

BAKERY, CONFECTIONERY, TOBACCO WORKERS AND GRAIN MILLERS INTERNATIONAL UNION

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the PRESIDENT'S MESSAGE

"The test of our progress is not whether we add more to the abundance of those who have much; it is whether we provide enough for those who have too little."

Franklin D. Roosevelt, 32nd President of the United States

With these profound words, Franklin Roosevelt set a standard by which Americans are able to judge our society and our progress as a nation. For more than 70 years, through Democratic and Republican Administrations, we have made progress.

Unfortunately, the record of the last four years during the Bush Administration shows the nation failing the challenge put forth by FDR. Instead of progress, we are seeing a decline in the standard of living of the poor and working families.

The most reliable and accurate source of information to determine our nation's condition comes from the Census Bureau. No doubt statistics are dry, but they tell an important story.

According to the Census Bureau, last year the poverty rate grew by nearly 13 percent, sending millions more Americans into poverty. Many of these people are working Americans who have jobs that simply don't pay enough. Average household income fell between 2000 and 2003 mostly because of job loss or the replacement of high-wage jobs with lower-wage jobs.

Under President Bush, the nation has experienced the greatest sustained job loss since Franklin Roosevelt uttered those words in the depths of the nation's greatest economic crisis in its history. Since January of 2001, the economy has lost millions of jobs, mostly in the well-paid manufacturing sector.

The jobs statistics may have improved a little over the past several months, but the reality is that there are still fewer Americans working today than there were four years ago. Moreover, many of the new jobs being created pay workers less than the ones they lost. Workers paychecks are shrinking and this is the heart of the nation's economic distress.

The nation's health care crisis compounds this problem. The share of people with employment-based health care coverage fell to the lowest level in 10 years. Nearly three-quarters of a million more full-time workers had no health insurance coverage in 2003 than in 2002.

We know that adults and children who do not have health care coverage are not able to get the treatment and preventative care that they need to stay healthy. This is why the BCTGM fights so hard in negotiations to maintain our health benefit coverage at existing levels.

As long as the vast majority of working Americans' paychecks shrink and more and more families do not have access to affordable health care, our standard of living will continue to decline. No amount of happy talk or 30-second campaign commercials can change the fundamental truth that American workers are caught in a race to the bottom that is made worse by the policies of George W. Bush.

President Bush sold the cornerstones of his economic program, trillion-dollar tax cuts for the wealthy and largest corporations and multiple free-trade deals, on the basis that they would create millions of new jobs and increase the standard of living of American workers.

The Census Bureau tells us these policies have failed and failed miserably. Not only have these policies accelerated the loss of good jobs, led to declining wage rates and more families without health insurance, they have also handed future generations budget deficits and national debt that almost guarantee that the race to the bottom will continue for decades to come. Tax cuts for the wealthy today mean tax increases for working people tomorrow.

As representatives of working people, labor unions must always seek to improve the lives of their members. That is our responsibility. And that is the reason the BCTGM has been tirelessly working to change the political leadership of this country, beginning with the election of Senator John Kerry as the next President of the United States.

On November 2, we will know which direction our nation will take for the next four years. Moreover, we will have a better idea as to whether or not we will reverse course and begin to travel once again along the path of progress Franklin Roosevelt so clearly marked.

Frank Hurt

BCTGM International President





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BCTGM Protests Bush Overtime Pay Take-Away

BCTGM International President Frank Hurt, Executive Officers and International staff joined nearly 1,000 other union activists outside the U.S. Department of Labor in Washington D.C. on August 23 to protest President George W. Bush's overtime pay take-away. Carrying BCTGM signs, "Bush Thinks Workers are Worth Less" and "Stop the Bush Pay Grab," the union protested the changes to the Fair Labor Standards Act, the first major attack on the law since it was enacted in 1938.

"What kind of leader purposely cuts the paychecks of six million working Americans at a time when the economy forces workers to work harder and longer to make ends meet?," asks Hurt. "Bush's decision to gut this nation's overtime laws is heartless. Overtime pay holds many families above the poverty line and to make them work longer



BCTGM Intl. staff and family were among the nearly 1,000 protesters at the rally against the Bush overtime pay grab.

hours for free is unconscionable," Hurt adds.

Under the new rules, most workers earning \$23,660 a year or less are guaranteed time-and-a-half pay for every working hour over 40 per week, just as federal law requires. But after that, the rules open a wide range of methods to bosses who want to cut out workers' overtime pay. Up to six million workers will lose an average of \$161 per week, according to the AFL-CIO. Workers covered by a union contract must bargain to retain overtime pay protections. "And we know employers will now come at us hard on our overtime language," notes Hurt.

Senator Tom Harkin (D-Iowa) spoke at the rally and promised the crowd that Senate Democrats will continue the fight to block the Bush pay cut. Harkin, who authored the three measures to block the regulations, said, "Time-and-a-half pay accounts for 25 percent of the total income of those who work overtime. If employers no longer have to pay time-and-a-half for overtime work, they will have an incentive to demand longer hours instead of creating more jobs, taking money from the pockets of middle-class working families. Protecting workers' overtime is essential to job creation."

Overtime rallies like the one

BCTGM Intl. President Frank Hurt (left) explains the effects of the overtime pay take-away to an NBC reporter as Intl. Exec. Vice President Joe Thibodeau (center) and Intl. staff person Matthew Clark (right) listen outside the Dept. of Labor on Aug. 23.



at the Department of Labor took place throughout the country on August 23. Since Bush announced the overtime pay take-away in March 2003, workers have sent more than 1.6 million email, mail and fax messages to the White House, Congress and the Department of Labor protesting the assault on the nation's wage and hour laws.

AFL-CIO President John Sweeney, who also spoke at the rally, reminded the crowd that the fight to save overtime pay is far from over and another recourse is the November presidential election. "If Bush will not stand on the side of working people, then we will use our democratic process to elect a president who will," he declared.

To sign the BCTGM's new petition to save overtime pay, visit the BCTGM E-Activist Network www.union-voice.org/campaign/Otpetition.

OVERTIME UNDER ATTACK

By Sen. Tom Harkin (D-Iowa)

In April, the Bush Administration issued final rules governing eligibility for overtime. Make no mistake, this radical rewrite of the rules is designed to strip millions of workers of their right to fair compensation. It is a frontal attack on the 40-hour workweek, pushed aggressively by the Administration without a single public hearing.

Since passage of the Fair Labor Standards Act in 1938, overtime rights and the 40-hour workweek have been sacrosanct—respected by presidents of both parties. But nothing is sacred to the Bush Administration. Nor does the Administration seem to care that these new rules will hurt job creation.

If employers can more easily deny overtime pay, they will simply push their current employees to work longer hours without compensation. With millions of Americans out of work, why give employers a major new disincentive to hire new workers?

Indeed, when the first overtime statutes were written in 1938, during the Great Depression, a major aim was to encourage the creation of new jobs. But there is a more

poignant argument for overtime. As one single mother told me, when she leaves work after a difficult 8-hour shift, her “second shift”—cooking and caring for her family—begins. She told me that her time at home is truly her “premium time,” the most valuable time of her day. And if she is going to be required to sacrifice that premium time, then she ought to receive premium pay.

The Bush Administration disagrees. The final rule was issued in the spring and took effect August 23, just before Labor Day. It will deny time-and-a-half overtime pay to many workers



earning as little as \$23,660. Nonetheless, the Administration’s public posture is all smiles and happy talk, including the audacious claim that no workers earning less than \$100,000 a year will lose their right to overtime.

This claim is demonstrably false. In July, a study by the Economic Policy Institute (EPI) concluded that at least six million U.S. workers will lose their right to overtime under the final rule.

Under the old rule, employees were required to spend the majority of their time—50 percent or more—doing administrative, management or professional

work in order to lose their right to overtime. But under the new rule, employees who do even a small amount of administrative, management or professional work during the day can lose their overtime rights.

An independent review of the new rule by former Department of Labor (DOL) officials concluded that in every instance where DOL made some sort of change to the existing rule, it chose to weaken the criteria for overtime exemptions, thereby making workers vulnerable to the loss of overtime eligibility.

Ironically, the Administration originally argued its new overtime plan was needed to clarify the rules and reduce litigation. But the final rule is shot through with calculated ambiguity that clearly favors employers. This will lead to scores of lawsuits and years of litigation as workers fight to retain their overtime rights. If increasingly conserva-

tive courts rule in favor of employers, countless additional workers will lose their right to overtime.

American workers are fed up with the Administration’s schemes and spin. They deserve an iron-clad guarantee that their overtime rights are safe. If Mr. Bush and DOL are sincere in their stated desire to preserve overtime, they can prove it by supporting my legislation to guarantee that workers who are entitled to overtime pay as a result of their job duties under the old rules will not lose that right under the new rules.

100 Years Young: Local 114 Celebrates a History of Activism

After 100 years of defending the rights of bakery workers in the Pacific Northwest, BCTGM Local 114 (Portland, Ore.) shows no signs of slowing down. On August 27, the local celebrated its 100th anniversary with the same energy and devotion that the founding members of the union displayed, according to Local 114 Financial Secretary-Treasurer Laurel Koch.

“It’s amazing how a lot of the issues that this union fought for 100 years ago—better wages, hours and working conditions—are the same issues we fight for today. On that level, not much has changed,” said Koch.

Koch and a team of volunteers spent months researching the history of the union for a booklet that was given to Local 114 members in honor of the local’s 100-year anniversary. The research team consisted of Koch, members Nancy Milner, Sharon Graham, Georgene Barragan, and her daughter, Erin.

The local began with members at just 15 retail shops. Today, Local 114 represents more than 1,140 workers at some 160 retail and wholesale bakeries—most of the wholesale bakeries in the Portland metropolitan area under union contract.

“In March of 1904, union label bread was seen for the first time. A committee had been

appointed to visit various retail stores and request the managers to buy no bread unless it has the seal of organized labor stamped upon its side,” writes the research team in the *Bakers Union Local 114 History*.

The fight of the Bakers Union in 1904 was borne directly upon the health and welfare of the home. The bakers fight was to give families bread, cake and pies prepared under sanitary conditions. “The Union Label

not only for quality but also cleanliness,” Koch recalls.

By 1912, Local 114 had been so adamant about the sanitary conditions of its shops, Portland could now boast of having the most sanitary union bakeries in the United States. Local 114 helped bakers win a 35-hour workweek. At the time, bakers worked for 16 hours a day, six days a week. Later, in the mid-1950s, the local was able to secure employer-paid pensions

and language protecting members from the effects of mechanization. Koch also discovered language in an early contract that called on employers “to pay girls the same wage as the men they replaced.”

“Local 114 stood strong and survived, several times coming very close to being put out of business by anti-union forces,” Koch recalls. “It is simply amazing that we continue to fight for the same things today that we’ve fought hard and won in the past. History is a revolving door—a different angle but the same issues.

“Throughout our history, we have grown in strength and in numbers. There is no doubt that this local union will continue to add a wealth of history and color to the books of the BCTGM for many years to come,” concludes Koch, who retires later this year after more than 22 years as a Local 114 officer and 36 years in the baking industry.



Local 114 Bus. Agt. Gene Beaudoin (left) Fin. Secy. Laurel Koch (center) and member Georgene Barragan display a photo of the Local 114 “Knights of Peel” in the 1919 Labor Day parade in Portland.

was a guarantee that your bakery products were prepared in wholesome, clean, well-ventilated shops from materials that were free from poisons and adulterants,” notes Koch.

“Local 114 even required a medical exam for members to make sure they were free of tuberculosis or other contagious diseases. The Union Label stood

Local 369G Lockout Ends in Minnesota

Renville, Minn.—Solidarity and resolve led to victory for members of BCTGM Local 369G—who were locked out by Southern Minnesota Beet Sugar Cooperative for four weeks—as they returned to work on August 25 after approving a new contract.

The 220 BCTGM members were locked out of the plant on July 29 after they rejected the company's contract offer that incorporated substantial changes in their health care plan, including increased deductibles and employee premium payments.

Under the new three-year agreement, workers will not pay health insurance premiums and will pay only small increases in medical deductibles, prescription co-pays and out-of-pocket maximums. The contract also includes annual pay increases of two percent and annual pension increases of \$1 per month of service.

The first lockout ever at the nearly 30-year old plant came as a shock to many. Union members maintained 24-hour informational pickets outside the plant during the lockout to educate the community.

According to Local 369G President Randy Billmeier, during the lockout worker morale was high thanks to the community support they received. Bottled water, soda and snacks were delivered regularly with words of encouragement to workers outside the plant. “The workers really enjoyed the support. We had a lot of folks on our side,” recalls Billmeier.

In a larger community, a lockout of 220 workers might be invisible, but not in a town like Renville, population 1,323. “The lockout affected everyone in the community,” said Local 369G member Craig Gednalske.

The Southern Minnesota Beet Sugar Cooperative is a huge complex on a road at the edge of Renville, located about 100 miles west of the Twin Cities. Along the backside of the plant are large lots where beets are piled high after harvest. During the fall and winter, pipes run through the piles, carrying coolant to keep the mounds frozen and allowing the processing of the beets to take place over several months. The cooperative refines beets

into sugar, livestock feed and other products.

Farmers act as shareholders for the acres of beets planted in 14 counties across southwestern Minnesota. They bring their crop to the plant, where union members turn the beets into sugar for candy companies and other business.

August is usually a critical time at the cooperative, as workers get the plant ready for harvest, which generally begins in September. All the staff and equipment must be ready to unload hundreds of truckloads of beets, slice and process them and bag and ship out millions of pounds of products.

“There is a lot of work to be done,” said Marie Revier, a 15-year employee. Echoing Revier is Gerald Reinke, who has been with the company since its beginning. “We basically make this place go,” Reinke said. “We’re the ones who get down in all the dirt and cold.”

Editors Note: *The photos and background material used with this article were provided by Workday Minnesota, www.workdayminnesota.org*



Local 369G maintained 24-hour informational pickets outside the main gate to the Southern Minnesota Beet Sugar Coop. throughout the lockout.

BCTGM Negotiates Nabisco Pattern

BCTGM negotiators reached a nationwide three-and-a-half year agreement with Kraft Foods North America in mid-September for the nine former Nabisco facilities. This was the second negotiated national agreement between the BCTGM and Kraft Foods since Kraft acquired Nabisco in 2001.

The agreement, which runs through February 2008, was led by International Vice President Bob Oakley with the assistance of International Representative James Condran. Representatives from Local 26 (Denver), Local 42 (Atlanta), Local 83 (Buena Park, Calif.), Local 300 (Chicago), Local 358 (Richmond, Va.), Local 364 (Portland, Ore.), Local 492 (Philadelphia), Local 719 (Fair Lawn, N.J.), and Local 802 (Buffalo, N.Y.) made up the negotiating committee.

According to Oakley, the negotiating committee had a clear understanding of what the members expectations were and the direction they wanted the negotiators to go in. "Our members told us quite clearly they wanted us to do everything we could to protect their health benefits, increase their pensions and gain healthy wage increases," said Oakley. "We set our sights on delivering a



BCTGM Intl. Vice Pres. and lead negotiator Bob Oakley (right) and Intl. Rep. Jim Condran (left) review the final three-year national agreement between the BCTGM and Kraft Foods.

fine contract tailored to their mandate," he said.

Highlighting the negotiations was the maintenance of all health benefits, levels and costs for the life of the contract. BCTGM International President Frank Hurt congratulated the union negotiators for a job well done. "At a time when most companies are shifting the health insurance burden onto employees, our union is doing everything we can to protect our members benefits," commends Hurt.

In addition, the new agreement secures healthy pension increases for retirees. By the end of the contract, the company's contribution rate will be increased to \$1,600.00. In addition, beginning September 1, 2004, the company will provide P-Plan 26 at a \$15,600.00

level. According to Hurt, securing a members well-being after retirement is always a priority. "Our dedicated members put in a tremendous amount of effort to make this a successful company," said Hurt. "This contract rewards them for years of hard work."

The contract also provides for significant wage increases, new contract language for pay for military leave, and changes to the attendance bonus. Local 42 Business Agent and member of the negotiating committee, Johnny Jackson said his members were very happy about the new agreement. "We received tremendous support from our membership going into negotiations. We came away from the table with a contract we were proud to present back to them," concludes Jackson.

Pictured here are representatives from nine BCTGM local unions that made up the negotiating committee.



WHO'S ON OUR SIDE: WHAT'S AT STAKE NOVEMBER 2

John Kerry



Good Jobs

Plans to create 10 million new jobs in his first four years as president. His energy policy alone will create some 500,000 good jobs. (Associated Press, 3/25/04)

Supports workers' right to overtime pay protection and co-sponsored legislation to stop Bush administration to take overtime pay from millions of U.S. workers. (AFL-CIO questionnaire, 2003; S. Amdt. 1580, 2003)

Will reform the federal unemployment insurance

program to cover more workers and provide sufficient benefits and job training. (www.johnkerry.com)

Exporting America

Will fight to keep good jobs in America. He will stop tax breaks to companies that send U.S. jobs overseas and create tax incentives to keep good U.S. jobs at home.

Will ensure companies that move offshore do not receive government contracts. (www.johnkerry.com)

Trade & Manufacturing

Proposes a new manufacturing job credit for manufacturing firms to stay and expand in the United States. (www.johnkerry.com)

Acknowledges the problems of the North American Free Trade Agreement (NAFTA) and vows to fix "every single unfairness" including strong worker protections in all new trade agreements. (H.R. 3450, 11/20/93; *The New York Times*, 2/17/04; Kerry speech at Alliance for Economic Justice event, 2/17/04; www.johnkerry.com)

Retirement Security

Supports protecting the retirement pensions of America's workers by strengthening and enforcing rules to guard pension funds from raids by unscrupulous employers and creating new protections for pension funds invested in the mutual fund market. (www.johnkerry.com; *The Union Leader*, 1/7/04)

Supports strengthening Social Security and opposes any privatization plan to hand over Social Security funds to Wall Street firms. (*Des Moines Register*, 8/14/03)

Safety and Health

Voted to preserve the nation's first workplace repetitive motion injury standard that could have protected workers from 8 million repetitive stress injuries a year. (S. J. Res. 6, R.C. 15, 3/6/01)

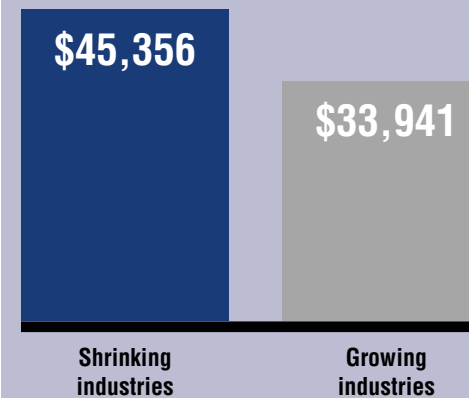
Supports a more effective Occupational Safety and Health Administration (OSHA) and more safety training. (www.johnkerry.com/issues/workers)

America Is Losing Good Jobs

Jobs in growing industries pay 25 percent less, on average, than jobs in shrinking industries.

Average Annual Wages, March 2001-March 2003

Difference: 25%

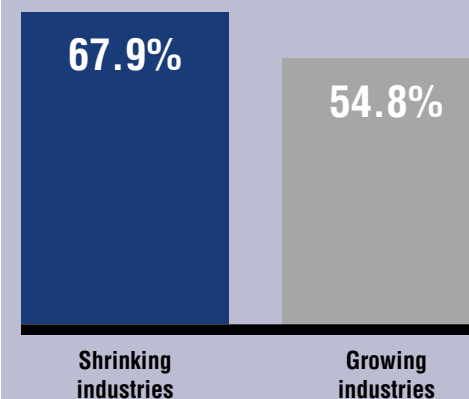


Source: Economic Policy Institute, analysis of Bureau of Labor Statistics data.

America is Losing Health Care Coverage

Jobs in growing industries are less likely to provide health coverage than jobs in shrinking industries.

Percentage of Workers with Employer-Provided Health Coverage, March 2001-March 2004



Source: Jeff Chapman and Elise Gould, "Jobs shift away from industries that provide health insurance to their workers." Economic Policy Institute, 5/12/04. Available at www.epinet.org/content.cfm/webfeatures_snapshots_05122004.

George W. Bush



Good Jobs

President Bush's economic policies and tax cuts for the rich cost the nation 1.8 million private-sector jobs and 2.7 million manufacturing jobs, from January 2001 to June 2004. Bush is on track to be the first president since Herbert Hoover in the Great Depression to end his term with fewer jobs than when he started. Nearly two-thirds of the jobs created between August 2003 and May 2004, when the economy finally began adding some jobs, were in low- and medium-wage industries. (Bureau of Labor Statistics; Economy.com, July 2004)

The Bush Administration developed and issued new rules that could cost some 6 million workers their right to overtime pay. (*Federal Register*, vol. 68, no. 61, 3/31/03; www.epinet.org)

Wants to cut funds for dislocated workers and job training—his fiscal year 2005 budget for job training and employment programs is \$1 billion less than 2001 levels, despite the loss of 1.8 million jobs since 2001. (Bush Administration fiscal year 2005 budget; Bureau of Labor Statistics)

Exporting America

Supports giving \$60 billion in tax breaks to companies that lay off workers and move overseas. Since taking office, each of Bush's federal budget proposals included tax breaks for companies that export jobs overseas. (H.R. 2896, 2004; *The Washington Post*, 10/23/03; Bush fiscal years 2002-2005 budget proposals)

Says exporting jobs is good for America. According to *The Economic Report of the President, 2004*, "When a good or service is produced more cheaply abroad, it makes more sense to import it than to provide it domestically." (*Economic Report of the President, 2004*)

Trade & Manufacturing

Wants to expand NAFTA to 34 new countries in Central and South America and sought authority to negotiate new trade agreements without enforceable workers' rights and environmental protections, saying "legitimate environmental and labor concerns" should not "undermine the capacity of the president" to make trade agreements. (*The Washington Post*, 6/21/01)

Retirement Security

Seeks repeal of current protections for workers' retirement security and would allow mutual funds and other investment managers to give workers investment advice on their 401(k) accounts even though such advice could represent a conflict of interest (H.R. 2269, 6/21/01)

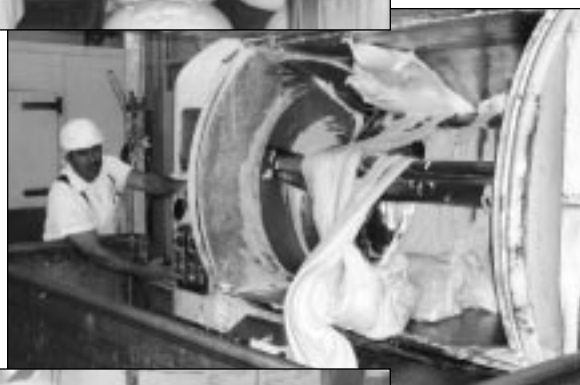
Plans to privatize Social Security, making workers' retirement security subject to the whims of Wall Street while costing the Social Security system between \$2.2 trillion and \$3.1 trillion. (*Reducing Benefits and Subsidizing Individual Accounts: An Analysis of the Plans Proposed by the President's Commission to Strengthen Social Security*, Center on Budget and Policy Priorities and The Century Foundation, June 2002)

Safety and Health

Repealed the nation's first repetitive motion injury rule that was 10 years in the making. (www.cnn.com, 3/20/01)

Cut funding for worker safety programs for 2005 by \$7.1 million—65 percent. (Bush Administration's fiscal year 2005 budget proposal)

The Story of San Francisco Sourdough Bread



“Lactobacillus Sanfrancisco” may not sound like a precious commodity, but it’s the secret ingredient first discovered in San Francisco in 1849 that makes the city’s sourdough bread world-famous.

Using bread “starters”—an ancient method of making bread with a fermented mixture of flour, water, and yeast—was common practice in the 19th century. Miners purchased such starters in San Francisco and carried them on their treasure-seeking journeys to the Sierra foothills, where they baked loaves with a unique, sour tang found nowhere else in the world. Their sourdough bread was so much a part of the culture that seasoned prospectors came to be known as “sourdoughs”—having long fermented in the mines.

A group of wild microorganisms, which thrive only in the Bay Area’s unique climate, work together in a feat of culinary science to produce the unparalleled bread. While most breads are leavened using a single genetic strain of commercial yeast, sourdough relies on these wild microorganisms for leavening as well as flavor. Using a bowl of flour and water as bait, the baker makes a starter by capturing yeasts and bacteria (including *Lactobacillus sanfrancisco*) from the air, the mixing bowl itself, even the baker’s hands.

Feeding on the flour, these microorganisms begin to multiply. The yeasts give off carbon dioxide, which makes the dough rise, while the bacteria produce lactic acid and acetic acid (vinegar), which contribute the sour flavor. Once the dough is made, a bit of it is folded back into the unused portion of the starter, providing sustenance for the ever-growing microorganisms, which is henceforth known as “the mother loaf.” Fed a regular diet of flour and water, this mother strain continues to multiply, creating new “babies” every day, producing descendants indefinitely. In fact, BCTGM Local 24 members at the Parisian Bakery in San Francisco still use the same “mother” strain that was created more than 120 years ago.

While sourdough breads have been made throughout the world, San Francisco’s sourdough is widely regarded as the best in the world. Today, Local 24 members continue the historic formula at the San Francisco French Bread Company, producing the world-famous breads under the Parisian, Toscana and Colombo names.

Pictured on these pages are Local 24 members at the Parisian plant in San Francisco who remain dedicated to art of baking San Francisco’s best-loved breads.

Local 464 Receives Outstanding Donor Award

Hershey, Pa.—Since 1985, Local 464 Hershey workers have helped save the lives of more than 34,000 members of their community, thanks to blood donations that totaled 11,471 pints.

In recognition of the union members' dedication to helping their community, the local was presented with the "Outstanding Donor Group Award" at the Central Pennsylvania Blood Bank Appreciation Dinner. According to Local 464 Blood Bank Chairperson Sandra Lamereaux, the local union conducts three blood drives annually at the Hershey Chocolate plants. In the last eight years alone, Local 464 members have donated 3,522 pints of blood during blood drives.



Pictured here is (left to right) Central Pennsylvania Blood Bank Vice President of Community Relations Claire Hall, Lamereaux and Local 464 Blood Bank Co-Chair Barbara Gossard.

2005 BCTGM INTERNATIONAL SCHOLARSHIP PROGRAM

The BCTGM International Scholarship Program will award ten \$1,000 one-time scholarship awards in 2005. One of the scholarships is reserved for a Canadian and up to three of the ten is designated for active members of the BCTGM. The deadline for applications in January 31, 2005.

To learn more about this special BCTGM membership feature, you will find the official rules and regulations for the 2005 BCTGM International Scholarship Program and the application (both in French and English) posted on the union's website, www.bctgm.org.

Weak Economy Prevents B&C Retiree Bonus

The Bakery and Confectionery Union and Industry International Pension Plan will not be able to provide a bonus for its pensioners this year. The Fund's actuaries have notified the trustees that due to the continued weak economy and recent federal legislation increasing funding requirements for pension plans such as the B&C Fund it would be impossible to provide a bonus in 2004.

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

BCTGM Canada Meets in Calgary



Over a four-day period in mid-August, delegates to the Western Canada

Council met in Calgary, Alberta. Attending the meeting were representatives from Locals 252 (Calgary), 468 (Vancouver, B.C.), and 389 (Winnipeg, M.B.) in addition to International Vice-President Sean Kelly, and International Representative/Organizer Karl Walker.

On the opening day of the conference, Kelly discussed a wide range of issues, including contract negotiations, raiding, servicing and organizing. Delegates heard from Organizer Walker who using his experiences in the field, stressed the need to organize at the grass-roots level. He also noted important strategies for communicating with non-union workers, and urged local unions to get involved in organizing. Highlighting efforts of his local union in organizing was special guest, Danny Murphy, President of Local 406 (Moncton, N.B.). Local 406 has successfully organized hundreds of workers in the past few years.

International Secretary-

Treasurer/Director of Organization David B. Durkee gave a presentation, *The BCTGM: Our Union, The Challenges That We Face*. Durkee's in-depth talk highlighted current trends in the North American labor movement, with special emphasis on the

“Leaders in both countries have put the interests of the elite, and major corporations, ahead of the interests of the vast majority of their citizens.”

INTL. SECY-TREAS./DIR.
OF ORGANIZATION
DAVID B. DURKEE

political situations in both Canada and the United States. Noting the anti-worker policies in both countries, Durkee challenged laws that discourage union organizing while allowing

corporations and the wealthy to evade public responsibilities. According to Durkee, politicians have quite simply turned their back on working families. “Leaders have put the interests of the elite and major corporations ahead of the interests of the vast majority of their citizens,” said Durkee. “The result is deteriorating regulatory agencies, increased privatization and laws that hurt working people.”

Durkee noted the successes of the *Rebuild Canada Now* (RCN) project initiated by International President Frank Hurt in 2002 but noted that plant closings, raids, and increased automation, temper the positive results. According to Durkee, the only way to combat the job losses, is for local unions to organize the non-union facilities in their regions.

The remainder of the conference was devoted to local union reports, elections, and bylaw changes. The delegates also toured Local 252's Weston Bakeries Calgary facility.

Delegates and guests to the 2004 Western Canada Council.



LOCAL *View*



BCTGM Local 114 (Portland, Ore.) members were among than 50,000 people gathered at Waterfront Park in Portland to see Democratic Presidential nominee John Kerry in Aug. Pictured here (from left, front) is Bus. Agt. Terry Lansing, Fin. Secy.-Treas. Laurel Koch, Bus. Agt. Gene Beaudoin, (back) UFCW friend, Intl. Rep. Eric Anderson and office manager Jan Almond.



BCTGM Local 366G (Oklahoma City) Pres. Larry Flowers (left) presents Sen. Brad Carson (D-OK) with a BCTGM-PAC check to aid in his re-election campaign.

POLITICS IN ACTION



BCTGM members from Pennsylvania show their support of State Sen. Allison Schwartz, in her bid for the state's 13th Congressional District seat in the U.S. House. Pictured here (from left) is Intl. Rep. Jim Condran, Schwartz, Local 492 (Philadelphia) Bus. Agt. Carol Binder and Local 6 (Philadelphia) Organizer Joe Medley.



In the key battleground state of New Mexico, BCTGM Local 351 (Albuquerque) members present Democratic State Senator Richard Romero with a BCTGM-PAC check to aid in his bid for the state's 12th Congressional District seat in the U.S. House. Pictured here (from left) are Local 351 Fin. Secy. Isidro C. Romero, Sen. Romero and Local 351 Pres. Earl L. Reed.

BCTGM Local 401 (Salt Lake City, Utah) Secy. Treas. Rodney Reineccius (left) presents Utah U.S. Rep. Jim Matheson (D-2nd) with a BCTGM-PAC check in support of his re-election campaign.



BCTGM POWER

Home Heating Oil Discounts



Conserve and Save

- Keep your thermostat at 68 degrees Fahrenheit. When no one is home, lower it to 55 degrees and 60 degrees when you're in bed. For each degree you lower your thermostat, you will cut your fuel consumption by 2-3%.
- Check your water heater temperature. A setting of 110 degrees is fine if you don't have a dishwasher, otherwise 140 degrees is about right.
- Before each year's first cold snap, get an annual inspection of your heating system and perform any related maintenance.
- Get information on residential heating oil prices and hundreds of other energy-saving tips by visiting the U.S. Department of Energy website: www.eere.energy.gov/consumerinfo/

Union members who heat their homes with oil and live in **New York, New Jersey, Rhode Island or Southern Connecticut** can benefit through a new BCTGM Power discount on home heating oil.

Through our program provider, HEAT USA, the BCTGM Power/Union Plus Home Heating Oil Discount means you'll receive a free service contract from a highly-rated local full-service company. Plus you'll save an average of \$200-\$300 annually—or 15-25 cents per gallon on fuel oil purchases.

The home heating oil discount includes:

- **Save \$200-\$300 annually**—or 15-25 cents per gallon on full-service fuel oil purchases.
- **25 gallons of free fuel oil**—that's a \$35 value (at current 2004 prices) for union members only.
- **\$10 off the first year's membership fee.** Union members pay only \$15, instead of the regular \$25 annual home heating oil membership fee.
- **Free service contract** on the home heating system, including 24-hour emergency service, extensive parts and labor coverage and annual system cleaning and tune-up. This service contract is a \$100 value!

Additionally, when you use this home heating oil discount, HEAT USA will make a contribution to the Union Plus Scholarship Fund.

You'll also appreciate the program's:

- Satisfaction guarantee or full refund of membership fee
- Convenient automatic delivery
- Credit terms and budget billing options so you can spread your payments over time
- Shopping service for new equipment
- Free quarterly newsletter
- Monthly oil drawing where customers are eligible to win 250 gallons of free heating oil simply by sending in their old oil bills.

Call **1-800-660-0691** or visit **www.unionprivilege.org/heating-oil.cfm** and enter your zip code to join online.

**TOO MUCH IS AT STAKE
ON NOVEMBER 2...**

YOUR VOTE ON NOVEMBER 2 will determine whether working families have good jobs, affordable health care, education, workplace rights, job safety, civil rights, retirement security and more.

**...TO LET THEM STEAL
THE ELECTION AGAIN.**

DELIBERATE VOTING RIGHTS violations in Florida and around the country in 2000 stole the votes from thousands of working families, people of color, retirees, persons with disabilities, new citizen voters and the poor. Let's make sure it doesn't happen again in 2004.

PROTECT *your* VOTE

ACT NOW!

TAKE A FEW SIMPLE STEPS now to make sure your vote is safe, secure and counted on November 2:

- ★ Contact your local election office to check that you are registered to vote and find out the location where you should vote. Register immediately if you are not. Many voter registration deadlines are in October. It's easy to register online using the BCTGM's voter registration tool at www.bctgm.org, where you can also request an absentee ballot.
- ★ If you do not receive a registration card within three weeks of registering, call the election office to see if there is a problem. If there is, follow instructions to correct the problem or reregister if time allows.
- ★ It is particularly important to check your registration or reregister if you have moved, changed your name or have not voted in recent elections.
- ★ Check with your local election office about any new voting procedures or ID requirements and opportunities to practice using voting machines.

For a full range of political action tools and election information, including downloadable fliers and presidential candidate comparisons, visit www.votenov2.com.