Local 441 and the former Executive Secretary-Treasurer of the Orange County Central Labor Council, I have learned first hand and worked on the issues that are critical to

workers. When I came to Congress in January, I was asked to sign up for Congressional Caucuses. I joined the Congressional Hispanic Caucus, the Human Rights Caucus, and the

U.S.-Mexico Caucus, among others. You can imagine my surprise to learn that while there is a Congressional Ski and Snowboard Caucus and a House Potato Caucus—no Labor Caucus existed!

I know too well how difficult it is for workers to be treated with respect, dignity, and justice in the work place and I believe we need a Congressional Caucus to work on these issues. It is with great pleasure that I announce to you—my labor brothers and sisters—that prior to Congress adjourning for the August recess, I, along with Representative Stephen Lynch (D-MA) and Representative Michael Michaud (D-ME) formed the “Congressional Labor and Working Families Caucus.”

The aim of the Labor Caucus is to protect workers’ rights and American families by developing and implementing a pro-labor agenda in the U.S. Congress. I believe that this caucus will help to advance the critical issues facing working families.

For example, we need an organized caucus to help fight the systematic attack on the right to collectively bargain. We need to work on issues like over-



“We need an organized caucus to help fight the systematic attack on the right to collectively bargain.”

time pay and safer working conditions in the workplace, and we need a united front when Republicans try to pass anti-labor and anti-worker legislation on trade policy, pension rules, and health care.

I believe it is imperative that we understand and mitigate the harmful effects of anti-labor policies that have taken hold of Congress. The Labor Caucus is a coalition of Members of Congress who are committed to actively supporting a pro-labor agenda.

I proudly stand side-by-side with you, my union brothers and sisters, as together we can build a better America for all working families. It is time for Congress to put value on hard work and the workers who are the backbone of our great country.

Anti-Labor/Anti-Worker Congressional Actions

- “The Family Flexibility Time Act of 2003,” H.R. 1119. This bill would eliminate overtime pay for many of the 80 million workers currently covered under the overtime pay rule of the Fair Labor Standards Act.
- “Free Trade Agreements with Chile and Singapore,” H.R. 2738 and H.R. 2739. These bills passed the House of Representatives on July 24, 2003. These trade agreements are expected to cause more jobs losses for the United States.
- “Pension Security Act of 2003,” H.R. 1000. This bill passed the House of Representatives on May 2003. This legislation would allow cash balance pension conversions without any protections for long service employees. Without legislation to protect these workers, millions of workers will see their pensions slashed as much as 50 percent.

Big Business to Use Labor Model for 2004 Elections

In an attempt to steal a page out of organized labor's political playbook, nearly 200 major corporations and 100 business trade associations have begun putting together an ambitious grassroots action program for the 2004 elections. They hope to combine this plan with the hundreds of millions of dollars they will spend on their candidates in order to maintain corporate control of Congress and the White House.

Big business has seen how successful labor has been over the past several election cycles in its member-to-member, get-

out-the-vote program. They now hope to achieve similar success in activating the non-union element in their companies.

"For unions, this challenge means one thing—we must be more effective than ever before in our political efforts if we are to change the ruinous economic policies coming out of Washington," explains BCTGM International President Frank Hurt.

Hurt went on to say, "The BCTGM is already working closely with the AFL-CIO and other unions at the national and state levels in preparation of the



2004 elections. I believe a solid game plan is being developed and urge all BCTGM local unions to take an active role, beginning today. Our members and all working families cannot withstand four more years of policies that have led to endless job losses, plant closings and skyrocketing health care costs," Hurt concludes.

BCTGM Representatives Take Issues to Congressional Leader

Representatives from the BCTGM International and Local unions recently convened a meeting in Richmond, Va. with U.S. Congressman Eric Cantor (VA-7), a top Republican leader

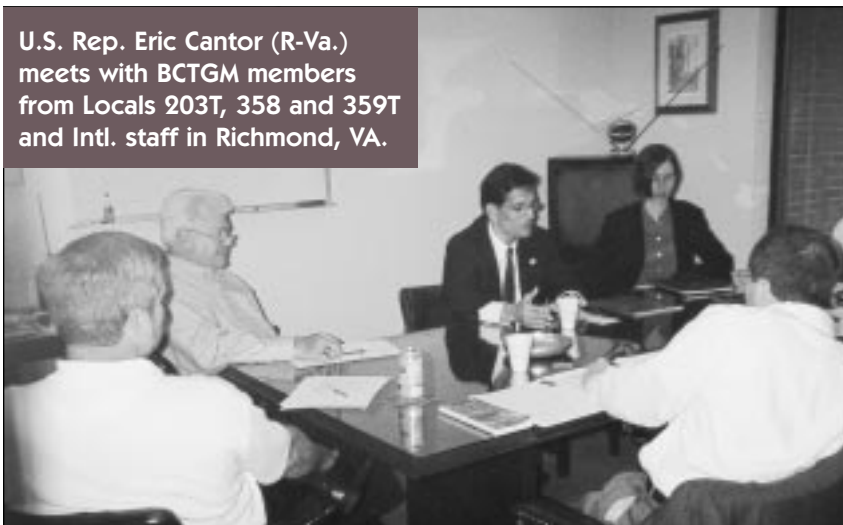
in the House of Representatives.

Representing the BCTGM at the meeting, which was held at the Local 203T (Richmond) office, were International Representative Barry Baker,

Local 203T President Oscar Giles, Local 358 (Richmond) Financial Secretary Ted Constable, Local 359T (Hopewell, Va.) President Marshall Aldridge, and Harry Kaiser, Assistant to the International President.

A wide range of issues important to BCTGM members were addressed with the congressman. The group addressed the relentless loss of U.S. production jobs to low-wage countries, the union's opposition to more "free trade" legislation like NAFTA, an end to the ongoing federal government assault on the tobacco industry and its workers and BCTGM's support of a comprehensive, effective Medicare prescription drug program.

U.S. Rep. Eric Cantor (R-Va.) meets with BCTGM members from Locals 203T, 358 and 359T and Intl. staff in Richmond, VA.





NAFTA ON STEROIDS: *The Threat of the FTAA*

What could be worse for workers than the North American Free Trade Agreement (NAFTA), which destroyed hundreds of thousands of American and Canadian jobs, weakened enforceable labor and environmental protections and increased corporate power?

The answer—the Free Trade Area of the Americas treaty (FTAA). Often referred to as “NAFTA on Steroids,” the FTAA would create the largest free-trade zone in the world, spreading the disastrous effects of NAFTA to 34 nations and 800 million people by eliminating tariffs in all countries in the Western Hemisphere except Cuba.

Some of the more painful examples and trends under NAFTA:

- Nabisco bought Lance of Mexico (candy, cookies), and transferred the production of Fig Newtons to Mexican plants.
- Bimbo closed its snack cake operation in Fort Worth, TX, moved it to Mexico and ships products to the U.S.
- Philip Morris and British American Tobacco bought Mexico’s two largest cigarette makers and split 99 percent of that country’s market.
- Cargill, ADM and ConAgra now operate in Mexico.
- Frito-Lay has snack plants in Mexico

The BCTGM has strongly endorsed the AFL-CIO’s nationwide campaign to oppose the FTAA because all our industries and members are affected by trade policy. It repeats the mistakes of NAFTA all over again—but is ten times greater a threat to production workers. Over the last several years under NAFTA, our union has seen an alarming increase in the amount of foreign-produced food and consumer products appearing on store shelves, much of it from Mexico. Imported biscuits, cookies, crackers, bread, candy, chocolate and pasta have reached record levels.

FTAA is even a graver threat to our economic security because it covers more countries than NAFTA, including all of Latin America, North America and the Caribbean, except Cuba.

The campaign to stop the FTAA is national in its scope. It will unite trade unionists from throughout the Americas to put the spotlight of publicity on this son of NAFTA. The campaign will collect and circulate hundreds of thousands of “ballots” allowing workers throughout the Americas to vote their opposition to the FTAA. These ballots will be presented to the trade ministers when they meet in Miami in November, 2003.

The disastrous impact of NAFTA on U.S. manufacturing and production has caused

many “free traders” in Congress to begin to question the wisdom of taking this failed treaty and expanding it to cover the entire Western Hemisphere. We must show Congress that the American people oppose sacrificing good jobs and decent living standards for a trading system that benefits the giant multinational corporations at the expense of American workers.

Please join this campaign to promote fair trade, create good jobs and protect worker rights throughout the Americas. Remember NAFTA and how it has cost the U.S. nearly a million jobs while leaving Mexican workers as poor as ever.

What You Can Do

- Distribute copies of the ballot and informational flier on pg. nine in your workplaces, at local union meetings and educational seminars. The ballot is available online at **www.bctgm.org**, or by contacting the BCTGM Research & Education Dept. at (301) 933-8600.
- Encourage family and friends to visit **www.bctgm.org** and “cast” a ballot on line.
- Send a letter to your members of Congress and urge them to support fair trade, good jobs and worker rights throughout the Americas.

Why BCTGM Members Should Care About the FTAA

What Is the FTAA?

Ten years ago, NAFTA began eroding workers rights, jobs and the environment. The Free Trade Area of the Americas (FTAA) is NAFTA, but ten times larger. It would include every country in the Americas, except Cuba. FTAA would open trade and create new rights for companies but offer no real protections for workers rights.

How will the FTAA affect BCTGM workers?

Over the last several years, the BCTGM has seen an alarming increase in the amount of imported food and consumer products appearing on store shelves, much of it from Mexico. Biscuits, cookies, crackers, bread, candy, chocolate and pasta imports to the US have reached record levels.

BCTGM research reveals disturbing trends. A number of our union companies have closed plants and shut down lines in the U.S. and expanded operations into Mexico:

Kellogg—Rice Krispies Bars, to Mexico.

Hershey—Big Kiss, to Mexico

Nabisco—Fig Newtons, to Mexico

Bimbo—Texas Snack Cakes, to Mexico



Bad News for all workers

While FTAA will make it easier to move production around the entire western hemisphere, workers in other countries do not necessarily welcome the job shifts. They have seen how NAFTA has been used by multinational corporations to drive down wages and working conditions in Mexico. They know the central purpose of the FTAA will be to allow companies to pit workers against one another across two continents. That's why free labor unions in Latin America are skeptical or opposed to FTAA.

American workers need to send a clear message to Congress and the Bush Administration:

YES to Fair Trade policies that create living wage jobs and protect worker rights!

YES to Fair Trade Policies that protect the environmental laws and regulations

YES to Fair Trade Policies that support family farms and food safety!

NO to FTAA!!!

To cast your vote against FTAA, visit www.bctgm.org

BCTGM Settles Fourth Region Pattern with IBC

Memphis, Tenn.—On August 22, BCTGM negotiators reached a new three-year pattern agreement with Interstate Bakeries Corp. (IBC) covering union members in the Southeastern U.S. Members of BCTGM Local 149 (Mobile, Ala.) subsequently voted overwhelmingly to approve the pact.

The BCTGM maintained clear and consistent opposition to company demands that employees begin paying for part of their health care premiums and increased deductibles. The company will provide and maintain all current health plans, schedule of benefits (MOB) and pay the cost of maintaining those benefits for current and future employees throughout the life of the agreement.

“Our system of pattern bargaining for the baking industry has once again proven successful. All the participants are to be congratulated for a job well done,” notes BCTGM International President Frank Hurt.

In addition to the maintenance of workers’ health care plans with no co-pays, the BCTGM negotiated two \$50 pension increases. Effective the first day of the agreement, the com-

pany will pay an additional ten cents-per-hour to fund the W-1 Plan, and on the effective anniversary date in 2004, an additional five cents-per-hour. For contracts renewing on or after January 1, 2004, the company’s contribution rate will increase from 60 cents-per-hour to 75 cents-per-hour, effective the first day of that agreement.

“This is another strong agreement and one that we knew we could take back to the membership and proudly recommend,” notes BCTGM Vice President and Chief Negotiator Bob Oakley. “Our members have told us very clearly that maintenance of their health care plans is the

primary concern. And we negotiated an agreement that secures this for them.”

The BCTGM also negotiated \$1.10 in wage increases throughout the life of the contract. The fourth region settlement will eventually cover about 2,800 members in production, sanitation, shipping, depot loaders, thrift store employees, and maintenance employees, garage mechanics, and transport/relay drivers. Fourth Region IBC facilities covered under this pattern agreement includes Memphis and Knoxville, Tenn.; Florence, S.C.; Alexandria and Monroe, La.; Jacksonville and Orlando, Fla.; Columbus, Ga. and Tulsa, Okla.

Continued Weak Economy Prevents B&C Retiree Bonus

For the second year in a row, the Bakery and Confectionery Union and Industry International Pension Plan will not be able to provide a bonus for its pensioners. The Fund’s actuaries have recommended that a bonus should not be provided this year due to the very weak economy and recent federal legislation increasing funding requirements for pension plans such as the B&C Fund.

Fund Chairman and BCTGM International President Frank Hurt explains, “I am extremely disappointed to have to announce to our retirees that they will not be getting a bonus again this year. In view of the fact that our retirees are paying more every day for the necessities of life, including health care coverage, it is particularly distressing to know that we can’t help these good people by giving them a bonus to defer some of these costs. This is something we had been able to do for many years. Hopefully, the economy will improve enough and the Fund’s earnings will be sufficient to allow bonuses in the future.”

2004 BCTGM International Scholarship Program

The BCTGM International Scholarship Program will award ten \$1,000 one-time awards in 2004. At least one of the scholarships is designated for a Canadian and up to three of the ten are designated for active members of the BCTGM. **The deadline for applications is January 31, 2004.**

To learn more about this special BCTGM membership feature, you can find the official rules and regulations for the 2004 BCTGM International Scholarship Program and the application on the union’s website, www.bctgm.org.

BCTGM Intl. Rep. Art Silva Dies

On July 24, BCTGM International Representative **Arturo Silva** died unexpectedly at the age of 51. He had been a proud union member for 33 years.

"Art was a generous, decent, loveable man who was a great trade unionist. His strong character and commitment to the betterment of workers' lives made him a true asset to the BCTGM. He will be missed dearly by us all," said International President Frank Hurt upon learning of Silva's death.

Born in Guanajuato, Mexico, Silva spent the first 17 years of

his life in Mexico. From 1966 to 1969, Silva worked for the *El Heraldo De Mexico* (*The Herald of Mexico*), a newspaper in Mexico City. He worked as a press operator and wrote a weekly column.

In 1970, he moved to Los Angeles where he took a job with ITT Continental Baking and joined what was then the B&C. Silva worked at Continental for 12 years, during which he was active as a shop steward and a Local 37 (Los Angeles) executive board member. In 1982 he was elected business agent for the local. He became a Region Six International



Intl. Rep. Arturo Silva

Representative in 1987. Silva's bilingual ability was a key factor in the success of many organizing drives conducted by the union in Southern California.

In 1996, Silva became a U.S. citizen and remained active within the new immigrant community. He worked extensively with the Labor Council for Latin American Advancement (LCLAA) for more than 20 years. In 1993, President Hurt appointed him as the union's delegate to LCLAA. Silva also founded a non-profit social club in Los Angeles for people from Acambaro, Guanajuato. One of the group's main goals was to help the people living in Acambaro through donations to the Red Cross in Mexico.

In 1984, Silva was interviewed for a study on California labor union leaders. When asked what made him become active in the labor movement, Silva said, "I wanted to help the people. The union helped me and I wanted to help people. Because, I help everybody . . . Anglos, blacks, Latinos, everybody. That's what it is about."

Art is survived by his wife of 31 years, Consuelo, and their children Marisol, 30; Rocio, 25; and Judith, 20.

In Memoriam

Former Region 2 International Representative Eugene "Gene" Midden passed away on July 25 after a long battle with cancer. He was 69.

Midden joined Local 4 (St. Louis) in April 1951 when he went to work at Pretzel Bakery. While working in the bakery, he became active in the local, serving as shop steward and on the negotiating committee. In 1973, he was elected the local's business agent and became an active force in the St. Louis labor council. Midden retired on June 1, 1991 after more than 40 years of service to the union. He is survived by his wife, Mary, and sons, Mike, David, Greg and Jeff.



Thomas Murray, retired Region 2 International Representative, passed away on September 4 after suffering a heart attack. He was 77.

A native of Portland, Ore., Murray joined the union in 1948 when he began his baking career at Sigmund's Bakery in Yakima, Washington. As a member of Local 74, he held many bakery jobs during his 10-year career at Sigmund's and eventually qualified as a "journeyman baker," a job description that included skillful cake decorating. Murray became an International Representative in 1969 and retired in 1993. Beginning in 1984, Murray became a regular feature to the union's cake decorating display at the annual Union Industries Show.

BCTGM Canada Keeps Growing Stronger



Two years ago this September, at the Eastern Canada Council meeting in Saint John, New Brunswick, BCTGM Canada underwent a transformation. Under the banner of *Rebuild Canada Now* (RCN), BCTGM leaders in Canada pledged their assistance to strengthen their current membership, make themselves more efficient, and help efforts to build the union from the ground up. The International hired two young organizers, Karl Walker and Steeve Begin, to aid in these efforts. The focus: organize more workers and educate current members. Two years later, the project is paying dividends.

According to International President Frank Hurt, the initiative has exceeded initial expectations. "It goes to show, that with the proper planning, dedication, and leadership, great strides can be made," says Hurt.

The aggressive organizing strategy has paid off in the form

of hundreds of new members. Since the program's inception, workers at Del's Pastry, Toronto Bagel, Beta Brands, and Canada Bread's Olivieri Pasta, have been organized into Local 264 in Toronto. In Quebec, workers



Workers from newly organized Bonte Foods stand proudly with L. 406 Business Agent Mark Robar (right).

from Meditron and Boulangerie au Pain Dore, have joined Locals 55 and 333, respectively. And in New Brunswick, Local 406 in Moncton, has won overwhelming victories at Bonte Foods, Canada Bread's Woodstock facility, and Atlantic Waffle, with several other campaigns underway.

Another key component of RCN has been the focus on education. "We wanted to strengthen, and empower our local unions, and one way of doing that is through education and training," explains Hurt. To that end, hundreds of stewards in Halifax, Moncton, Toronto, Winnipeg, Calgary, and Montreal have received extensive training in

grievance handling, health and safety, labour laws and leadership skills.

According to International Vice President Sean Kelly, the renewed energy in Canada could not have come at a better time. "With the economic downturn, and the anti-worker policies of many of our provincial governments, we had to step up to the plate in a big way," recalls Kelly. Along with the organizing and training successes, an emphasis has also been placed on creating stronger and more efficient locals through mergers. "President Hurt put a sound plan and a great team in place to help this effort get off the ground, and over the past two years the momentum has been gaining strength and shows no sign of waning," adds Kelly.

Canadian Workers Say Yes to BCTGM



Over the past several months, hundreds of men and women across Canada have chosen the BCTGM to ensure their voice at the workplace. Many of them cited respect on the job, hazardous work conditions and arbitrary decisions by management, as serious problems in their workplace. Others were concerned about the failing economy and plant closures. Whatever their reasons, workers at Bonte Foods, Beta Brands, and Meditron, all said BCTGM Yes! this summer.

CEO Pensions: Hidden Riches

While many corporations are doing everything they can to deny decent retirement benefits to their workers, they are quietly putting aside millions of dollars for executive pensions.

Recent reports of scandalous executive compensation on salary, bonuses and stock options at corporations such as Enron, Worldcom and Tyco have shocked the public. Unions have been the most vocal critics of these executive pay practices made worse because they come at a time of endless layoffs, plant closings and benefit reductions at companies across the economy. During recent negotiations, the BCTGM has exposed some of the outrageous corporate executive compensation practices in our own industries.

“At the same time that CEO’s are gutting or raiding workers retirement plans, they are inflating their own pensions,” argues BCTGM International President Frank Hurt. “Workers are being asked to sacrifice everyday with increased health care co-pays and inferior retirement plans while top management loads up their bank accounts,” continues Hurt.

This two-faced practice has become the norm amongst Fortune 500 companies. Some of the tactics they use to inflate executives pension benefits include:

- The practice that gives key executives bonus years of service, thereby inflating their total pension benefit. For exam-

ple, when John Snow, former CEO of CSX Railroad, retired after 25 years to accept the position of Treasury Secretary in the Bush Administration, the company credited him with 44 years of service and he left with a total pension package worth \$33 million.

- A majority of CEO’s receive what is known as Supplemental

“At the same time that CEO’s are gutting or raiding workers retirement plans, they are inflating their own pensions.”

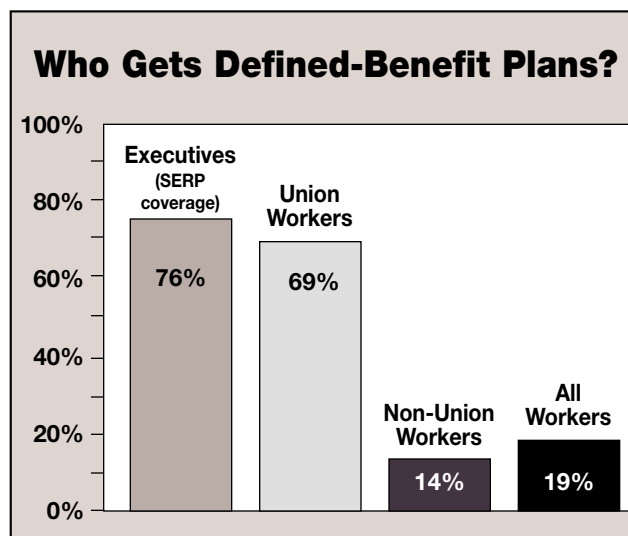
Executive Retirement Plans, which are defined benefit plans that are calculated differently than a regular workers pension plan, to artificially inflate their benefits.

- Another common pension perk for executives are Nonqualified Deferred

Compensation Plans, which are similar to 401(k) plans, but again, offer special considerations to executives that workers do not receive.

There are very important issues at stake in this debate. One, not enough workers have defined benefit plans, which guarantee them a set income once they retire. Unionized workers are the exception to this rule, since the majority of the pension plans they negotiate are defined benefit plans. But, with stagnant or falling stock prices employers are doing their best to replace their workers defined benefit plans with cash-balance plans, or 401(k) plans, neither of which offers workers sufficient guarantees on their retirement benefits.

Another issue is the complete lack of accountability. “What especially angers our members is that executives are being rewarded with extravagant pensions even if the company performs poorly,” notes Hurt. Indeed, one of the justifications for stock options, as a form of compensation, is that it ties the performance of the company, with that of the CEO. However, a CEO can perform badly, but will still be rewarded with their bloated pension plans. “The BCTGM believes that these companies must immediately stop taking from its workers and transferring that wealth to their already over-compensated leadership,” concludes Hurt.



Source: *Executive Benefits? A Survey Current Trends*, Clark/Bardes Consulting; *Employee Benefits in Private Industry*, BLS.

Safeway Bakers Delight Small Community

Dunkirk, Md.—For the approximately 3,500 residents of this sleepy Southern Maryland town, 45 minutes south of Washington D.C., there is only one place to find union-made cakes, fresh pastries, bagels and cookies: the local Safeway Bakery.

A small crew of dedicated bakers, all proud members of Local 118 (Washington D.C.), work diligently each day to keep regular customers supplied with fresh baked goods. From custom made wedding and birthday cakes, to doughnuts, strudels and bagels, the Safeway crew bakes the finest products available in the area. Pictured on this page are the BCTGM members hard at work on a recent Saturday morning—the bakery’s busiest time.



◀ Bakery Manager Jo-Ann Schinner measures and weighs dough. Schinner has worked for Safeway for 23 years.

Local 118 member Jo-Ann Schinner prepares dough for rolls. ▼



▲ Local 118 member Tommy Dutch prepares apple fritters.

Tommy Dutch prepares fresh doughnuts early Saturday morning. ▼



▶ Kim Garner, a union member for 10 years, replenishes the bakery counter with freshly baked cup cakes.



◀ Cake decorator Bridget Tippins customizes a freshly frosted cake for a waiting customer.



Union Plus Legal Service

Legal Resources: Legal Service FAQ

Q: Who is eligible for the BCTGM Power Union Plus Legal Service?

A: BCTGM members and their spouses and dependents are eligible to participate in this program.

Q: How much will I save on other legal matters?

A: Some legal matters, such as closing a mortgage loan, may require further attention from your attorney. For such matters, you will receive a 30% discount off the attorney's normal fee. Also, discounted flat fees may be available for some common services such as drafting a will. The discount may be smaller for contingency fee or percentage fee cases. The discount does not apply to ownership or operation of a business.

Q: What's the value of the BCTGM Power Union Plus Legal Service to the average union member?

A: If you're like most people, you may not know where to turn when you need an attorney. Or you may be afraid that you can't afford one. The Union Plus Legal Service helps you get the legal advice you need so you can avoid and resolve potential legal problems, often for little or no cost.

Q: What is not covered under the service?

A: Because this is a union program, matters involving a union-related organization or union official are not handled by the service. Matters involving your ownership or operation of a business are not cov-

ered. Documents written by you, such as contracts, rental agreements, etc., are not covered by the free document review benefit. Participating attorneys are not obligated to take a case and may decline if they so choose.

Q: How often can I talk to an attorney?

A: You may consult with an attorney as many times as you need to, provided it is about a separate matter each time.

Q: How is quality legal service ensured?

A: Union Plus Legal Service attorneys are carefully selected to make sure you receive the best service available. All participating attorneys are in active practice, with an average of 14 years of experience. Union leaders or members have recommended many of them to this program. All of them must go through an extensive review process and must carry malpractice insurance.

The program continuously monitors participating attorneys, and you will have the opportunity to complete a simple evaluation about your attorney's performance. A program administrator reviews all evaluations. The administrator also keeps track of any complaints filed by members against participating attorneys. If an attorney does not measure up to our performance standards, Union Privilege, the organization founded by the AFL-CIO to develop and manage member benefits, can have that attorney dismissed from the panel.

For more information on the
BCTGM Power/Union Plus Legal Service call 1-888-993-8886
To find a lawyer online, visit <http://www.unionprivilege.org/benefits/legal/find.cfm>



Top Ten Reasons to Visit www.bctgm.org

- 1. Worker News: Updates three times a week.**
- 2. Complete web translation available in nine languages: French, Spanish, Dutch, Italian, Portuguese, Greek, Korean, Japanese, and Chinese.**
- 3. Online Health & Safety Toolbox.**
- 4. Confidential online organizing contact form.**
- 5. E-activist campaigns with online resources and actions that make an off-line impact.**
- 6. BCTGM Power online applications, coupons and links.**
- 7. BUY BCTGM features a sampling of union-contracted companies, their products and the local unions that produce the goods.**
- 8. BCTGM NEWS: Complete from 2002 and 2003 available to download.**
- 9. Hot news about the economy with online reports produced by the Economic Policy Institute and Citizens for Tax Justice.**
- 10. Current information and actions to take to support BCTGM campaigns, including organizing, contract negotiations, strikes or lock outs.**