

NOVEMBER—
DECEMBER 2004

BCTGM *News*

VOLUME 5
NUMBER 6



Happy Holidays to the
BCTGM Family!



the PRESIDENT'S MESSAGE

Organized Labor Champions Family Values Everyday

"With a good conscience our only sure reward, with history the final judge of our deeds, let us go forth to lead the land we love, asking His blessing and His help, but knowing that here on earth God's work must truly be our own."

Inaugural Address of President John F. Kennedy, January 1961

Since the November elections, there has been a great deal of talk among political analysts about family values. This issue was cited by many voters as their top concern in determining whom they voted for. But in their assessment, these analysts have focused too narrowly on just one aspect of this important issue – religion.

Union members, like American society as a whole, have deep religious convictions and believe that faith is important to the well-being of our families. We know that no one candidate or political party, no particular religion or denomination and no region of the country can lay claim to being more moral or having greater family values than another.

At the same time, religious faith is so personal and the principle of the separation of church and state so fundamental to American democracy that unions choose, and rightly so, to focus on strengthening families through the advancement of economic and social justice.

The labor movement believes that good jobs which provide food, shelter, clothing and prosperity are essential to strengthening families and that quality health care and safe water to drink and air to breathe are family values as well. We strive for safer, healthier workplaces because injured and ill workers cannot adequately provide for their families.

We believe that our parents and grandparents have earned the right to live in dignity and economic security in their retirement years. That is why we champion Social Security and oppose its privatization because we know that to do so will weaken the system and hurt beneficiaries while making many on Wall Street even richer. That is also why we want to strengthen Medicare and always stand firm when we negotiate with our employers on pension benefits.

Our Union fights hard to organize workers and elect candidates who share workers' goals and aspirations simply because we want more families to improve their standard of living and enjoy a brighter tomorrow for their children and grandchildren. In short, the BCTGM and all of organized labor are devoted to promoting family values every single day.

It is unfortunate, and in fact hypocritical, that the very same ultra-conservative politicians and corporate and religious leaders who believe they have the corner on family values and morality so often oppose the right of workers to join a union and enjoy the better

life that comes with union membership and a collective bargaining agreement.

History has proven that American prosperity is the broadest and poverty the lowest when the ranks of organized labor are the largest. Strong labor communities have better schools, health care and public services. A robust, thriving labor movement means a better standard of living for all – union and non-union alike.

Though labor's endorsed candidate for President lost a very close election, two out of every three union members who voted chose the Kerry/Edwards ticket. Millions of good, hardworking, patriotic union men and women voted their conscience, their faith and their family values.

With the elections behind us and as a new year awaits, the BCTGM will continue to be at the forefront of the struggle for workers' rights, civil rights and human rights. We will fight to maintain the standard of living of our members and their families. And, we remain committed to bringing new workers into our Union so that they too can help their families to a better life.

In my mind, this is the essence of family values.

Frank Hurt

BCTGM International President





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Mother's Kitchen Workers Win Fight for Dignity

Burlington, N.J.—The long-fought battle for union representation came to a victorious close on September 22 for workers at Mother's Kitchen when they overwhelmingly voted to become members of the BCTGM.

Workers at Mother's Kitchen—which is owned by Rich Products Corp.—make a wide assortment of gourmet cheesecakes.

The struggle by workers to join the union began in December 2003 when a majority of the workers signed union authorization cards. BCTGM International Representative Jim Condran and BCTGM Local 6 Representative Joe Medley immediately filed a petition with the National Labor Relations Board (NLRB) to conduct a secret ballot election.

However, in the 50 days leading up to the NLRB vote, plant management violated the worker's rights in just about every way imaginable. Managers threatened workers with a loss of benefits, wages, working conditions—and worse—the loss of their jobs if they voted for the union.

In addition to the fear workers

had in the face of such harassment, another obstacle faced by the organizers was that the 160-person bargaining unit was made up of workers whose primary language was not English. In fact, organizers had to communicate to workers who spoke more than seven different languages including Portuguese, Spanish, Polish, Korean and Turkish.

Because of the major labor law violations committed by the company, the BCTGM filed dozens of unfair labor practice (ULP) charges against the company. The election was ruled null and void and the company was forced to post Government Notices throughout the plant in several different languages stating that the company would not make any of the threats they did in the first election. The re-run election was



Members of the Mother's Kitchen committee hold up the National Labor Relations Board settlement agreement which forced the company to hold the September 22 re-run election. Pictured here is (front row, from left) Herman Morris, Terrence Schoolfield, (back row, from left) Ken Wagner, Mike Bonser, Jose Matias, Shirley Stadvec, Cindy Morley, Crystal Matias and Dominic Gervasio.

held on September 22 and workers overwhelmingly voted to become BCTGM members. One member, Hilda Sabournin was on vacation the week of the election. However, she flew from Florida to New York and then drove more than 100 miles to the plant to be sure her vote to join the union was included.

"There were several important elements that led to this victory," notes Condran, who led the organizing campaign. "First, the in-plant postings ordered by the NLRB. Secondly, the invaluable help by Local 6 rank-and-file organizer Edwin Prosper who spoke English and Spanish, which greatly enhanced our communication with the workers. Also vital was the inside organizing committee who took on a very active role throughout the campaign as well as the hard work and dedication of my union brothers, International Representatives Joe Sardina and John Price."



Mother's Kitchen Workers and organizers celebrate their victory following the re-run election on Sept. 22.

Third Region Meets, Plans for Future

Seventy-eight delegates representing 27 local unions in the Midwestern U.S. gathered October 29-31 for the 2004 Third Region Council meeting. The event, held in Chicago, presented a valuable opportunity for the region's



© Photo by www.BEER3.com

local union leadership, to meet with International Executive Officers, Vice Presidents and Representatives to share information, experiences and ideas in preparation of the various challenges the BCTGM will face in the upcoming year.

The meeting took place just a few short days before the national elections and much of the focus was on politics. In his

keynote address, International President Frank Hurt outlined the "most comprehensive" political action program ever undertaken by the BCTGM. Hurt also provided the delegates with an overview of economic developments and trends within the union's industries, including the status of the Interstate Bakeries Corp. (IBC) bankruptcy proceedings, as well as negotiations with

other major employers.

"This has been a hard year for our union, however, I'm very proud of our many successes. We intend to continue to stand up to employers in order to protect our members' jobs, pensions, health benefits and overall standard of living," Hurt explained.

Also addressing the council were International Secretary-Treasurer and Director of Organization David B. Durkee, International Executive Vice President Larry Barber and Assistant to the President Harry Kaiser. The delegates elected Local 280 (Evansville, Ind.) Financial Secretary Dennis Howard as Third Region Council President and re-elected Local 245 (Wichita, Kan.) Financial Secretary Jim Clapper to a three-year term as Council Trustee.

COUNCIL MERGER APPROVED

At its November meeting, delegates to the 2004 Candy, Confectionery, Pasta and Snacks Council unanimously voted to merge the Council with the Biscuit Council. This follows similar action taken by the Biscuit Council earlier this year.

In the coming months, International President Frank Hurt will be working with the leadership of both Councils to establish the framework for the new Council and set a date for its inaugural meeting. Hurt applauded the delegates stating, "I commend the delegates to the Candy, Confectionery, Pasta and Snacks Council for taking this important action. This merger will lead to a stronger entity that will enable the affiliated Locals to address Council matters more effectively. Both Councils have a proud past. Together they will build a great future."

International Vice President Bob Oakley provided the keynote address and Assistant to the President Harry Kaiser provided the delegates with a post-election political report.



Solidarity Strengthens Resolve in Battle for Unionization

The strength, unity and resolve of workers employed at Sara Lee's Redding French Bakery in Redding, Calif., who have been fighting to become BCTGM members for more than three years, have finally paid off.

The BCTGM has received official notice from the National Labor Relations Board (NLRB) that the organizing struggle that began in 2001 by workers at the Sara Lee bakery has ended in certification. After winning two elections and two administrative judge trials, the workers are now certified members of BCTGM Local 85 (Buena Park, Calif.). Bargaining over their first contract began immediately.

The BCTGM had won this organizing election in 2001, however in subsequent years, the company challenged the election and tied up the union in court. "This is a continuation of the staunch anti-union activity by Sara Lee's baking division," notes BCTGM International President Frank Hurt. "The workers and the organizers are to be congratulated for the unity they maintained throughout this long, hard campaign. They rose above the harassment, intimidation and anti-worker tactics and stayed the course," Hurt concludes.

The organizing campaign was led by International Representative/Organizer Marco Mendoza, assisted by International Representative/Organizers John Price and Blaine Williams. The organizing campaign was led on the local level by BCTGM Local 85

Financial Secretary and Organizer Marty Zimmerman.

The organizing team overcame cultural and language barriers to organize the workers, the majority of whom are Asian Mien. Working within the Asian Mien community of Northern California, Mendoza was able to communicate with the workers and as a result, gained their trust and support.

Sara Lee's Redding French Workers pose for a photo after receiving notice from the NLRB on their union certification.



"The real victory here is the unity of the workers," notes Mendoza. "They never lost faith in our Union and never gave up on themselves during this exhaustive battle."

New Approach to Arbitration Brings Victory in Memphis

For many years, it's been the tradition and practice of many local union officers to rely on the experience and ability of labor lawyers retained to represent their members in arbitration cases.

That tradition is now being challenged by BCTGM Local 390G in Memphis, Tennessee where President Bobbie Cooper has won arbitration victories in which he personally represented the local's members in four grievance cases. Additionally, Cooper won them in convincing fashion against large companies including the St. Louis-based Solae Company, LLC.

The initial Solae case involved a reprimand, the other a discharge. Both cases were decided in the union's favor by arbitrators in Memphis during May and July 2004. In the discharge case, the arbitrator ruled that the discharge was without just cause, that any discipline should not be approved and that the member should be reinstated with full back pay and benefits and that he should "be made whole in all respects." In the reprimand case, the arbitrator found no just cause for the company's reprimand, that the collective bargaining agreement had been violated and the reprimand was to be removed from the member's personnel record.

Cooper, a longtime Local 390G officer and the winning advocate for his members, spent a week in January 2003 attending arbitration classes at the Southwest Organizing School in Phoenix, Arizona. Cooper credits his schooling there with his recent success.

Summing up his experience Cooper says, "We thought we could do as well as a paid attorney who would just take our facts and present them before an arbitrator. No lawyer can know what plant experience gives you. Naturally, we're more in touch with life on the factory floor than an experienced lawyer. Thus far, this approach has been working for us and we're pleased with the results," he added.

Local 125 Members Maintain Sweet



Sam Altshuler, a Russian immigrant founded Annabelle Candy Co., Inc. in 1950. He learned the art of candy making and after years of perfecting his recipe, finally achieved success with his Rocky Road candy bar. He named his business the “Annabelle Candy Company” after his daughter, and began manufacturing Rocky Road in San Francisco.

In 1956, the plant was organized by BCTGM Local 125 (San Leandro, Calif.) and workers today continue the old-fashioned process of candy making at the company’s Hayward, Calif. Plant.

Sam Altshuler passed away in 1971, leaving control of the Company to his daughter, Annabelle Altshuler Block. In 1972, the Company purchased Golden Nugget Candy Company, of San Francisco, the makers of Big Hunk and Look candy bars, and began manufacturing those products. In 1978, Annabelle acquired Cardinet Candy Co., which manufactured U-NO and Abba Zaba



History

candy bars. All of these items, in addition to the company's Rocky Road, continue to be made by BCTGM Local 125 members.

What started as a family business continues today as the one of the largest independent owned candy bar manufacturers in the United

States. Annabelle's daughter, Susan Gamson Karl, now manages the day-to-day operations of the company.

Currently, BCTGM members produce seven Annabelle candy bars: Rocky Road, Rocky Road Mint, Rocky Road Dark, Big Hunk, U-NO, Look and Abba-Zaba. Pictured here

are Local 125 members at work in the Hayward manufacturing plant.



Lai See Fung



Jose Millan



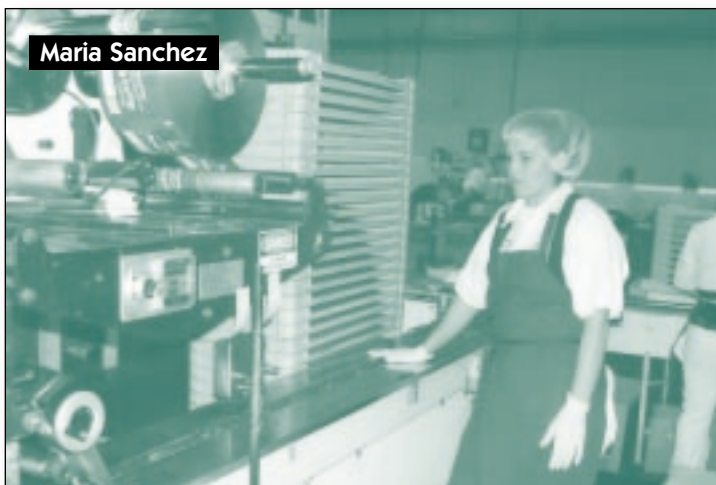
Gustavo Lupian



Guo Zhen

Rocio Corona

Rebecca Flores



Maria Sanchez



Carlos Rivas

BCTGM-Made Holiday Treats

Delight your friends and loved ones with holiday treats made by BCTGM members! Listed here is a sampling of the union-contracted companies that produce seasonal specialties....

Annabelle Candy Company

Holiday seasonal specialties and bag candy
BCTGM Local 125
(San Leandro, Calif.)



Brown & Haley

Holiday gift boxes, baskets, tins and packages; molded filled and solid chocolate; other holiday novelties
BCTGM Local 9 (Seattle)

Cadbury Adams USA LLC

Lollipops, molded hollow
BCTGM Local 350T
(Granby, Quebec)

Concord Confections, Inc.

Seasonal specialty hard candy
BCTGM Local 264
(Toronto, Ontario)

Dare Foods Limited

Holiday gums, jellies, hard candy and gift tubs
BCTGM Local 264
(Toronto, Ontario)

Frankford Candy & Chocolate

Holiday candy toys, gift baskets, boxes and packs, gums, jellies, hard candy, molded filled, hollow and solid chocolate; tins and other holiday novelties
BCTGM Local 6 (Philadelphia)

Ghirardelli Chocolate Company

Holiday chocolate gift baskets, tins, boxes and packs
BCTGM Local 125
(San Leandro, Calif.)

Hershey Foods Corp.

Holiday candy toys, hard candy, lollipops, molded hollow and solid chocolate, holiday novelties and tins
BCTGM Local 464 (Hershey, Pa.)

Jelly Belly Candy Company

Holiday gift boxes, tins, packs; Christmas tree taffy, gums, jellies and other seasonal novelties
BCTGM Local 125
(San Leandro, Calif.)

Just Born, Inc.

Holiday marshmallow peeps, gums and jellies
BCTGM Local 6 (Philadelphia)

New England Confectionery Company/NECCO

Holiday tins, hard candy, seasonal novelties
BCTGM Local 348
(Framingham, Mass.)

Nestle Chocolate

Holiday hard candy, molded solid chocolate, tins
BCTGM Local 1 (Chicago) and Local 342 (Bloomington, Ill.)



Pearson's Candy Company

Holiday tins, bagged and bulk chocolate mints
BCTGM Local 22
(Twin Cities, Minn.)

Russell Stover Candies

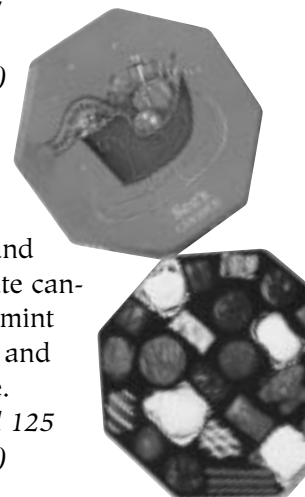
Holiday tins, boxes, molded filled, hollow and solid chocolate, other seasonal novelties
BCTGM Local 25 (Chattanooga, Tenn.) and BCTGM Local 26 (Denver)

Sconza Candy Company

Holiday hard candy
BCTGM Local 125
(San Leandro, Calif.)

See's Candies

Holiday tins, baskets, boxes hard, soft and nut chocolate candies, peppermint twists, fudge and foil chocolate.
BCTGM Local 125
(San Leandro, Calif.)



Give the Gift of Good Jobs

Shop Union for the Holidays



USA Coffee Company offers superb Hawaiian coffees for sale on line. Their “All-American Union Roast” is 100% union “from tree to cup,” planted and harvested on the island of Kauai by members of the ILWU; roasted, packed and shipped by members of the UFCW. USA Coffee’s fine selection includes: International Blend, 100% Kona, Island Paradise, Classic Dark, Decaffeinated and Organic—all UFCW roasted, packed and shipped fresh to your door.

Brown & Bigelow produces classic, “old time” Christmas cards, as well as beautiful sympathy and, “get well” cards, and cards for other occasions. Brown & Bigelow’s skilled workforce—represented by the GCIU, Newspaper Guild and IAM—also produces a gorgeous assortment of calendars.



Pendleton Woolen Mills, Inc. features everything from stunning Native-American style blankets, throws and bedspreads to men’s and women’s wear. All U.S.-made Pendleton products are produced by members of UNITE HERE, so look for the USA-made label.



L.E. Smith Glass Co. Pennsylvania-crafted glass tableware and kitchenware, including drinking glasses, pitchers, bowls and serving trays; candle holders, lighting shades and elegant etched-glass decorative and commemorative blocks. Produced by members of the American Flint Glass Workers Union, United Steelworkers of America.

Murray, Inc. UAW-represented workforce turns out top-of-the-line lawn mowers (styles



include push, ride and self-propelled; mulching and non-mulching), as well as garden cultivators and snow blowers. These union-made products are also sold under the “Craftsman” label at Sears.

The Labor Heritage Foundation offers a superb online directory (including direct, online orders) for musicians committed to worker rights and social justice. Visit the online store to browse hundreds of CDs and cassettes with labor themes from union artists.



A new Internet shopping site of the Union Label and Service Trades Department, AFL-CIO—**www.ShopUnionMade.org**—was created to make it easy for consumers to find and purchase union-made items. The web site offers everything from greeting cards and clothing to computers, sporting goods and games.

Please encourage friends, family members, co-workers to buy from union companies this holiday season by visiting **www.ShopUnionMade.org**. Listed here is a sample of union companies that promote their goods through the Union Label shopping site:

Union Jean & Apparel features clothing for home, recreation and work in both men and



women’s sizes. From blue jeans to fleece and leather apparel, all products carried are union-made in America.

Why Organize?

Greg Bell

Local 232/Phoenix, Arizona

Business Agent/Financial Secretary



Organizing is the breath of a union. Without the continuous influx of new members and new shops, the union will eventually die as current members retire or leave their jobs. In order to live on, every

organism must have respiration. It must breathe in to get the oxygen it needs and breathe out to clear out the carbon dioxide. Our union is a living movement that must breathe or die.

Donald Woods

Local 1/Chicago

Business Agent



We need to organize to increase our power through numbers. Union organizing is an opportunity to change people's lives. To increase our locals in union members brings more solidarity and strength to the bargaining table.

David Page

Local 116/Syracuse, N.Y.

President



It is vital to organize to maintain our standard of living. With more and more union members starting families, and others looking toward retirement, we need to have strength to negotiate contracts that keep the

costs of medical care and prescription drugs within reach. Only a union can bring this to workers.

Bill Foster

Local 323T/Guelph, Ontario

First Vice President



It is important to organize non-union workers in order to bring them dignity, justice and respect on the job.

Organizing into a union brings higher wages and benefits to a non-union workplace. Belonging to a

union gives you a collective voice on the job.

New GEB Member

Members of the BCTGM General Executive Board (GEB) elected Local 125 (San Leandro, Calif.) Financial Secretary Donna Scarano to fill the GEB vacancy in Region Six. Pictured here, BCTGM International President Frank Hurt (right) administers the oath of office to Scarano (left) at the annual fall GEB meeting in Washington D.C.



Ontario Labour to Flex Muscle



The Ontario Federation of Labour (OFL) has issued a call to arms to Ontario's unions to pressure the province's Liberal leaders into action.

In 2003, the Liberal Party, led by leader Dalton McGuinty, soundly unseated the Conservative Party, which had held power since 1995. The Conservative government, under Mike Harris and Ernie Eves, had dramatically altered Ontario's labour laws, making it more difficult to organize, easier to decertify, and harder to reach a first contract. It was widely expected that the new Liberal government would restore the laws to their pre-Harris days. However, after a year in office changes have not happened and restoration does not appear to be on the government's immediate agenda.

According to OFL President Wayne Samuelson, the McGuinty government is ignoring the province's working families and renege on campaign

promises. "Working people have been waiting for change in a number of critical areas. We've been waiting for changes to the Tory labour laws that rolled workers' rights back to the 1950s," said Samuelson. "The laws that govern our workplaces today are still the same ones that anti-union Mike Harris put in place," added Samuelson.



The OFL has scheduled a series of regional meetings throughout Ontario to meet with union leaders and community activists to discuss ways to put increased pressure on the provincial government. Meetings will

be held in London, Kitchener-Waterloo, Kingston, Toronto, Peterborough, Hamilton, Sudbury and Thunder Bay. Additionally, the OFL has planned a "Keep Your Promises" rally to be held outside of Queen's Park on November 27. During the Harris years, organized labour participated in "Days of Action" designed to shut down whole cities on a given day. It has not been decided whether similar actions will occur in the future.

Sean Kelly, BCTGM Vice-President for Canada, believes that it is time for organized labour to hold the government accountable. "Ontario's workers want to join unions, want to be safe at work, and want to feel a sense of security in their employment," said Kelly. "Unfortunately, because this government does not seem to share that view, we must convince them otherwise." The BCTGM represents more than 5,000 workers in Ontario.

2005 Scholarships Reminder

2005 BCTGM International Scholarship Program

A total of ten \$1,000 one-time scholarship awards will be awarded by the BCTGM International in 2005. Details and applications are available now at your local union office, through the BCTGM International Scholarship Office (301-933-8600) or downloaded from the web via an Adobe Acrobat .pdf file at www.bctgm.org. Application deadline: January 31, 2005.

2005 Union Plus Scholarship Program

Union Plus will present one-time scholarship awards ranging from \$500 - \$4,000 in 2005. Details and applications are available now through the BCTGM International Scholarship Office (301-933-8600) or downloaded from the web via an Adobe Acrobat .pdf file at www.bctgm.org. Application deadline: January 31, 2005.

SUMMARY ANNUAL REPORT

FOR THE BAKERY AND CONFECTIONERY UNION AND INDUSTRY INTERNATIONAL HEALTH BENEFITS FUND

This is a summary of the annual report of the Bakery and Confectionery Union and Industry International Health Benefits Fund, EIN 53-0227042, Plan No. 501, for the period January 1, 2003 through December 31, 2003. The annual report has been filed with the Employee Benefits Security Administration, U.S. Department of Labor, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

The Trustees of the Bakery and Confectionery Union and Industry International Health Benefits Fund have committed themselves to pay all claims incurred under the terms of the Plan.

Basic Financial Statement

The value of plan assets, after subtracting liabilities of the plan, was \$209,789,055 as of December 31, 2003, compared to \$205,418,234 as of January 1, 2003. During the plan year the plan experienced an increase in its net assets of \$4,370,821. This increase includes unrealized appreciation and depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. During the plan year, the plan had total income of \$54,726,843 including employer contributions of \$25,615,661, employee contributions of \$61,758, realized losses of \$846,110 from the sale of assets, and earnings from investments of \$16,790,859.

Plan expenses were \$50,356,022. These expenses included \$5,953,322 in administrative expenses and \$44,402,700 in benefits paid to participants and beneficiaries. A total of 44,362 persons were participants in or beneficiaries of the plan at the end of the year.

Your Rights To Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

1. an accountant's report;
2. financial information and information on payments to service providers;
3. assets held for investment; and
4. transactions in excess of 5% of the plan assets.

To obtain a copy of the full annual report, or any part thereof, write or call the office of Steven D. Brock who is Manager of Administrative Services, Bakery and Confectionery Union and Industry International Health Benefits and Pension Funds, 10401 Connecticut Avenue, Kensington, MD 20895-3960, (301) 468-3750. The charge to cover copying costs will be \$4.50 for the full annual report, or 25 cents per page for any part thereof.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the plan at 10401 Connecticut Avenue, Kensington, MD 20895-3960 and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, Room N1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210.

Additional Explanation

Additional Basic Financial Statement Information: The retiree contributions of \$13,104,675 were for extended health insurance under the plan.

Información Adicional

Si tiene dificultad en la interpretación de este Sumario del Reporte Anual, por favor escriba o llama a la oficina de Steven D. Brock, que es el Director de los Servicios Administrativos de el Bakery and Confectionery Union and Industry International Health Benefits and Pension Funds, 10401 Connecticut Avenue, Kensington, Maryland 20895-3960, (301) 468-3750.

SUMMARY ANNUAL REPORT FOR THE BAKERY AND CONFECTIONERY UNION AND INDUSTRY INTERNATIONAL PENSION FUND

This is a summary of the annual report for the Bakery and Confectionery Union and Industry International Pension Fund, EIN 52-6118572, Plan No. 001, for the period January 1, 2003 through December 31, 2003. The annual report has been filed with the Employee Benefits Security Administration, U.S. Department of Labor, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Basic Financial Statement

Benefits under the plan are provided in whole from trust funds. Plan expenses were \$417,698,380. These expenses included \$19,936,089 in administrative expenses and \$397,762,291 in benefits paid to participants and beneficiaries. A total of 119,580 persons were participants in or beneficiaries of the plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of plan assets, after subtracting liabilities of the plan, was \$5,359,152,757 as of December 31, 2003, compared to \$4,649,641,819 as of January 1, 2003. During the plan year the plan experienced an increase in its net assets of \$709,510,938. This increase includes unrealized appreciation and depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. The plan had total income of \$1,127,209,318 including employer contributions of \$203,523,518, realized gains of \$191,252,055 from the sale of assets, and earnings from investments of \$730,741,424.

Minimum Funding Standards

An actuary's statement shows that enough money was contributed to the plan to keep it funded in accordance with the minimum funding standards of ERISA.

Your Rights To Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

1. an accountant's report;
2. financial information and information on payments to service providers;
3. assets held for investment;
4. transactions in excess of 5% of the plan assets;
5. information regarding any common or collective trusts, pooled separate accounts, master trusts or 103-12 investment entities in which the plan participates; and
6. actuarial information regarding the funding of the plan.

To obtain a copy of the full annual report, or any part thereof, write or call the office of Steven D. Brock who is the manager of Administrative Services, Bakery and Confectionery Union and Industry International Health Benefits and Pension Funds, 10401 Connecticut Avenue, Kensington MD 20895-3960, (301) 468-3750. The charge

to cover the copying costs will be \$5.50 for the full annual report, or 25 cents per page for any part thereof.

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Additional Explanation

Additional Basic Financial Statement Information: The plan had miscellaneous income of \$1,692,321.

Información Adicional

Si tiene dificultad en la interpretación de este Sumario del Reporte Anual, por favor escriba o llame a la oficina de Steven D. Brock, que es el Director de los Servicios Administrativos de el Bakery and Confectionery Union and Industry International Health Benefits and Pension Funds, 10401 Connecticut Avenue, Kensington, Maryland 20895-3960, (301) 468-3750.

Funds' Trustees

Following is a listing of the trustees currently serving on the boards of each Fund:

Union Trustees—Frank Hurt (Chairman), Intl. Pres.; David B. Durkee, Intl. Secy.-Treas.; Jeanne A. Graham, Intl. Vice Pres.; Anthony L. Johnson, Intl. Vice Pres.; Art Montminy, Intl. Vice Pres.; Robert Oakley, Intl. Vice Pres.; Randy D. Roark, Intl. Vice Pres.; Joseph Thibodeau, Intl. Exec.Vice Pres.

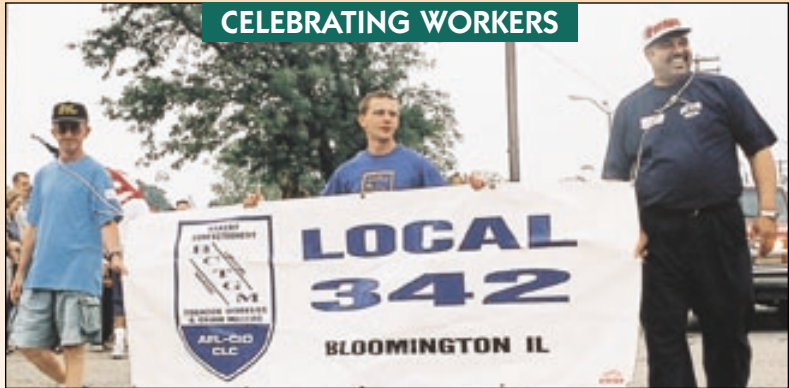
Employer Trustees—Richard B. Cook (Secretary) Vice Pres., Labor Relations, Interstate Bakeries Corp.; Jack French, Jr., Vice Pres., Labor, Kellogg Company; Thomas G. Kirchner, Sr. Director of Labor Relations, Kraft Foods; Byron O. Magafas, Vice Pres., Labor Relations, Sara Lee Bakery Group; Lou Minella, Vice Pres., Labor Relations, Stroehmann Bakeries; Louis Pasquesi, Jr., Vice Pres., Human Resources, Gonnella Baking Co.; John Wagner, Vice Pres., Labor Relations, The Kroger Co.

ATLANTA LABOR



BCTGM Local 42 (Atlanta) Rec. Secy. Isaac Gobern (left) meets with Georgia State Rep. Nan Grogan Orrock (right) at a Labor Day event. Orrock, a former union member, worked for many years at the Atlanta Nabisco bakery before being elected to the Georgia House of Representatives.

CELEBRATING WORKERS



At the annual Bloomington, Ill. Labor Day Parade, members of BCTGM Local 342 (Bloomington) proudly display their union solidarity with hundreds of other area labor unions.

UNITED WAY

BCTGM Local 154G (London, Ontario) member Peter Polischuk has been selected as the Labour Coordinator for the United Way of London. Polischuk, a 34-year union member, has been a United Way volunteer since 1990 and served various positions within the local union. "We all at Local 154G are extremely proud that Peter was selected for this full time position with the United Way," notes Local 154G Pres. John Parachuk.



UNION RESPECT



BCTGM Local 58G (Toledo, Ohio) officers and Intl. Rep. John Price (far right) present U.S. Rep. Marc Kaptur (D-Ohio) (center) with BCTGM-PAC donations in support of her re-election campaign. Kaptur also spent nearly an hour speaking with four workers from Consolidated Biscuit Company (CBC). Two of the workers are among seven fired for union activity. The workers detailed their pursuit of dignity, justice and respect on the job.

WHITE LILY REMEMBERS

BCTGM Local 25 (Chattanooga, Tenn.) members pose for a photo on the one year anniversary of the end of the White Lily lockout in 2003. Union members gathered for food, fun, fellowship and to remind themselves of the strength in their solidarity.



BCTGM POWER

Goodyear Discounts



Keep in mind: According to the Car Care Council, Americans spent an estimated \$2 billion dollars last year due to vehicle neglect. Think of it this way: Which is more expensive, replacing your battery, or having it die and leaving you stranded, paying for a service call and then replacing the battery anyway? In the overall scheme of things, getting your car serviced regularly is the best way for you to save money on automotive costs, and save time on easily avoidable mechanical problems.

Regular car maintenance and new tire purchases help stretch the longevity and value of your vehicle. Now, when you use the BCTGM Power Goodyear Discounts, you can help keep your car in good shape and save money—while also supporting your fellow union members.

Many Goodyear tires are made by members of the United Steelworkers of America (USWA) and the United Food and Commercial Workers (UFCW). Through an agreement with the company-owned Goodyear Gemini Auto Service Centers, BCTGM Power Goodyear discount tires and car service deals are now available exclusively to union members.

Cash in on the following special union-member-only deals for Goodyear discount tires and more:

- **\$16.95 oil, lube and filter services**
- **5% off all Goodyear tires, including car tires, snow tires, all-terrain and more**
- **10% service discount—including sale prices**

To get rolling on this program, visit www.bctgm.org/benefits/discounts/tires.htm to print the Goodyear coupon available—then take it in to a participating Goodyear Gemini Auto Service Center in your area.

To find a center near you call:

1-888-GDYR-STORES

Treat your truck, van, car or motorcycle to some new Goodyear tires wheels and a tune-up—and give the thanks to your BCTGM membership.

SEASON'S GREETINGS

WE WISH ALL OUR MEMBERS
A HAPPY AND SAFE
HOLIDAY SEASON.



JOSEPH THIBODEAU
EXECUTIVE VICE PRESIDENT

FRANK HURT
INTERNATIONAL PRESIDENT

DAVID B. DURKEE
SECRETARY-TREASURER/
DIRECTOR OF ORGANIZATION

LARRY BARBER
EXECUTIVE VICE PRESIDENT