

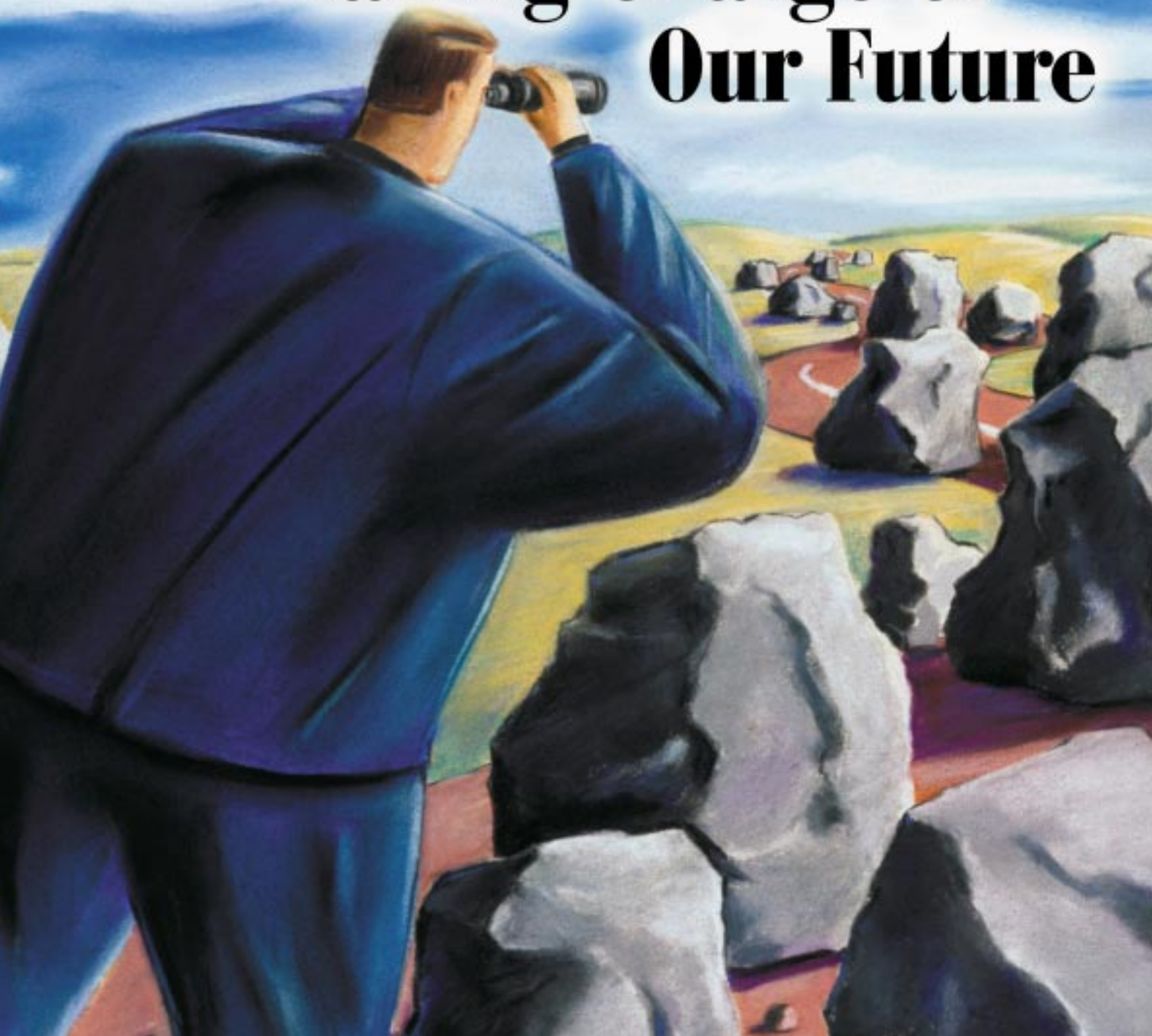
BAKERY, CONFECTIONERY, TOBACCO WORKERS AND GRAIN MILLERS INTERNATIONAL UNION

BCTGM *News*

JANUARY/
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VOLUME 6
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Taking Charge of Our Future





the PRESIDENT'S MESSAGE

Achieving Our Mission in Challenging Times

"We the workers engaged in the baking, confectionery, tobacco, grain milling, kindred and other industries, in order to preserve and

maintain our integrity as individuals, union members and employees, to make a more perfect Union, to improve our conditions, protect and serve our interests and welfare, and to establish and administer collective bargaining with employers, do enact this Constitution."

—Preamble, Constitution of the BCTGM

"I promise to maintain the dignity of this organization and to further its objectives."

—BCTGM Membership Oath

As we look at the year ahead, there is no doubt that our Union and membership will be challenged on all fronts—at the bargaining table, in organizing campaigns and in the political process. Success and effectiveness in all of these areas begin with a renewed dedication to the principles and obligations we all share as BCTGM officers and members.

It is important to remember that bargaining, organizing and politics are very closely related. More than ever before, our ability to continue to secure solid contracts for workers in our industries is dependent upon our success as a union in organizing non-union workers in our industries. The greater the union "density" in an industry, the more difficult it is for non-union companies to undercut the wages and benefits at BCTGM-organized companies.

It is equally important to our Union's long-term strength to achieve greater "density" at those employers who have both organized and unorganized shops. An employer's ability to shift production from a union shop to a non-union one weakens our effectiveness at the bargaining table. This is a growing trend in our industries and can only be stopped in its tracks by organizing the non-union facilities.

So, the foundation for success at the bargaining table is built in large part on our effectiveness in bringing new workers into the BCTGM. The founders of our great Union understood this reality. That is why they cited "organizational action" as the number one activity to be undertaken in order to achieve the Union's "Purpose" as outlined in the BCTGM Constitution (Article 1, Section 2, Clause 1).

Bringing workers into our Union is the responsibility of every officer and member. Simply put, local unions must look at that unorganized bakery,

candy factory, tobacco plant or grain milling facility on the other side of town from a BCTGM shop and see it as a threat to their contracts and the standard of living of our members.

Organizing new members has always been a difficult challenge. It is even tougher in today's climate where the laws and the politicians who write and enforce them stand hand in hand with anti-union employers.

Our nation's labor laws are a travesty, leaving employers with an unfair advantage over workers in their efforts to join a union. The only way to change the laws and create a level playing field is to change the politicians. That is why it is crucial that our members become actively involved in the political process.

I am proud of how much the BCTGM has accomplished over the last year. And while many challenges lie before us, we will succeed in achieving our mission because our organization is strong throughout. We will build on the spirit of this great union and meet these challenges with the courage and strength that we have demonstrated throughout our history. Despite adversity, this union will continue to secure a voice on the job for workers in our industries and provide them with the dignity, justice and respect they so rightly deserve.

Frank Hurt

BCTGM International President



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McComb, Ohio—In a scathing January 16 ruling in favor of workers at Consolidated Biscuit Company (CBC), an Administrative Law Judge confirmed what workers had known for years: the company had broken the nation's labor laws dozens of times in an attempt to keep them from joining the BCTGM.

In issuing his decision, Administrative Law Judge Arthur Amchan found that CBC management had engaged in "egregious and widespread misconduct, demonstrating a general disregard for the employees' fundamental rights." Judge Amchan found the company guilty of disciplining and

discharging seven CBC workers for engaging in protected union activity; of threatening employees with adverse consequences if they chose union representation; and prohibiting discussion of union activity on company property.

"We have been fighting and struggling for years to get dignity, justice and respect at CBC and now our effort is starting to pay off. This decision proves that justice is on our side and dignity and respect will come with a BCTGM victory and a union contract," notes Cathy Hill, a machine operator at the CBC plant.

"This company is a corporate outlaw," says BCTGM International President Frank Hurt. "This is another important

CBC Workers Gain Victory; Judge Blasts Company

step in our journey to provide CBC workers with a voice in their workplace. The solidarity of CBC workers is inspiring and will prevail."



CBC workers Russ Ish (left) and John Green (right) depart the union meeting held by Intl. Rep. John Price to announce the Judge's decision. Both men are among the seven union supporters fired by CBC for union activity who will now get their jobs back with full back pay.

Amchan ordered CBC to "cease and desist in any actions that interfered with, restrained, or coerced the employees exercise of rights guaranteed under the National Labor Relations Act." Furthermore, the company was ordered to reinstate with full back pay and interest to all seven wrongly fired workers.

"I was the first to be fired for simply standing up for our rights as working Americans," says Bill

Lawhorn, a warehouse worker. "I believe in America and I believe what CBC owner Jim Appold and his management team have done and continue to do to workers is un-American. Thank God for organized labor and the BCTGM. I don't know where any of us union supporters would be without the BCTGM," adds Lawhorn.

BCTGM International Representative John Price, along with the attorneys representing CBC workers, successfully argued the case before the Administrative Law Judge and never wavered in his belief that the workers at CBC would be vindicated. "The workers are patient and remain vigilant and dedicated to completing their mission to win representation with the BCTGM for dignity, justice and respect," noted Price.

In August 2002, a majority of the CBC workers signed authorization cards to become members of the BCTGM. An election was held on August 15, but due to the egregious violations of the National Labor Relations Act by the company, the majority was lost. BCTGM International Representatives Price and Wayne Purvis filed unfair labor practice charges along with timely objections to the election. After more than six months of investigation, the U.S. National Labor Relations Board filed more than 40 complaints against the company. After presenting 30 witnesses and more than 100 exhibits, the union and the 840 workers at CBC, prevailed. The judge asked that the election of August 15, 2002, be set aside and that a new election be held permitting workers a "free choice regarding bargaining representative."



CBC workers listen to the details of the January 16 decision by Administrative Law Judge Arthur Amchan.

BCTGM Rallies to Stop FTAA

The BCTGM was well represented among the thousands of union members and activists who converged in Miami on November 20 as trade ministers from 34 Western Hemisphere countries met to create the world's largest free-trade zone—the Free Trade Area of the Americas (FTAA).

Often called “NAFTA on Steroids,” the FTAA would eliminate trade barriers for all North American, South American and Caribbean countries except Cuba. The North American Free Trade Agreement (NAFTA) applies only to the U.S., Canada and Mexico. Estimates are that the FTAA would cost ten times more job loss than NAFTA.

The FTAA negotiations in Miami were pushing to dramatically extend the scope of NAFTA to include more types of trade. Every part of the American economy would be impacted by FTAA. As part of a new generation of trade deals that specifically targets the types of laws we can pass, the FTAA will threaten many of our current environmen-



BCTGM members from Locals 264G (East Grand Forks, Minn.), 135G (Grand Forks, N.D.), 326G (Drayton, N.D.) and 267G (Crookston, Minn.) prepare for the march against FTAA in Miami on Nov. 20.

tal, worker, human rights and health and safety protections as being illegal barriers to free trade.

“The FTAA is yet another job-destroying free trade agreement that will undermine workers’ rights here and around the world and continue the race to the bottom for workers. America’s workers have already lost more than 2.5 million manufacturing jobs under President Bush, and hundreds of thousands of jobs to failed trade agreements,” concludes BCTGM International President Frank Hurt.

Among the tens of thousands traveling to Miami were BCTGM members from Minnesota and North Dakota. BCTGM Local 135G (Grand Forks, N.D.) member Mark Froemke, who is also president of the Northern Valley Labor Council, AFL-CIO, in East Grand Forks, Minn. helped spearhead the long journey from the Great Plains to Miami. “Jobs are being eliminated. There is a lot of pressure on the workers to produce more with less. The FTAA will only make matters worse.”

Another Flawed Trade Deal

Workers and their allies are mobilizing for the next battle in the struggle for fair trade: to stop the Central American Free

Trade Agreement (CAFTA), signed December 17 by the United States and four Central American countries. Costa Rica, the richest Central American country, opted out of the treaty over concerns about U.S. demands that the nation open up its service industries. The Bush Administration plans to present the deal to Congress as soon as March.

CAFTA, which does not include protections for workers’ right to form a union or safe work conditions, is another step toward passage of the Free Trade Area of the Americas (FTAA) and future bilateral and regional agreements. CAFTA is the first bilateral or regional agreement the Bush Administration has pushed since fierce opposition from workers in North and

South America and their community allies stymied trade ministers in November from consolidating FTAA, which would eliminate tariffs from 34 countries with a population of more than 800 million.

If approved, CAFTA would eliminate tariffs from the United States, Costa Rica, El Salvador, Guatemala, Honduras and Nicaragua. It would extend to Central America the disastrous job loss and environmental damage caused by 10 years of the North American Free Trade Agreement (NAFTA). U.S. workers lost 879,280 jobs and real wages in Mexico have fallen as a result of NAFTA in the past 10 years, according to the nonprofit Economic Policy Institute. Recent reports by Human Rights Watch and the National Labor Committee have highlighted how workers in Central America are often denied such basic rights as the right to organize and bargain collectively. Yet, the Bush Administration has refused to include workers’ rights in CAFTA.

LOCAL UNION LEADER SPOTLIGHT

Explain the benefits of BCTGM membership to a non-union worker:

Tim Church

Financial Secretary Local 54G

Location: Cargill, Albany, N.Y.

Product: Flour

“Higher pay rate. Better wages. Better conditions in the workplace and Union rights.”



George W. Sullivan

President Local 280

Location: Lewis Bakery, Murfreesboro, Tenn.

Product: Bread and Buns

“Access to information on workers rights! Knowing that you are not alone when you are dealing with the company.”



Ted Constable

Business Agent Local 358

Location: Kraft, Richmond, Va.

Product: Premium/Ritz/Oreo/Nilla/Chips Ahoy

“Job security. Yearly wage increases. Pension. Better benefits and working conditions. The representation of workers against the corporate machine. Seniority rights and the support of union benefit programs.”



Patrick J. Iden

Financial Secretary Local 3G

Location: Kellogg, Battle Creek, Mich.

Product: Cereal

“Union members receive higher wages, benefits and enjoy a safer working environment. Union members also have job advancement by tenure, which helps to eliminate discrimination. You will have a voice through the voting process to elect who represents you and what your wages and benefits will be.”



Patricia Smith

Financial Secretary Local 531

Location: Earthgrains/Sara Lee, London, Ky.

Product: Bread and Buns

“Union workers have union security. We have better hours and working conditions. Our wages are better and we have vacations. Union members also have better health coverage and pensions.”



Ralph Moxley

President Local 242G

Location: Beta Brands, London, Ont.

Product: Crackers and Candy

“Standing together is the best benefit to all of us. When you belong to the union no one is ever dealing with just you—they are dealing with the union as a whole. We all stand together.”



EMPLOYEE FREE CHOICE ACT

On November 21, U.S. Senator Edward Kennedy (D-Mass.) and Representative George Miller (D-Calif.) introduced the Employee Free Choice Act (S. 1925 and H.R. 3619). The legislation provides for card-check recognition of a union when the majority of workers voluntarily sign authorization cards, first contract mediation and arbitration after 90 days, if bargaining has been unsuccessful, and new meaningful penalties against employers who unlawfully violate their employees' right to form a union. Currently more than 26 senators and 113 representatives are co-sponsoring the bills.

Call your U.S. senators at 202-224-3121 and U.S. representative at 202-225-3121, and urge them to co-sponsor the EFCA. Or, email your members of Congress at www.bctgm.org and join the campaign to ensure workers have a fair chance to win a voice on the job.

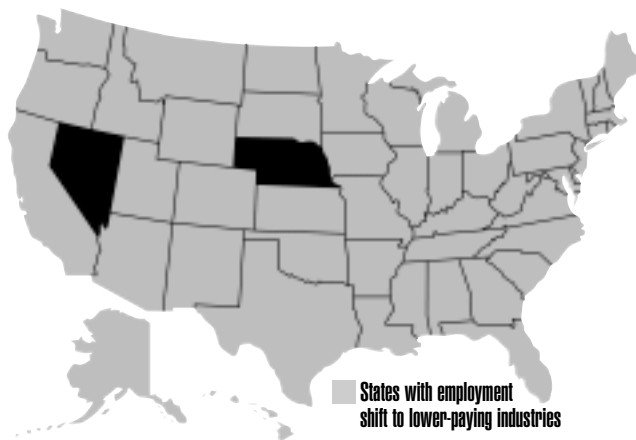
Jobs shift from higher-paying to lower-paying industries

In 48 of the 50 states, jobs in higher-paying industries have given way to jobs in lower-paying industries since the recession ended in November 2001 (see map). Nationwide, industries that are gaining jobs relative to industries that are losing jobs pay 21 percent less annually. For the 30 states that have lost jobs since the recession purportedly ended, this is the other shoe dropping—not only have jobs been lost, but in 29 states the losses have been concentrated in higher paying sectors. And for 19 of the 20 states that have seen some small gain in jobs since the end of the recession, the jobs gained have been disproportionately in lower-paying sectors.

States with particularly worrisome job markets—where there have been substantial declines in the number of jobs and where the difference in wages between job-gaining and job-losing industries is particularly high—include:

- New Hampshire, which still has fewer jobs than when the recession ended, and where the wages in industries gaining jobs are 35 percent lower than wages in industries losing jobs.
- Delaware, which, likewise, has lost jobs since the recession ended and where job-gaining industries have wages 43 percent below those in job-losing industries.
- Colorado, which has lost almost two percent of its jobs since the end of the recession and where

States where jobs in higher-paying industries have shifted to lower-paying industries, end of the recession through November 2003



Source: EPI analysis of Bureau of Labor Statistics

job-gaining industry wages are 35 percent below the wages in job-losing industries.

- West Virginia, which has lost 1.7 percent of its jobs since the end of the recession and where wages in job-gaining industries are 33 percent below wages in job-losing industries.

According to the Economic Policy Institute, the shift in jobs from higher-paying industries to lower-paying industries has affected nearly every state. This dynamic has the potential to significantly slow the growth of living standards for working families.

U.S. Wage Gap Widens—Again

Wage inequality—the gap between America’s highest and lowest earners—has started widening again, according to new data from the Labor Department.

The data show that after adjustment for inflation, salaries of the country’s lowest-paid workers—those who fall just inside the bottom ten percent of the pay range—fell 0.3 percent last year from 2002. Meanwhile, the salaries of the highest paid workers—those who are just inside the top ten percent—were unchanged. The numbers continue a movement to greater wage inequality that began when the economy slid into recession three years ago.

The trend represents a reversal from the late 1990s, when the lowest unemployment rates in a generation had enabled the lowest-paid workers to keep pace with those at the top. According to Jared Bernstein, an economist from the Economic Policy Institute in Washington, “Right

now we have far more job seekers than jobs and workers just lack the bargaining power to push for a larger slice of the growing pie. It’s a recipe for higher inequality.”

However, according to a separate Labor Department report, the average paycheck of union members grew three percent last year from 2002, while the average weekly paycheck of non-union members grew just two percent.

“Union members in low-wage occupations on average earn a great deal more than non-union workers in the same occupations, often lifting their earnings rates above the official poverty level,” notes BCTGM International President Frank Hurt.

“Union workers also often gain better benefits, including health insurance and pensions. While unionization may not be a total cure, union membership can go a long way toward worker self-sufficiency in today’s economy.”

BUSH'S MANUFACTURING FAILURE

According to the Department of Labor, almost three million factory jobs have been lost in the United States since George W. Bush became President. Tens of thousands of these layoffs have come in the food, grain and tobacco sectors. Labor leaders, community activists, local, state and federal politicians have all asked the Bush Administration to come up with a policy that would stop the hemorrhaging of manufacturing employment in the country.

On January 16, two days before the Democratic Iowa caucus, Commerce Secretary

Donald Evans announced the Administration's answer to the manufacturing crisis: tax cuts for the rich, tax cuts for corporations, subsidies for corporations, an energy bill subsidizing corporations, and tax code

changes favoring corporations and investors. The report also suggests that the U.S. must aggressively support unlimited free-trade, must cut healthcare costs, and must roll-back "burdensome regulations."

According to BCTGM International President Frank

erode this country's manufacturing base while adding dollars to corporation's profit margin," said Hurt.

The BCTGM, along with the AFL-CIO and other unions, are pursuing an agenda that actually helps working people, that creates well-paid manufacturing

jobs, and improves the country's manufacturing foundation. According to Hurt, that includes funding a national health-care system, which will save corporations and individuals money; supporting fair trade policies, which will aid workers in the U.S. and



Hurt there is nothing in the recommendations that would deter companies from shipping jobs out of the country. "Instead of saving or creating well-paid manufacturing employment, these initiatives will further

overseas; and achieving a balance between productivity gains and job creation. "These are proposals that would stabilize manufacturing employment and save this country's middle-class," said Hurt.

The Manufacturing Crisis is Real...

Job Loss: 2.7 million since 2001

Wage Loss: Hourly Earnings adjusted for inflation have fallen 9% since 1978

Trade Deficit: The U.S. imports more than it exports. In 2002 that difference was worth \$458 billion.

Healthcare: Premiums growing at a rate of 10%.

...But Solutions Are Available

- ◆ Fair trade policies that reduce trade deficit
- ◆ Universal healthcare system
- ◆ Punishment to companies that move production out of U.S.
- ◆ Government commitment to "made in America"
- ◆ Stronger labor laws to re-establish middle-class.

Sweet Times at NECCO

For more than 45 years, BCTGM members have helped make the New England Confectionery Company (NECCO) one of America's best-loved candy companies. From the company's top-selling conversation hearts and Mary Jane peanut butter chews, to chocolate candy bars and sugar buttons, the skill and dedication of Local 348 (Framingham, Mass.) members employed by the company is reflected in the quality of the products.

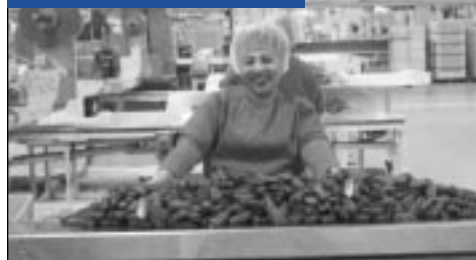
BCTGM Local 348 had represented workers at the company's former Cambridge, Mass. production facility since 1958. In the last few years, NECCO purchased non-union candy companies Durand Candy and Haviland Confectionery

Angeles Colon (back) and Vitoria Erroa (front) pack Mighty Malts Malted Milk Balls.



Company. In 2003, NECCO built a new 816,000-square-foot facility in Revere, Mass. and consolidated its headquarters and the three Massachusetts production plants to the location. Thanks to negotiations in 2002, all workers at the new location are members of Local 348. During the peak confectionery

Morena Diaz operates the Clark Bar machine.



Marie Clergeau packs NECCO Theater Boxes.



Necco At-a-Glance

Headquarters: Revere, Mass.

Sales: \$100 million

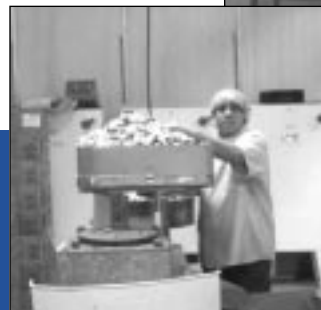
Products: Sugar lozenges, sugar mints, conversation hearts, chocolate bars, sugar "buttons", salt water taffy, malted milk balls, panned products, thin chocolate mints, peanut clusters, peanut butter candies, caramels, candy coating, caramel pop, chocolate chips, nonpareils, boxed chocolates, and gummies.

Brands: NECCO, Mary Jane, Sky Bar, Sweethearts, Haviland, Eagle Brand, Mighty Malts, Clark Bar, Canada, Masterpieces, Candy Cupboard, Stinky Feet, Ultra, Slap Stix, Candy House, Goose Eggs, Kettle Fresh, Sweet Talk.

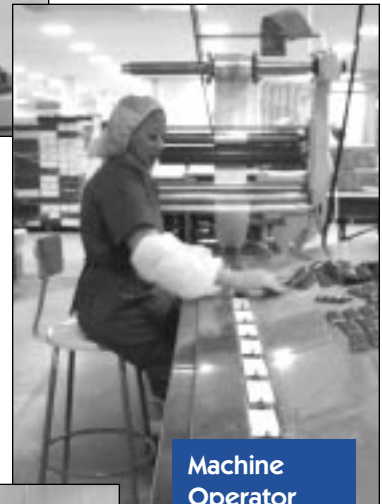
season, the Revere plant will employ 700 BCTGM members.

According to Secretary-Treasurer and Director of Organization David B. Durkee, "This massive plant has ample room to expand and as NECCO continues to make acquisitions, our union membership at the facility will continue to grow."

Ismael Rosa feeds the Mighty Malt Easter Egg wrapper.

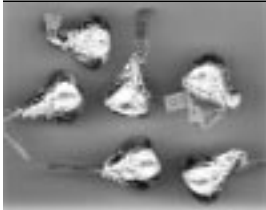


Machine Operator Rosalina Erazo wraps Sky Bars.



Line Inspector Dora Mejia checks Clark Junior Wafers.





CANDY TIME

A list of vintage BCTGM candy brands in chronological order of when they were introduced in America.

1849 Domenico Ghirardelli sails to California and opens his first American confectionery shop—located in a tent, it's one of the first shops in Stockton, Calif.

1894 Milton S. Hershey of Lancaster, Pa. introduces the first Hershey milk chocolate bar.

1896 Tootsie Rolls debut, introduced by Leo Hirshfield of New York who named them after his daughter's nickname, "Tootsie."

1901 Pastel-colored little candy disks called NECCO wafers first appear named for the acronym of the New England Confectionery Company.

1902 Necco makes the first conversation hearts—tiny Valentine's Day favorites with messages printed on them.

1906 Hershey's Kisses chocolates appear in their familiar foil wraps.

1920 The Baby Ruth candy bar is first sold, named for President Grover Cleveland's daughter—not the famous baseball player.

1921 Charles See arrived in Los Angeles from Canada and opened the first See's Candies shop and kitchen.

1922 Goldenberg's Peanut Chews are first made in Philadelphia.

1936 The 5th Avenue Bar originated by William H. Luden.

1938 Nestle Crunch Bar/Nestle.

1939 Hershey's Miniatures chocolate bars debut.

1943 Mike & Ike/Just Born.

1950 Hot Tamales/Just Born.

1953 Marshmallow Peeps are introduced by Just Born in the shape of Easter chicks.

1976 Jelly Belly Jelly Beans Introduced by Herman Goelitz Candy Company.

1980 Goelitz introduces the first American-made gummy bears and gummy worms.

1996 Zingos, another one of several strong mint introductions, is created by Brown & Haley.



Steward Training Programs Build Skills as Union Representatives

From Moncton, New Brunswick to London, Kentucky, shop stewards from BCTGM local unions throughout North America attended education training programs designed to strengthen and build their skills as union representatives.

In 2003, the International co-sponsored 31 local training programs in the U.S. and Canada. Stewards focused on developing their union skills in grievance handling, arbitration, collective bargaining and organizing. Working collectively, the stewards brainstorm goals and develop action plans to take back to

their local unions following the program's conclusion.

The education programs are primarily conducted by Regional Education Coordinators and/or Vice Presidents and

Representatives. Whenever possible, the training involves those who service a specific facility or local. This allows local union training to be more closely related to actual servicing and bargaining experiences.

Pictured on this page are scenes from some of the training programs held in 2003.



LOCAL UNIONS TAKE PART IN STEWARDS' TRAINING PROGRAMS

The following BCTGM local unions completed shop stewards training in 2003:

1 (Chicago), 111 (Dallas, Tex.), 118 (Washington, D.C.), 163 (Houston, Tex.), 203T (Richmond, Va.), 218 (Kansas City, Mo.), 229T (Concord, N.C.), 25 (Chattanooga, Tenn.), 252G (Memphis, Tenn.), 253 (Cincinnati, Ohio), 280 (Evansville, Ind.), 284G (Napa, Id.), 2T (Wheeling, W.Va.), 321T

(Richmond), 326 (Detroit, Mich.), 334 (Portland, Me.), 346 (Ft. Smith, Ark.), 348 (Framingham, Mass.), 36G (Buffalo, N.Y.), 389 (Winnipeg, M.B.), 406 (Moncton, N.B.), 434 (Macon, Ga.), 446 (Halifax, N.S.), 503 (Charlotte, N.C.), 531 (London, Ky.), 57 (Columbus, Ohio), 600 (Columbus, Ga.), 68 (Baltimore, Md.), 69 (Port Chester, N.Y.), 70 (Grand Rapids, Mich.), 719 (Fairlawn, N.J.).

Sara Lee Workers Win Three-year Fight to Unionization

On December 18, after a three-year fight to join the BCTGM, workers at Sara Lee's Redding French bakery in Redding, Calif. reaffirmed their commitment and once again voted BCTGM YES!

The BCTGM had won this organizing election in 2001, however, the company challenged the election and tied up the union in court for the past two years. The organizing campaign was led by International Representative & Organizer Marco Mendoza, assisted by International Representative & Organizer Blaine Williams and was led on the local level by Local 85's Financial Secretary & Organizer Marty Zimmerman. This is a continuation of the staunch anti-union activity by Sara Lee's baking division.

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.

"This is a very important victory for these workers," notes Mendoza.

"The company tried every trick in the book to block their right to join a union. Management took advantage of these workers by routinely threatening, harassing and intimidating these workers into thinking they had no rights. With a BCTGM union contract, we will protect their rights and give them the dignity, justice and respect they so rightly deserve," concludes Mendoza.

Sara Lee Redding French



The Sara Lee organizing committee: from left to right, (first row) Local 85 (Sacramento, Calif.) Bus. Agnt. Marty Zimmerman, Intl. Rep. Marco Mendoza, worker Floyd Brown, Intl. Rep. Blaine Williams, (second row) workers Seang Saechao, Nai Seachao, Sou Pou Saelor, Kouei chin, E Chan Saelee, and (kneeling) Mike Rech.

worker Floyd Brown, a solid BCTGM supporter and member of the organizing team, turned 72 years old on December 17. As a non-union worker, he has not accumulated a pension in his many years working. "Becoming a member of the BCTGM and being able to enjoy the many benefits of being a part of the union is the greatest birthday gift I've ever received."

Judge Orders New Election At Sara Lee

Finding that Sara Lee "engaged in objectionable conduct," the National Labor Relations Board has ordered a new election to be held at the company's Vernon, California facility. BCTGM Local 37 (Los Angeles), which had successfully signed a majority of authorization cards amongst the plant's 330 employees, filed for an election in April. In mid-July, after very questionable conduct by Sara Lee managers, the union lost the election. However, Local 37 immediately filed unfair labor practice charges against Sara Lee for behavior that violated the National Labor Relations Act.

In his December ruling, Administrative Law Judge Gregory Meyerson ordered Sara Lee to rehire a worker who had been terminated due to his union support; directed the company to cease and desist all coercion, threatening actions, and interference in respect to workers' legally protected right to organize a union; and ordered a new election to be held in the new year.

In his opinion, Meyerson wrote that "these were significant unfair labor practices, which would clearly have the tendency to seriously inhibit the employee's willingness to engage in union activity, and would likely have created an atmosphere unconducive to a free and untrammelled choice by the employees."

BCTGM Calls on Vigilant Government Oversight of Corporations



In light of the recent corporate scandal to hit Italian food and dairy giant Parmalat Finanziere, the labour movement is asking why government regulators, on both sides of the ocean, were not more aware of the company's financial irregularities. Parmalat, best known in Canada for such popular brands as Beatrice, Parkay, Astro and Colonial, came under international scrutiny in mid-December after it was reported that the company had overstated its earnings by \$5 billion (U.S.). That figure has now increased to over \$18 billion (U.S.).

The question that organized labour has voiced, is what happens to Parmalat workers now?

While the media focusses on the impact on investors and its labyrinthian accounting system, 36,000 Parmalat workers, including more than 200 BCTGM members in California (Local 125) and Illinois (Local 4), are asking how such financial manipulation could elude government regulators on both sides of the ocean? And the hundreds of thousands of workers in the food, and tobacco sectors in North America are wondering will their company be next?

Of great importance to Canadian workers and their union representatives is that federal oversight of corporate finances remain stringent enough to protect the hundreds of thousands of manufacturing

workers who produce the goods Canadian citizens enjoy each day. In light of the recent corporate scandals south of the border at World Com, Enron and Tyco, that left employees helpless, the BCTGM is urging the federal and provincial governments in Canada to remain vigilant in their oversight of corporations' finances. According to BCTGM International President Frank Hurt, it is essential that the Canadian government protect workers interests, not just those of corporations. "The government must ensure that auditors are properly monitored, that corporate governance practices are improved, and most importantly, that those criminals who skirt securities laws, are prosecuted to the fullest extent," said Hurt.

While the federal government has taken steps to deal with several of these issues, many workers are still afraid they could become victims of their employers greed. A recent year-end poll suggested that two-thirds of Canadians believe that the recent scandals are the result of greedy executives exploiting a failing regulatory system. According to BCTGM Intl. Vice President Sean Kelly, pressure must be exerted on the prime ministers office. "Ultimately, the responsibility is Paul Martin's, and it is essential that he show leadership in this area. Too many jobs are at stake," noted Kelly.

Quebec Workers Choose BCTGM

Hundreds of workers at three different companies in the province of Quebec have chosen the BCTGM to represent their interests. Sean Kelly, BCTGM Intl. Vice President says that for many of these workers, the choice was easy. "These workers understand the high level of representation our members receive, and they also see the economic benefits of joining the BCTGM ranks," stated Kelly. In Quebec City, approximately 60 workers at Bagel Traditionelle, a subsidiary of George Weston Bakeries, signed on with Local 480 (Ste-Marie). This was an important strategic organizing win since the BCTGM currently represents over 5,000 Weston workers across North America.

The Weston victory followed two other organizing wins in Quebec. In Vallee Gonction, approximately 85 workers at Pro-Fab joined Local 480. Workers at Pro-Fab make prefabricated housing for the Quebec market. In addition, Local 333 (Montreal) organized 40 workers at the Comfort Inn, located in Laval.

OFL Convention Pledges Support for Tobacco Industry Jobs



Toronto—The more than 1,000 delegates to the 7th Biennial Convention of the Ontario Federation of Labour (OFL) November 24-28 pledged their support for union jobs in Canada's tobacco industry.

A delegation of eight BCTGM members from Locals 323T (Guelph, Ont.), 154G (London, Ont.), 364T (Aylmer, Ont.) and 327G (Bramalea, Ont.) submitted a resolution to the convention body that asked the convention to “endorse the principle that while tobacco remains a legal product, Canadian union workers should produce it.” The BCTGM resolution resolved that the OFL “assist tobacco industry affiliates in maintaining their jobs and achieving just transition for workers who have lost their

At the OFL Convention BCTGM Local 364T member (Aylmer, Ont.) Frank Kostal (left) and Local 323T (Guelph, Ont.) 2nd Vice President Bill Foster (right) staff the tobacco coalition table set up by the BCTGM delegation.



jobs because of government policies and attacks upon union workers.”

Reflecting on the convention, Local 323T President Ron Costigan noted, “It was a great

feeling of solidarity to get this resolution passed. Because even those unions and individuals at the convention who may not be supportive of tobacco, the PRODUCT, wanted to support the principle of keeping good union jobs in Canada—regardless of the industry.”

The OFL represents 650,000 organized workers in Ontario and provides its affiliated labour councils and local unions with services in communications, education, health care, health and safety, research, legislative and political action, human rights, and women's rights. The OFL biennial convention is the policy-making body of the OFL.

Delegates to the convention were Local 323T President Ron Costigan, 323T 2nd Vice President Bill Foster, 323T member Doug Dix, 154G President John Parachuck, Local 364T members Rick Stevens, Bob Thompson and Robert Dooks, and Local 327G President Tom Winstone.

— A T T E N T I O N —

APPLICANTS TO THE 2004 BCTGM SCHOLARSHIP PROGRAM

The deadline for applications to the BCTGM 2004 International Scholarship program has passed. All those who submitted an application prior to the January 31 deadline date are reminded to **submit the following requirements prior to the March 31 deadline for requirements:**

- **Personal Profile**—completed by the applicant
- **Academic Report**—completed by the high school (or college, if a member). The report should reflect the first semester grades for the senior year (or more recent academic performance, if a member).

ESSAY—Each applicant is required to write and submit an essay (250-500 words) to demonstrate your ability to organize thoughts and express yourself. Your essay may be **one** of the following:

- Same essay as the essay requirement from your college application.
- Same essay as the Union Plus Scholarship application (U.S. applicants only).
- Essay on **“Organized Labor's Contribution to the Welfare of the People of North America.”**
- SAT or ACT Scores (if applicable)

For more information contact the BCTGM International Scholarship Office at 301/933-8600.

2004 International Staff Meeting Highlights

Organizing and Bargaining Skills

BCTGM executive officers, vice presidents and representatives met in Las Vegas in January for the International's annual staff meeting. The purpose of the event, according to International President Frank Hurt, is to gather for a review of the past year, discuss the union's future goals and sharpen the skills and strategies the BCTGM needs to accomplish such goals.

Staff members discuss the state of the economy—in the U.S. and Canada—and its effect on workers, including BCTGM members. Staff members also reported on recent organizing campaign successes and progress in ongoing campaigns throughout the U.S. and Canada.

Hurt reminded the staff that it is the responsibility of everyone to “invite non-union workers into our union. There is a future for this organization and the only way to ensure that future is to organize—or we will not survive.”

A key part of the meeting included a daylong mock contract negotiation. Staff members were divided into two separate teams to represent the union committee and the company. Issues tackled at the table included health care, pension, safety and more.

“At the bargaining table we have a responsibility to make sure we protect the standard of living they won through union representation. This is the mission of the BCTGM as defined by our Constitution,” concluded Hurt.

Secy.-Treas./Director of Organization David B. Durkee (right) and Intl. Rep. Marco Mendoza (left) detail the successful end to the Sara Lee Redding French organizing drive.



BCTGM Intl. Pres. Frank Hurt outlines the agenda of the week-long staff meeting.

Intl. Vice Pres. Tony Johnson explains White Lily victory.



Intl. Rep. John Price reports on Consolidated Biscuit Co. NLRB hearings.



Staff members participate in a day-long mock negotiating session.

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George W. Bush's Worker Scorecard

THE BUSH REPORT CARD	
SUBJECT	GRADE
FAIRTRADE	F
OVERTIME	F
ERGONOMICS	F
MEDICARE	F
SOCIAL SECURITY	F
MINIMUM WAGE	F
HEALTH CARE	F

When it comes to issues important to America's workers, George W. Bush simply fails the grade. Some of his anti-worker/anti-union policies include:

- Elimination of overtime and the 40-hour workweek;
- Killing the OSHA ergonomics standard that was 10 years in the making;
- Ignoring worker rights and the environment in trade deals;
- Using Taft-Hartley to intervene in union negotiations;
- Burdening labor with up to \$1 billion annually in new reporting rules;
- Rescinding strict reporting requirements for union-busting consultants and attorneys;
- Repealing worker protection and labor-management relation rules;
- Big tax breaks to the wealthy, peanuts to workers; and,
- Efforts to weaken and privatize Medicare and Social Security.