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# BCTGM *News*

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*We will make  
the difference  
IN 2004*



# JOHN KERRY'S RECORD SPEAKS FOR ITSELF

There's an old saying in politics that if you can't run on your own record and character, make sure you tear down your opponent's. And that is exactly what John Kerry's political opponents have been spending millions of dollars doing for the last five months.

By repeatedly asking the question, "Who is John Kerry?"—as if there is something sinister about the distinguished four-term United States Senator—they are attempting to undermine this man's record, character and credibility.

Union members and their families will play a key role in determining who will be the next President of the United States. For that reason, it is crucial that our members know who John Kerry really is, what he stands for and what his record is on issues that affect the lives of working people. (See pages 8-9)

An honest look at John Kerry's record as a public servant and as a person shows a man of strong character and deep commitment to making America safer and stronger economically.

As a young man, John Kerry displayed great valor as a soldier in Vietnam. He showed the courage to stand by his convictions upon his return from that war.

This commitment to principle has been a hallmark of John Kerry's performance as an elected official for nearly 30 years. He passionately believes in democracy and protecting the rights we all hold dear and are unwilling to give up under any circumstances. From his time in Vietnam through his tenure in the United States Senate, John Kerry has fought to secure liberty without giving up our individual freedom.

Time and again throughout his career, Senator Kerry has proven that he is concerned about America's working people and taken action on our behalf. He has consistently voted for safer, healthier workplaces, affordable health care and stronger enforcement of laws guaranteeing workers the right to organize and bargain collectively.

Most importantly, John Kerry wants to keep good jobs in this country; jobs that provide enough income for a family to prosper—not just survive. He believes the government must be an ally of those forces trying to ensure that workers have a fighting chance to make a better life for themselves and their families.

His choice of Senator John Edwards for a running mate tells us a lot about John Kerry. John Edwards has lived the American dream. The son of working people, Edwards brings to the ticket the perspective and experience of a man who has achieved great success while never forgetting where he came from; a man always on our side.

Having studied his career and spoken with him, I am certain that John Kerry will lead America in a new direction that improves the standard of living for working people. John Kerry will fight for American workers every day and battle to end this vicious race to the bottom that is battering working families at every turn.

For all of these reasons, I believe John Kerry is the best person to lead America over the next four years.

Of course, BCTGM members will decide for themselves who they want as the next President of the United States. For the next three months, we all will have to sift through the 30-second attack ads on television and the anti-union talk by radio personalities to get to the facts and truth about the candidates, their records and their character.

This will be hard, but necessary in order to select the ticket that will do the best job for working people.

**Frank Hurt**

*BCTGM International President*





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# Hurt Tours Midwest BCTGM Plants, Visits Members

South Sioux City, Neb.—Local 433 members were delighted when BCTGM International President Frank Hurt not only toured their plants, but also attended their membership meeting on May 7, according to International Vice President Jeanne Graham.

Hurt, accompanied by Graham and the officers of



President Hurt talks with Local 433 members at the membership meeting.

Local 433, visited members on the job at the Interbake plant in Sioux City, Iowa and the Sara Lee plant in South Sioux City, Neb.

“I continue to be impressed each time I meet individual members of this union who have an incredible dedication to their jobs and show such interest in their union,” notes Hurt. “I see nothing but good things for the future of the Local 433 membership and leadership.”

Hurt addressed the union meeting, urging members to continue to be advocates for the union in their communities, organizing and political action. Members participated in a raffle for cash prizes

and BCTGM watches. The winner of the \$500 drawing, Matt Rogers, a Sara Lee worker, turned over his prize money to BCTGM-PAC.

BCTGM members from the following Local 433 shops attended the union meeting: Interbake (Sioux City, Iowa), Skinner Bakery (Bellevue, Neb.) and Sara Lee plants in Sioux Falls, S.D., Watertown, S.D., Sioux City, Iowa, South Sioux City, Neb., Bellevue, Neb. and Hastings, Neb.

“The members really liked the fact that their International Union President took the time to meet them and talk with them collectively—as well as individually—about the day to day issues that affect their work lives,” recalls Graham.

In a letter to Hurt following

Local 433 member Matt Rogers (right) receives a thank you from President Hurt, after turning over his \$500 drawing prize to BCTGM-PAC.



his visit, Local 433 President/Business Agent Patrick Enright and Secretary Treasurer/Business Agent Greg Barns note, “It was an honor and a pleasure to have you visit our local and have the opportunity to introduce you to some of our members. You have left a lasting impression on us all. We will be able to take this experience with us through the duration of our careers. You are a fine example of a leader for this union and from what we have seen, an even better man.”



Interbake member, Soan Thach (center) receives congratulations from her co-workers and Intl. Vice Pres. Jeanne Graham (right) on winning the BCTGM woman's watch.

# Bush Deficits Threaten Nation's Long-Term Economic Strength

By Senator Kent Conrad (D-ND)



In America today, millions of families are working harder, saving less and borrowing more and more just to

make ends meet. Clearly, President Bush's economic policy has not helped America's working families. Instead, he has taken our nation down the wrong fiscal path by supporting unsustainable tax cuts for the wealthy that have resulted in the largest deficit in our nation's history — expected to reach close to half a trillion dollars this year alone.

So what does that mean to you? The growing deficit means an increase in interest rates, which affects anyone with a home mortgage, a car payment, a student loan, or a credit card. In short, the deficit really matters to every working American.

Furthermore, President Bush plans to spend every penny of

the Social Security surplus on his tax cuts. Looking forward, if the tax cuts are made permanent, as the President has advocated, their cost will explode in the years ahead, further driving up deficits and debt, and making it that much more difficult to meet the future Social Security and Medicare needs of today's working men and women.

Supporters of President Bush say his tax cuts are stimulating the economy. Unfortunately, America's workers have not experienced the benefits from this growth. Data released by the Economic Policy Institute shows that the average hourly wage for blue-collar workers actually decreased in real terms in the six-month period ending in May 2004.

When health or pension benefits are considered along with wage income, labor compensation for the last three years has only increased by 2.8 percent in real terms. This is the smallest increase in labor compensation during a

recovery since World War II.

Of course, this labor compensation data is only pertinent to those lucky enough to have avoided the unemployment line and earn a wage. According to the Bureau of Labor Statistics, there were 8.2 million American workers unemployed in June. That does not include approximately 4.5 million individuals who are underemployed, working part-time because of the weak economy.

Ultimately, the deficits and debt will begin to take their toll on the American economy. The nation's long-term economic strength will be undermined as the deficits and debt raise interest rates, crowd out private sector investment, and slow economic growth. Ultimately, the American worker will suffer further.

It is long past due for a new fiscal course for America. We can and must do better.

*Senator Kent Conrad (D-ND) is the senior Democrat on the Senate Budget Committee.*

## 2004 VICTORY, DOOR BY DOOR

In Columbus, Ohio, BCTGM International President Frank Hurt joined more than 300

union members, including dozens of volunteers from his native Local 57, to participate in Labor 2004's June 26 precinct walk. Hurt and the other union volunteers spent the day going door-to-door to talk with union household members about where the presidential candidates stand on good jobs, health care and other working family issues at stake in the presidential election. They distributed leaflets that compare the failed policies of President George W. Bush with the plans and record of Sen. John Kerry (D-Mass.).

Throughout the summer and into the fall campaign season, union volunteers will continue to reach out to union voters through worksite leafleting, precinct walks and phone calls.



**BCTGM Intl. Pres. Frank Hurt holds a Kerry sign surrounded by Local 57 volunteers.**

# Tobacco Locals Confront Non-Union Challenge

BCTGM International President Frank Hurt (center) discusses the importance of organizing non-union tobacco workers.

The rapid growth of non-union production was a top issue at this year's meeting of the presidents and vice presidents of the BCTGM's cigarette manufacturing locals. After battling a powerful anti-tobacco wave for more than a decade, the BCTGM currently faces this new and serious threat to members' tobacco industry jobs.



In addressing this issue at the Greensboro, N.C. meeting, BCTGM International President Frank Hurt noted, "Our members in the tobacco industry have been hit hard for a long time by anti-tobacco legislation and regulation. Now, our members confront another challenge to their livelihood—the rise of non-union producers who are not subject to the same rules as organized employers.

"There is only one way to effectively meet this new chal-

lenge and protect our members' standard of living. Local unions must organize the workers at these non-union tobacco companies. If they do not, the quality and standards of every one of our contracts in the industry will be eroded."

The 2004 Presidential election was also a major topic at the meeting. Recognizing the high stakes for organized labor and working families, the delegates committed their locals to active involvement in the BCTGM's

2004 political action program.

"Organizing and political action are more important than ever before. Our level of success in both these areas will dramatically impact the future of this union's tobacco industry membership," said International Vice President T.J. Warren. "The exchange of ideas and strategy development that took place made this year's tobacco presidents and vice presidents meeting extremely valuable," Warren concluded.



## 2004 BISCUIT COUNCIL

Officers and delegates of the BCTGM Biscuit and Cracker Council met in Anaheim, California June 12-16 to discuss the enormous challenges and changes facing local unions within the industry. International Secretary Treasurer/Director of Organization David B. Durkee gave a presentation that focused on the decline of the industry, organizing, technology, outsourcing, union busting and more. Pictured here are the delegates from 16 locals who attended the meeting.

# BCTGM Members Contribute to the

Moises Alba



Paula Buenrostro



Tony Alparone



Maria Carmen Alvor



Maria Angeles Mendoza



Hector Angeles



For 48 years, BCTGM Local 125 (San Leandro, Calif.) members have helped make premium-quality treats at American Licorice, one of the oldest companies in the U.S. candy industry.

The American Licorice Company first began supplying the country's demand for licorice in Chicago in 1914. In 1925, the company opened a San Francisco plant. In 1970, American Licorice expanded its operations on the West Coast by establishing another plant in Union City, Calif. In 1983, the company closed its San Francisco plant and consolidated operations to the expanded Union City facility, where Local 125 members continue the 90-year-old licorice-making process.

# Sweet Success of American Licorice

The licorice candy recipe used by BCTGM members today is essentially the same as the company's 1914 recipe. American Licorice product flavors include red, wild cherry, licorice, chocolate and grape. The Union City plant has a capacity of 40 million pounds of candy per year. Most of the equipment used by BCTGM members at the plant was custom-fabricated by American Licorice.

BCTGM-made American Licorice products are distributed throughout the U.S. to grocers, theaters and wholesale clubs. Featured here are photos of Local 125 members hard at work in Union City.



Yeseniz Vargas



Manuel Amao



Lilian Silva



Oscar Hermosillo



Yolanda Avila



Alfonso Haro



# Kerry vs Bush: What

## JOB AND THE ECONOMY

### The Facts

- ✓ America has lost 1.8 million jobs since January 2001, and 8.4 million Americans are officially unemployed. *Bureau of Labor Statistics, 4/04.*
- ✓ 14 Million U.S. jobs are at risk of being outsourced overseas. *The New Wave of Outsourcing, Fisher Center for Real Estate and Urban Economics, UC Berkley, 2003.*
- ✓ New jobs we are gaining in the growing sectors of the economy pay 21 percent less, on average, than the jobs we are losing. *Economic Policy Institute, 1/21/04.*

### JOHN KERRY

#### Creating and protecting American Jobs

- Has drafted an economic plan that targets tax credits to American jobs at home, including a new manufacturing jobs credit. When a manufacturing company creates jobs above it's 12-month employment average, the company will be refunded two years of payroll taxes on new employees. *Washington Post, 3/24/04*
- Will close tax loopholes that encourage U.S. corporations to move jobs offshore to avoid paying their fair share of taxes. *Washington Post, 3/24/04*
- Says companies that move headquarters offshore to avoid paying taxes should be ineligible to receive government contracts. *AFL-CIO candidate questionnaire*

#### Trade Policies

- Supports significant changes in the North American Free Trade Agreement (NAFTA). "We're going to identify every single imbalance or place in which there is an unfairness that has not been addressed, and we're going to address it. I'm going to fix it," he said in February 2004. He also supports strong worker protections in new trade agreements. *The New York Times, 2/17/04*
- Has called for immediate 120-day review of all existing trade agreements to ensure other countries are meeting labor and environmental obligations. *AP, 3/02/04*
- Says he will not support the Central American Free Trade Agreement without those protections. *Reuters, 02/02/04*

#### Jobless benefits and retraining

- Opposes rollbacks in job retraining programs. *Dayton Daily News, 2/19/04*
- Supports expanding unemployment insurance benefits for the long term unemployed. *AFL-CIO candidate questionnaire.*

### GEORGE BUSH

- Promotes multiple tax cuts for the rich to create jobs. Predicted his plan would result in the creation of 5.5 million jobs by the end of 2004. To date, there is a cumulative shortfall of 2,065,000 jobs. *Economic Policy Institute, 4/04.*
- Supports \$37 Billion in tax breaks for U.S. firms' offshore operations, and opposes proposals to close tax loopholes that encourage companies to ship jobs overseas. *www.whitehouse.gov, S. 167*
- Defends outsourcing. His chief economic adviser and treasury secretary have publicly stated that exporting American jobs is good for the country. Secretary of state Colin Powell has traveled to India to assure contractors that the president will do nothing to slow offshoring of jobs. *New York Times, 3/16/04.*

- Wants to extend NAFTA to 34 countries in the Western Hemisphere. *White House news release 4/20/01*

- Has negotiated the Central American Free Trade Agreement—a NAFTA-like agreement. Says agreement provides adequate labor and environmental protections. *Reuters, 2/02/04*

- Consistently short changed job retraining programs. In fact, the Bush administration submitted budgets that cut nearly \$1 billion from similar programs. *Center for American Progress, January, 2004.*

- Refused to support extension of unemployment benefits for the long-term unemployed. *New York Times, 1/30/04.*

## RIGHTS IN THE

### The

- ✓ Union workers earn 27 percent more jobs. *U.S. Department of Labor, Emp*
- ✓ Almost 1/3 of the workforce regularly work week. 1/5 work more than 50 h *Institute, January 2002.*
- ✓ The federal government has declared of workers, such as airport screeners, eral employees. *AFL-CIO, BushWatch*

### JOHN KERRY

#### Overtime P

- Calls for more wage and hour protections, not fewer. Opposes current rollbacks of overtime pay protections. Opposed legislation that would have allowed employers to substitute straight comp time for time-and-a-half pay as mandated by federal overtime statues. *S. 4, RC; 93, 6/4/97*

#### Workplac

- Has a solid record of supporting workplace protections. Kerry opposed repeated efforts from congress to rollback ergonomic rules. Supports re-instating the ergonomic standards that were rolled back by the Bush Administration. *Statement before the U.S. Senate, 6/22/00*
- Proposes increased OSHA inspections of work-sites and vigorous prosecution of the worst violators of workplace safety. *AFL-CIO Candidate Questionnaire*

#### Supportin

- Opposes so-called right-to-work laws that cut wages and benefits, weaken collective bargaining rights and hurt working families. In the 21 states with such laws, wages are lower, poverty levels higher, people are more likely to lack health insurance and education spending per pupil is lower. *Senate roll call vote 188 on S. 1788, 7/10/96; AFL-CIO questionnaire 2003*

#### Right to Organize and

- Co-sponsored the Employee Free Choice Act, which would allow employees to freely choose whether to form unions. The act would provide mediation and arbitration for first-contract disputes and establishes stronger penalties for violation of employee rights. *S.1925*
- Opposed efforts to allow employers to refuse to hire union organizers; supported the rights of workers in the Department of Homeland Security to belong to a Union; supported collective bargaining rights for state and municipal public safety officers; opposed a national Right to Work law. *AFL-CIO candidate questionnaire*



## THE WORKPLACE

### Facts

More than non-union workers in comparable employment and earnings, January, 2004. Women work more than the standard 40-hour work week. *Economic Policy*

Large unions off limits to tens of thousands of workers, navy shipyard workers and other federal workers.

## GEORGE BUSH

### Protections

- ▶ U.S. Department of labor issued restrictions on overtime pay rules that mean many workers who earn \$23,660 to \$100,000 will no longer be eligible for overtime pay.

### Workplace Safety

- ▶ Supported and signed the first-ever congressional repeal of an Occupational Safety and Health Administration worker protection rule, killing OSHA's ergonomics standard that would have prevented thousands of workplace injuries, such as carpal tunnel syndrome, each year. *CNN*, 3/20/01

### Supporting Unions

- ▶ Supports "right-to-work-for-less" laws, such as the one he helped enforce during his two terms as governor of Texas. During his 2000 campaign, he told a group of business leaders, "I can tell you why you're poor—you don't have right-to-work." (*Chicago Sun Times*, 10/6/00)

### Collective Bargaining

- ▶ Does not support the Employee Free Choice Act.
- ▶ During his presidency, he has taken away the collective bargaining rights of 170,000 workers in the U.S. Department of Homeland Security, 60,000 Transportation Security Administration airport screeners, 1,300 workers in the National Imagery and Mapping Agency. *www.GovExec.com*, 11/12/03; *The Washington Post*, 1/20/02

## AFFORDABLE HEALTH CARE

### The Facts

- ✓ Prescription drug spending has tripled since 1990. Retail cost of prescription drugs has been more than double the cost of inflation. *Henry J. Kaiser Family Foundation*, 5/03.
- ✓ The United States spends more on health care than any other country in the world, yet nearly 44 million Americans lack medical coverage. *AFL-CIO*.
- ✓ Nearly 4 million Americans have lost health insurance since 2000 and 80 percent of America's uninsured are in working families. *Henry J. Kaiser Family Foundation*, 1/01

## JOHN KERRY

## GEORGE BUSH

### Lowering prescription drug costs

- ▶ Supported a law to make prescription drugs more affordable for seniors under Medicare by keeping down the cost of generic and brand name drugs while capping out-of-pocket expenses. *S. 812*, 7/23/02
- ▶ Supports importing lower-priced drugs from Canada.
- ▶ Pushed for a Medicare prescription drug law that bans discounts for bulk purchasing of pharmaceuticals, which would have saved seniors billions in drug costs. "Bush Plan a Boon to Drug Companies," *Washington Post*, 3/05/03.
- ▶ Opposes importing lower-priced drugs from Canada. *CNN*, 7/25/03

### Maintaining employer-paid health benefits

- ▶ Opposes shifting burden of coverage onto individuals. Supports employer-provided coverage. *Seattle Times* 3-17-04
- ▶ Has a comprehensive, realistic plan that will cover 27 million uninsured Americans and reduce premiums overall. *Seattle Times*, 3/17/04
- ▶ Has a health care plan to reduce health care costs for a family an average of \$1,000 per year by taking the burden of catastrophic claims off the backs of premium payers. *www.johnkerry.com*.
- ▶ Has proposed an expansion of health savings accounts that shift coverage responsibility away from employers and onto individuals. *American Medical News*, 4/26/04; *Seattle Times*, 3/17/04

## UNION ROOTS

On July 6, Democratic Presidential Candidate John Kerry selected Senator John Edwards (D-S.C.) as his running mate. Like Kerry, Edwards has championed the interests of working men and women in the U.S. Senate and is a staunch supporter of workers' rights, earning a 96 percent AFL-CIO voting record during his Senate career. Edwards has strong working class and union roots. His father was a mill worker and his mother was a member of the Letter Carriers. His brother is a member of the Electrical Workers.

In 2003, Edwards wrote in an AFL-CIO candidate questionnaire: "I know from my own life how important unions are. The only reason my brother's family has had health care is because of the union. We have a lot of work to do to protect workers' rights in America."



On May 8, BCTGM International Representative John Price and a delegation of Local 57 (Columbus, Ohio) officers and members attended the Ohio State Democratic Party Dinner where Edwards delivered the keynote speech. Edwards discussed the need for labor law reform to include "card check recognition" and "the removal of striker replacements."

## The House that Labor Built

An Atlanta union family is enjoying the benefits of homeownership with the completion of a Habitat for Humanity project organized by the Atlanta Labor Council and Union Privilege, according to BCTGM Local 42 Recording Secretary Isaac Gobern.

Gobern and a team of Local 42 members joined hundreds of other union activists to donate their time on seven consecutive Saturdays to build a house for the project.

"The experience is not only hands-on, but is also heartfelt. None of us walked away without feeling we had contributed something. We helped build a home for a family, who would not otherwise be able to afford one," notes Gobern, who also serves as a vice president of the Atlanta Labor Council.

Atlanta Mayor Shirley Franklin visited the site and commended the union team on "a job well done," said Gobern, who is pictured with Franklin above.



Atlanta Habitat for Humanity partners with low-income working families, sponsors, and communities to build affordable quality homes and to provide support services that promote successful home purchase and ownership. Union Plus program providers Chase Home Finance, The Hartford, and Household Credit Services provided sponsorship through generous donations to help make this project successful, said Gobern.

# CANADIAN News

## International Party of Workers Protest Anti-Worker Quebec Government



On May 1, 150 BCTGM members were among more than 100,000 union members and activists who gathered in Montreal to protest the anti-worker policies of Quebec's Premier, Jean Charest and his administration.

Union members from Locals 55 (St. Leonard), 227 (Montreal), 350 (St. Leonard), 350T (Granby), 382 (St. Lambert), and 480 (Ste. Marie) descended on Montreal to be part of the mass May Day march. According to International Organizer Steeve Bégin, workers and social activists throughout the province are angered by "Charest's neo-liberal politics." Since he took office in 2003, the Charest government has adopted a succession of laws and measures that defy social and economic justice.



More than 150 BCTGM members from throughout Quebec attended the May 1 International Party of Workers demonstration in Montreal.

"We sent a message loud and clear to the Charest government: These laws are unacceptable. You will find us on your way until the end of your mandate," recalls Bégin. "This government

defies the basic rights of workers by opening the door to subcontracting and privatization, violating our right to unionize, to associate freely and to negotiate our contracts."

# The BCTGM Invests in the Future— Union Membership Awards Ten Scholars

The BCTGM proudly announces the winners of the 2004 BCTGM International Scholarship Program. Ten \$1,000 one-time awards were presented to the below students.

The BCTGM International Scholarship Program is an example of the union's commitment to higher education in a time when college costs continue to soar out of reach for many working families. Since 1962, the International has helped fulfill the educational dreams of students representing BCTGM families across the nation.



Mandy Duman,  
Stepdaughter of  
Brian Dendorfer,  
BCTGM Local 19,  
Giant Eagle



Jennifer  
Landsborough,  
Daughter of Ralph  
Landsborough,  
BCTGM Local  
323T, Imperial  
Tobacco



Timothy Farmer,  
Son of Ryan  
Farmer, BCTGM  
Local 392G, Kerry  
Inc.



Stacy Petrolewicz,  
Daughter of  
Nancy  
Petrolewicz,  
BCTGM Local 19,  
Giant Eagle



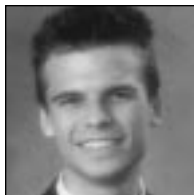
Bryant Knight,  
Son of Valerie R.  
Knight, BCTGM  
Local 362T, Brown  
& Williamson  
Tobacco Company



BCTGM Member,  
Marc Stein, Local  
116, Wegman's  
Food Markets



Eric Lam, Son of  
Tiam Lam,  
BCTGM Local  
342, Nestle USA



Richard Sypeck,  
Son of Ronald T.  
Sypeck, BCTGM  
Local 6,  
Stroehmann  
Bakeries



Frank Lam, Son of  
Tiam Lam,  
BCTGM Local  
342, Nestle USA



Nikki Tollers,  
Daughter of  
Dennis L. Tollers,  
BCTGM Local  
118G, AGP Grain  
Ltd.

## Two BCTGM Family Members Receive Union Plus Scholarships

Christopher Post and Frank Lam, children of BCTGM members, have been selected to receive 2004 Union Plus Scholarship awards. Christopher, son of Local 37 member Peter Post of Fontana, Calif., will receive a \$1,000 scholarship. Frank, son of Local 342 member Tiam Lam of Bloomington, Ill., will receive \$500. The two BCTGM recipients are among 106 students from 38 AFL-CIO unions who have been awarded a collective total of \$150,000 in scholarships from the Union Plus Scholarship Program.

### 2005 APPLICATIONS

Applications for the 2005 awards will be available in September 2004. To download the application from the Union Privilege website at that time, visit [www.unionplus.org/scholarships](http://www.unionplus.org/scholarships). Or, send a postcard with your name, return address, telephone number and international union affiliation to: Union Plus Education Foundation, c/o Union Privilege, P.O. Box 34800, Washington, D.C. 20043-4800.

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# SUMMARY OF MATERIAL MODIFICATIONS

## Bakery and Confectionery Union and Industry International Pension Plan

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The following is a Summary of Material Modifications the Board of Trustees of the Bakery and Confectionery Union and Industry International Pension Fund have made to the Bakery Confectionery Union and Industry International Pension Plan from July 2003 through June 2004. You should keep a copy of this Summary until you receive an updated copy of the Pension Fund's Summary Plan Description.

### 1. CHANGES TO PENSION PLAN (TYPE)

Pension Benefits are paid based on one of the pension types offered by the Fund. If you are eligible for more than one type of benefits, you will be required at the time of your retirement to select one type under which your benefits will be paid. Once you begin to receive pension benefits under the pension type you selected, you will have up to 90 days to request a change in your pension type. If you fail to request a change in your pension type within this 90 day period you will not be able to change your pension type in the future. *For example:* You are found eligible to receive an Early Retirement Pension effective April 1, 2004. To request a change to another pension type, such as a Disability Pension, you must notify the Fund no later than July 1, 2004. The Fund will review your request, advise if you may qualify for the requested change and what information or action is necessary to make the change.

### 2. CHANGES AFTER RETIREMENT

After your Pension begins, you will not be permitted to make any changes in the type of benefits you selected or the form in which you elected to receive your benefits, except as follows:

- You may request a change in the form in which your benefit is paid within 90 days after the date of your first pension check.
- You may request a change in the type of benefits you selected within 90 days after the date of your first pension check.
- If you are receiving a Disability Pension that began before January 2000, you will be given another opportunity to elect the 50% Husband and Wife Pension when you reach age 65.
- If you continue or return to Covered Employment after your pension begins, and qualify for a different type of benefits or for an increased amount of pension, the Fund will notify you of any elections you may be entitled to make with respect to those additional benefits.

### 3. WORKING AFTER AGE 65

A pensioner who works in Covered Employment will

earn additional Pension Credits in accordance with Article V, and may qualify for a higher benefit level as provided in Section 4.02 or for an Age and Service Pension as provided in Article IV, Sections 4.17 and 4.23. The amount of any increased benefit for such a Pensioner whose benefits are not suspended will be determined annually, on or before April 1, based upon Covered Employment in the preceding year. Effective January 1, 2004, increases will be paid retroactively to the earliest date on which the Pensioner became eligible to receive the increase based on a change in the pension benefit level pursuant to section 4.02 or on which the requirements to receive an Age and Service Pension were met. All other increases will be based upon Covered Employment in the preceding year and paid retroactively to January 1 of the year in which the determination is made.

### 4. PAST SERVICE CREDIT

For Participants entering the Plan on or after August 1, 2004:

If your first contributing employer's contribution date occurs during the term of the first collective bargaining between the Employer and a Local Union, you will receive one year of Pre-Plan Service for each year you worked for that employer or other employers in the Industry for more than 135 days each year.

If your first contributing employer's contribution date does not occur during the term of the first collective bargaining agreement between the Employer and a Local Union, your Pre-Plan service will be determined in accordance with the Rules and Regulations of the Plan and you will be granted a month of that service for each month of future service you earn. The above service will be limited to the lesser of the number of years of pension credit earned during the contribution period or 7 $\frac{1}{2}$  years.

The above limitation of 7 $\frac{1}{2}$  years will not apply once you earn 15 years of future service credit. You will then be eligible to receive all your Pre-Plan Service.

If your job classification is added to an existing collective bargaining agreement between a Contributing Employer and a Local Union after the contributing employer's contribution date, your Pre-Plan service will be determined in accordance with the Rules and Regulations of the Plan and you will be granted a month of that service for each month of future service you earn. The above service will be limited to the lesser of the number of years of pension credit earned during the contribution period or 7 $\frac{1}{2}$  years.

The above limitation of 7 $\frac{1}{2}$  years will not apply once you earn 15 years of future service credit. You will then be eligible to receive all your Pre-Plan Service.

# The Spirit of Caring

BCTGM International consultant Charlie Rogers walked 5K and crossed the finish line with a smile on May 16, knowing he helped raise more than \$1 million to benefit the Juvenile Diabetes Research Foundation (JDRF). Rogers, who was among 4,000 participants in the Foundation's Walk for a Cure in Washington D.C., noted with pride that he "was probably the only 80 year old to complete the walk!"

The mission of the JDRF is to find a cure for diabetes and its complications through the support of medical research. The foundation also aims to promote juvenile diabetes awareness and increase government funding. The Walk to Cure Diabetes is a walkathon, held in more than



BCTGM Intl. Consultant Charlie Rogers sports his team shirt and relaxes following the three mile walkathon.

200 locations throughout the year, benefiting the JDRF. Nationwide, the organization raised more than \$80 million this year. For more information on the events of the Unite to Cure Diabetes Campaign, please visit [www.jdrf.org](http://www.jdrf.org).

## Sugar Meeting



On May 24, 30 local union members employed in the sugar industry met with BCTGM Executive Vice President Larry Barber and International staff representatives in Las Vegas to discuss the state of the industry and important issues facing workers. Organizing activity, political action, negotiations and health and safety records were among the many topics addressed. Each local representative gave a report from his/her location and an open discussion was held on the concerns and issues at individual plant locations. Pictured here, participants listen as a sugar industry trade specialist discusses dangers posed by various free trade agreement proposals.

## MERGED LOCALS

*Since we last reported on local union mergers in the November/December 2003 BCTGM NEWS, the following local unions have merged:*

**Local 81G** (Alton, IL) into Local 4 (St. Louis, MO) with an effective date of January 1, 2004.

**Local 165G** (Knoxville, TN) into Local 25 (Chattanooga, TN) with an effective date of January 1, 2004.

**Local 296G** (Burley, ID) into Local 282 (Rupert, ID) with an effective date of March 1, 2004.

**Local 12** (Pittsburgh, PA) into Local 19 (Cleveland, OH) with an effective date of March 13, 2004.

**Local 400G** (Rossville, TN) into Local 149 (Memphis, TN) with an effective date of May 1, 2004.

**Local 399G** (Hoopeston, IL) into Local 1 (Chicago, IL) with an effective date of April 1, 2004.

**Local 338G** (Oklahoma City, OK) into Local 65 (Tulsa OK) with an effective date of June 1, 2004.

**Local 369** (Shreveport, LA) into Local 149 (Memphis, TN) with an effective date of June 1, 2004.

**Local 611** (Fort Payne, AL) into Local 25 (Chattanooga, TN) with an effective date of July 1, 2004.

**Local 434** (Macon, GA) into Local 42 (Atlanta, GA) with an effective date of July 1, 2004.

**Local 207** (South Bend, IN) into Local 1 (Chicago, IL) with an effective date of July 1, 2004.

**Local 238G** (Shreveport, LA) into Local 149 (Memphis, TN) with an effective date of July 1, 2004.

(Right) Members of Local 334 (Portland, ME) present U.S. Congressman Mike Michaud (D-ME) with a BCTGM-PAC donation in support of his re-election campaign. Michaud is a proud union member of PACE Local 1-0037 and works hard in support of labor as well as veteran issues. Pictured left to right: L. 334 Fin. Secy. Erik Heath, Congressman Michaud and L. 334 Rec. Secy. Dennis Gale.



## RE-ELECTION SUPPORT



Local 364 (Portland, OR) members present Congressman Brian Baird (D-Wash.) with a BCTGM-PAC check in support of his re-election. Pictured left to right: John Murphay, Local 364 Delegate to the SW Washington Labor Council and Frito-Lay Chief Steward, Baird, and L. 364 Bus. Agnt. Cameron Taylor.

The Susan G. Komen 5K Race for the Cure was held in Philadelphia on Mother's day, May 9, 2004. Local 6 (Philadelphia, PA) was a race day sponsor and had three local officers that completed the race. The annual event set a new record with over 40,000 people participating. Pictured below from left to right: L. 6 Pres./Bus. Mgr. John Cairns, his wife Anne, and L. 6 Vice Pres./Secy. Treas. Barry Fields.



## RACE FOR BREAST CANCER



## WORKERS MEMORIAL

Each spring prior to the Workers Memorial Day ceremony in Columbus, Ohio, Local 57 officers and members spend a weekend cleaning and landscaping the grounds of Richter Workers Memorial Park, which is the only city park in the U.S. solely dedicated as a "Workers Memorial." At the annual ceremony, a large silver bell tolls for each Franklin County worker who died on the job—2004 brought seven rings. Pictured here during the park cleanup is (left to right) Chairman of Trustees Mike Sillins, member Vance Edwards, Fin. Secy./Bus. Agt. Vester Newsome, Trustee Phil Barney, Trustee Glenn Shaw, and V. P. Randy Kocheran.

# Health Club Discounts



A New England Journal of Medicine study (April 2003) showed that 90,000 fatal cancers could be avoided if Americans maintained a healthy body weight. Today, BCTGM members can take steps to improve their health, and at a discounted price. More than 1,500 health clubs are participating in the BCTGM Power Health Club discounts program, including: Bally's Fitness, Curves for Women and select World and Gold's Gyms across the country. BCTGM Power/Union Plus has teamed up with GlobalFit Fitness Solutions to provide these health club savings for you.

#### The BCTGM POWER Health Club Discount gives you:

- A pre-negotiated 20-60% discount on initiation and monthly fees at over 1,500 health clubs nationwide;
- The flexibility of a month-to-month membership. No long-term commitment necessary;
- Online directory to make it easy to locate a gym near you;
- Access to the GlobalFit's Travel Program when visiting cities across the country;\*
- The ability to conveniently freeze\*, transfer or cancel your gym memberships;
- Additional discounts for family members;
- Free guest pass to check out any club before joining;
- Online access to gym information and toll-free Health Club Help Line: **1-888-294-1500**;
- Monthly fees billed to monthly credit card or bank account.

\*Not available at all clubs.

#### HOW TO RECEIVE YOUR DISCOUNT

To receive your union-member discounted rates, you must enroll through GlobalFit, not directly through the club. These rates are not available to the general public. Participation for current club members is not available.

#### HEALTH TIPS:

- Consult your physician before beginning any exercise program. Doctors typically recommend at least 30 minutes of exercise every day.
- Eat within 1 hour after exercise. Your muscles absorb nutrients most efficiently during this time.

# BCTGM POWER

# Become a BCTGM E-Activist!

The BCTGM Action Network is a new mobilization tool that enables the International Union to generate targeted, customized e-mail messages to union members and BCTGM local union activists.

The BCTGM e-Activist Network is another tool to help make our union a powerful force. As a network subscriber, you will receive occasional action alerts when your voice is needed. With one click you can send e-mails to key decision makers in Congress, at the White House or to an employer who isn't respecting the rights of workers.

Our union's voice is stronger when our members join together. Sign up today for your ticket to stay informed and make a difference on issues of importance to the BCTGM!



**GET ACTIVE!**

<http://www.unionvoice.org/bctgmaction/home.html>