



the PRESIDENT'S MESSAGE

LABOR AS VITAL AS EVER

If we are to listen to labor's adversaries and even a handful of outspoken disgruntled union leaders, they would have us believe that the American labor movement is on its last leg and no longer a vital force in the nation's econ-

omy and society. Nothing could be further from the truth.

No doubt, these are difficult times for organized labor and American workers. The federal government is controlled by individuals who detest labor unions. Working hand in glove with employer groups that bankroll them, these political leaders are utilizing everything in their enormous regulatory and legislative arsenal to stifle labor's growth and weaken our ability to organize more workers and improve the standard of living for all working families.

At the same time, dramatic changes in the global economy over the past decade have caused hundreds of thousands of union members to lose their jobs to cheap foreign labor. It is absolutely mind boggling how so many politicians are literally fighting to give away American jobs, leaving our country more impoverished.

Despite these powerful forces against us, the labor movement remains—as it has for more than a century—the most important and successful institution for social improvement and economic growth in America.

Our contracts continue to raise the standard of living for workers in every sector of the economy. Union-negotiated health insurance benefits continue to set the standard for quality health care for workers throughout the country. Organized workers continue to be the most productive workers in our economy. And organized labor has been so successful in political mobilization that the corporate bosses and ultra-conservative groups have been trying to copy our programs for the last decade.

So what evidence do the naysayers use to make their case that organized labor is in major decline? They constantly point to the decline in the percentage of the workforce that is organized from 33 percent in 1955 to 8.5 percent today.

As we know only too well from dealing with employers, numbers can be deceiving. Let's look at the facts and provide some context to these numbers. Since the merger that formed the AFL-CIO fifty years ago, the number of American workers belonging to unions in the federation has consistently been in the range of 13-15 million. However, during this time period the labor force has grown nearly 170 percent, from 49.5 million to 132.5 million.

In the last decade alone there has been a population and workforce explosion with the U.S. civilian adult population growing by 27 million and the total labor force by 18 million.

Moreover, in the last 10 years, the single largest decrease in AFL-CIO membership came from the disaffiliation of the Carpenters Union (550,000). Additionally, the September 11 terrorist attacks destroyed the jobs of tens of thousands of organized workers whose unions are part of the AFL-CIO. Finally, as referenced above, disastrous trade policies such as NAFTA have led to a devastating loss of membership for AFL-CIO unions in the manufacturing sector.

Despite all of this, as a percentage of the labor force, the AFL-CIO shrunk by only 1.2 percent over the last decade. This is certainly disappointing but hardly the "crisis" described by the naysayers.

All in all, the labor movement has held its own in a period of historic economic, political and social upheaval. Of course every union, including the BCTGM, wants to grow and become stronger so that we can represent our members in the best possible way.

This is the destination all unions want to reach. Individual unions simply take different routes getting there.

This diversity is one of the labor movement's greatest strengths. No two unions are the same. Each union serves its members in the way it determines to be the most effective. We come together under the banner of the AFL-CIO on matters of common interest such as political and legislative action.

Unity and solidarity remain the cornerstones of a successful, effective labor movement. When some in the house of labor choose to unfairly and publicly malign the AFL-CIO, it only serves to embolden employers and the politicians who want to destroy organized labor.

The labor movement was founded by people with vision and courage, willing to struggle together in order to create a better life for American workers. Seventy years ago, these men and women confronted vicious goons and thugs hired by ruthless employers determined to beat workers down.

But, the labor movement survived and grew.

The same courage and conviction are embodied in today's labor movement. Now, we face employers no less ruthless who hire modern-day thugs—high-priced lawyers and consultants trained to do whatever it takes to threaten, coerce and convince workers to remain unorganized.

But still the labor movement survives.

And it will grow! The recent tremendous BCTGM organizing victory in Rome, Georgia (see pages 8 & 9) has proven once again, when we are dedicated and stay true to our principles, unorganized working people will stand up and fight for justice and fairness on the job.

In the last 100 years, our adversaries have written the obituary of the American labor movement many times. Then as now, it is simply wishful thinking on their part. America's unions are here to stay because our mission will never be completed as long as there are workers who want to improve their lives and defend the principles upon which our country was founded.

Frank Hurt
BCTGM International President





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Hershey Workers Begin 98th Season

More than 150 BCTGM Local 464 members help make Hershey Park in Hershey, Pa. one of America's safest and most enjoyable summer vacation destinations. The Park opened for its 98th season on May 6.

Union members staff the park

top to bottom in the central plant, sign shop, carpenter shop, paint shop, plumbing shop, utility crew, labor crew, and the electrical shop. Additionally, two crews of Local 464 members make up the east and west ride mechanics, the machine shop, the welding shop,

special garage mechanics, store-room and game technicians. Pictured here are the Local 464 members hard at work preparing Hershey Park for another successful, fun-filled season.



▲ Ride mechanic Brian Willard maintains the Balloon Flite Ride.



▶ Utility worker Tina Miller empties a trash receptacle.



▲ Sign artist Mike Landis touches up a chariot on the Carrousel.



▲ Utility worker Peggy Zimmerman maintains the park signs.



▲ Ride mechanic Rick Nowlen inspects the safety bars on the Chaos Ride.



▲ Glenn Hoffer maintains the beauty of Hershey Park grounds.



▲ Ride mechanics Bruce Winters and John Saltzer inspect tracking on top of the Comet Coaster.



◀ Electricians Barry Thompson and Bob Weitzel check the lights on the Music Express.

AN UNBALANCED TRADE POLICY

By U.S. Representative Sherrod Brown (D-Ohio)

You can set your watch by it.

Whenever a trade pact comes to Congress, its supporters warn the American people that if we don't pass the agreement our economy will be hurt and our trading partners will be devastated.

An annual U.S. trade deficit that has gone from \$38 billion to \$617 billion in a dozen years makes those claims hard to believe. And since Congress passed President Bush's trade promotion authority three years ago, we have lost one-sixth of our manufacturing jobs.

When the proponents of trade agreements have nothing left to sell, the name-calling and misrepresentations begin. Now that the Central American Free Trade Agreement (CAFTA) has been sent to Congress, its supporters are calling its opponents isolationists, or protectionists, or even anti-democratic. They claim that those who oppose this trade agreement are simply special interest opposed to trade, that they don't care about the poor in the developing world, that they want to pull up the ladder and keep out foreigners. For a change, let's look at the facts.

The combined economic output of the Central American countries is about \$62 billion, equivalent to that of Columbus, Ohio or Memphis, Tenn. Annual per capita income of a Nicaraguan worker is about \$2,300, less than one-sixteenth of an American's.

CAFTA will not enable Central American workers to buy cars made in Ohio, or software



Since Congress passed President Bush's trade promotion authority three years ago, we have lost one-sixth of our manufacturing jobs.

developed in Seattle, or prime beef from Nebraska. CAFTA is about U.S. companies moving plants to Honduras, outsourcing jobs to El Salvador and exploiting cheap labor in Guatemala. Opposition to CAFTA is deep and broad in the United States: workers are anxious about their jobs, their pensions, their health care; school districts that lose revenue with every plant shut-down; small businesses that can't compete with corporations using cheap labor to undercut the market.

Opposition is just as deep and broad in Central America.

More than 8,000 Guatemalan workers protested against CAFTA in March; the police responded with tear gas. In El Salvador, tens of thousands protested the agreement; the Salvadoran legislature responded by passing it in the middle of the night with no notice and little debate.

In Costa Rica, 30,000 protesters took to the streets last fall. And Costa Rican President Abel Pacheco announced this month that his country would not ratify CAFTA unless an independent commission could determine that the agreement will not hurt the working poor.

What really makes sense is a trade policy that lifts workers up in rich and poor countries alike while respecting human rights and democratic principals. Workers' rights should enjoy the same guaranteed protections as CAFTA provides to prescription drug companies. Environmental and food safety laws deserve the same legal standing that CAFTA extends to CDs and Hollywood films.

The United States, with its unrivaled purchasing power and its enormous economic clout, is in a unique position to help empower poor workers in developing countries while promoting prosperity at home. When the world's poorest people can buy American products, not just make them, then we will know that our trade policies are finally working.

This Op-Ed first appeared in The Washington Post on May 31 and has been reprinted with permission by Congressman Brown.

FIRST CONTRACT *for* Mother's Kitchen Workers

Following five months of negotiations on their first collective bargaining agreement, Local 6 (Philadelphia) members employed at the Mother's Kitchen plant in Burlington, New Jersey overwhelmingly ratified the proposed agreement in late May.

The four-year agreement features wage increases of \$1.60 over the life of the contract, 11 paid holidays, guaranteed vacations and personal leave, the establishment of a joint health and safety committee, the continuation of an annual bonus, the establishment of a comprehensive grievance procedure and inclusion in the B&C Pension Plan. In addition, the contract stipulates that the BCTGM union label will appear on all Mother's Kitchen packaging.

Mother's Kitchen workers originally voted for BCTGM rep-



Mother's Kitchen workers listen intently during the contract ratification meeting in May.



Chief Shop Steward and negotiation committee member Terrance Schoolfield reviews the proposed first contract with the Local 6 members.

Condran. "This shows that if workers stay united, and are educated about employer's anti-union campaigns, they will prevail in the end and form their union," continued Condran.

The union's negotiating committee was made up of Condran, Local 6 officers Barry Fields and Joe Medley, and Mother's Kitchen Chief Shop Steward Terence Schoolfield, and Shop Steward Georgia Horne.

Mother's Kitchen, which has been owned by privately-held Rich Products since 2003, manufactures a wide variety of cheesecakes, gourmet cakes, and pies. The Burlington plant has the capacity to produce more than 60,000 cheesecakes a day and distributes product in the Northeastern United States. The BCTGM represents more than 700 Rich Products' workers in Buffalo, N.Y.; Winchester, Va.; Murfreesboro, Tenn.; El Cajon, Cypress, and Santa Fe Springs, Calif.

resentation in September 2004 after a highly contentious organizing campaign. That campaign, which had begun in December 2003, saw the National Labor Relations Board (NLRB) rule against the anti-union activities of the company. After the NLRB issued a re-run election, Mother's workers voted to join the BCTGM.

According to International Representative James Condran, who led the organizing campaign and the subsequent negotiations, the members are excited about the new contract. "After the lengthy organizing campaign, our members were really intent on ratifying an agreement they could be proud of," noted



Following the ratification meeting, Shop Steward Georgia Horne (left) poses for a photo with Intl. Rep. James Condran.

Enjoy a BCTGM Union-Made Summer

From chips, pies and cookies to vacations, ice cream cones, hot dog buns and soda, products made by BCTGM members are essential ingredients for summertime fun. The products listed on these pages are just a small sampling of the BCTGM-made products in your respective area. However, please note that this list is not inclusive of every BCTGM local or union-made product. More than 120,000 union members work for hundreds of North America's best food companies producing thousands of quality goods, too numerous to list.

Ice Cream & Frozen Desserts

Vitafreeze Frozen Confections: Sacramento, Calif. (Local 85)

Ice Cream Toppings

The Masterson Company: Milwaukee, Wisc. (Local 244)



Ice Cream Cones

Norse Dairy Systems: Los Angeles, Calif. (Local 37)



Pickles & Relishes

Oxford Foods LLC: S. Deerfield, Mass. (Local 50)

Baked Beans

Burnham and Morrill (B&M): Portland, Maine (Local 334)

Salad Dressings

Pheiffer Foods: Wilson, N.Y. (Local 802)

Beverages

Tea Bags—**Salada Foods/Redco, Inc.,** Little Falls, N.Y. (Local 50)

Soda Pop—**Canada Dry, 7-UP, A&W Root Beer, Orange Crush, and RC Cola,** Denver, Colo. (Local 26)



Pasta

New World Pasta: Fresno, Calif. (Local 85)

Dakota Growers Pasta Co.: New Hope, Minn. (Local 22)

Mt. Rose Ravioli and Macaroni Co.: E. Farmington, N.Y. (Local 102)

Ronzoni Foods Canada (New World Pasta): Montreal, Quebec (Local 227)



Pretzels

Frito-Lay, Inc., Rold Gold Div.: Canton, Ohio (Local 19)

Tom Sturgis Pretzels, Inc.: Shillington, Pa. (Local 6)

The Bachman Company: Reading, Pa. (Local 6)

Snacks/Chips

Frito-Lay, Inc.: Topeka, Kan. (Local 218)

Keystone Foods Products, Inc.: Easton, Pa. (Local 6)

Humpty Dumpty Snack Foods, Inc.: Lachine, P.Q. (Local 550)

Mike-Sell's Potato Chip Co.: Dayton, Ohio (Local 57)

Happy's Potato Chip Co.: Minneapolis, Minn. (Local 22)

General Mills: Bugles, West Chicago, Ill. (Local 316G)

Cookies

Keebler: Soft Batch, Rainbow Chips Delux, Cinnati (Local 253)

Nabisco: Mallomars, Oreo, Fudge Covered Oreo, Philadelphia, Pa. (Local 492)

Barnum's Animals, Nutter Butter, Cameo, Fairlawn, N.J. (Local 719)

Stella D'Oro, Bronx, N.Y. (Local 50)

Mother's Archway Cookies: Oakland, Calif. (Local 125)

Vortman's: Fig bars, sugar wafers, chocolate chip and sandwich cookies, Toronto, Ont. (Local 264)

Sweet Goods

Entenmann's: Bay Shore, N.Y. (Local 3)

Safeway Bakery: Locals 114 (Portland, Ore.) 118 (Washington, D.C.), 68 (Baltimore, Md.)

IBC: Dolly Madison, Blue, Hostess sweet goods, cakes and pies, Emporia, Kan. (Local 218)



Bread & Rolls

Bimbo: Oroweat bread, Francisco bun and rolls, Beaverton, Ore. (Local 114)
Mrs. Baird's bread, hamburger and wiener rolls, Ft. Worth, Tex. (Local 111)



IBC: Wonder Bread, hamburger buns and rolls, Pomona, Calif. (Local 37)

Boudin Bakeries: Assorted sourdough bread and rolls, San Francisco, Calif. (Local 24)

John J. Nissen Baking Co.: Bread, rolls, english muffins, Biddeford, Maine (Local 334)

Weston: Freihofer's white, wheat, and rye breads, hamburger and wiener rolls, brown n' serve rolls, english muffins, Albany, N.Y. (Local 50)



Sara Lee: Sunbeam, Smith's, IronKids, Country Grain, Cooper's Mill buns, rolls and bread, Mobile, Ala. (Local 149)

Kroger Co.: Bread, soft buns and rolls, Columbus, Ohio (Local 57)

Crackers

Nabisco: Harvest Crisps, Wheat Thins, Ritz, Vegetable Thins, Snackwells, Honey Maid Grahams, Potato Air Crisps, Atlanta, Ga. (Local 42)
Better Cheddar, Premium, Wheat Thins, Ritz, Air Crisps, Cheese Nips, Portland, Ore. (Local 364)
Ritz, Wheat Thins, Honey Maid Graham, Cheese Nips, Chicago (Local 300)

Keebler: Town House, Club, Zesta, Cincinnati, Ohio (Local 253)

Manischewitz Co.: Garlic Tams Matzoh Crackers, Wheat Crackers, Honey & Spice Matzoh Crackers, Onion & Poppy Matzoh Crackers, Savory Garlic Matzoh Crackers, Everything Matzoh Crackers, Jersey City, N.J. (Local 3)

The Importance of the BCTGM Union Label

In the 1890's the newly formed National Tobacco Workers Union came up with a way to expand their membership: they convinced tobacco manufacturers that the Union Label would help them sell their product. The Union toured towns and cities promoting the Label encouraging mine workers, loggers and millers to only buy tobacco which had the Union Label. The power of the Union Label allowed the Union to organize at a feverish pace, since the tobacco manufacturers were under pressure from the public to provide union-made product. By 1897, 27 companies in 16 cities were using the Label. This strategy allowed the Union to expand across the country and become a powerful force within the labor movement.

Today, the Union Label is negotiated into the collective bargaining agreement. Pick up a loaf of Wonder Bread, or a box of See's Candies, and you will see the BCTGM Union Label. This is a source of pride, not only for the individuals making or delivering the product, but also for the Union as a whole. The Union Label demonstrates that the workers who produce the product are skilled workers who are treated fairly and decently by their employers because they belong to a Union.

Note: Not all BCTGM products have a union label. Please see the accompanying article, or visit our website for a general list of

UNION MADE HOSPITALITY

Outstanding BCTGM hospitality is what you can expect at Canad Inn's Polo Park Inn and Club Regent Casino Hotel in Winnipeg, Manitoba where all workers are represented by BCTGM Local 389. From the front desk workers to the housekeepers, cooks and bartenders, the two affiliated hotels are staffed top to bottom with BCTGM members. For more information call: 1-888-33-CANAD

In Hershey, Pa. workers at Hershey Park, the Hershey Lodge, Hotel Hershey and the Hershey Convention Center are members of BCTGM Local 464 (see page 3 highlighting the work of Hershey members!). The park offers a number of admission packages and you can be proud that by visiting the park, you'll be supporting the work of your union brothers and sisters. For more information call 1-800-HERSHEY or visit www.HersheyPA.com.

Kellogg Workers Win

in Rome, Ga.

When Dewayne Tanner began reflecting on the last 10 years of his working life in Rome, Ga., he decided that something had to be done to change the environment in which he and his co-workers were being forced to work.



The former Southeastern Mills Inc.'s Mondo Bakery plant in Rome was acquired by the Kellogg Company in December 1999. The Mondo plant first began manufacturing convenience foods for Kellogg in 1993.

"I work 12 hour shifts, five days a week and it has gotten me nowhere. Under Mondo, I was living pay check to pay check in a place where favoritism, harassment and discrimination prevailed. I had no hope and no voice. We all needed the union," recalls Tanner, as he is known by his co-workers.

After years of hard work and dedication and two previous unsuccessful attempts to join the union, the workers at the Kellogg plant in Rome finally won a voice at work on June 3 when they voted to become members of BCTGM Local 25 (Chattanooga, Tenn.).

Although the majority of Kellogg workers throughout the U.S. and Canada are organized, the Rome workers had not been able to unionize the facility. More than 10 years ago when workers

first attempted to form a union at the Mondo plant to address issues such as favoritism, pension benefits, and higher wages, a majority of workers signed cards indicating they wanted union representation. However, Mondo embarked on a campaign which led the pro-union majority to dwindle and eventually lose the vote in favor of union representation. After Kellogg acquired the plant, workers attempted once again to form a union. However, Kellogg held meetings in which the company convinced the workers that they could provide everything the union could and more.

This year, the Kellogg workers were determined to organize despite resistance by the company. A majority of the plant's 584 workers signed cards requesting a formal vote for union representation. Gus Howren, a 21-year employee who has supported all three organizing efforts at the bakery notes, "We needed the union so we could have the same set of rules that other Kellogg workers have."

Despite facing seemingly insurmountable obstacles, the workers can now collectively bargain with the company to negotiate fair wages, benefits, and working conditions.

One of the key elements to the success of this organizing campaign, says International Vice President Tony Johnson, was the involvement of rank-and-file organizers. Local 25 members

Jeff Webb and Jose Cruise and Local 280 (Evansville, Ind.) organizer Jenny Butler were vital throughout the campaign. Cruise, who is employed at the Sara Lee plant in Rome, worked with International Representative Cesar Calderon in communicating with the plant's Hispanic workers.





up, reared our shoulders back and used our collective voices to say ‘no more lies!’ In the end, the victory was ours,” Tanner concludes.

“We only want what workers at other plants have—to be treated with dignity and respect as human beings.”

The Rome worker’s vote for union representation is one of the largest victories for the BCTGM in recent years. “I think the union will be good for this plant because the workers can be united,” says Phyllis Tolbert. “The union will help end discrimination with guidelines for management to follow. The union can do this because it stands for unity.”

Johnson also commended the hard work and dedication of International Representatives James Rivers, who led the campaign, and John Price, who served as campaign coordinator. Also working on the organizing effort were International Representatives Barbara Fields, Anthony Shelton, Bill Hilliard, and Bill Daunhauer. Local 25 officers Tommy Kelly, Tommy Weber and Larry Aultman were also important participants.

Some of the workers equated the organizing victory to the start of a new life. “We spoke before—but were not heard. Once again we speak but this time we speak as one through the union,” says David Smith. “We only want what workers at other plants have—to be treated with dignity and respect as human beings and to be able to work in a place free of favoritism with equal and fair treatment for all.”

“There was nothing they could possibly say to make us vote no,” recalls Tanner. “Rumors began to creep around that our plant would close down, or that we would get fired if we voted yes. We did not care. We stood



BCTGM International President Frank Hurt expressed confidence that the workers at the Kellogg plant will now enjoy the dignity, justice and respect that come with a BCTGM collective bargaining agreement. “These men and women take pride in their work and will now have the ability to negotiate a contract that includes wages and benefits that are fair and satisfactory to them.

“This is a tremendous victory for the workers and my congratulations go out to the workers as well as the crew of rank-and-file organizers and International staff,” said Hurt.

The Kellogg workers can now begin the collective bargaining process to win improvements in job security, wages, work rules and benefits. Their success also has implications on a larger scale—demonstrating that it’s possible to organize within the manufacturing sector in the face of considerable difficulties.

According to International Secretary-Treasurer/Director of Organization David B. Durkee, “This triumph gives hope to all the workers attempting to organize under arduous labor laws and resistant employers.”

The BCTGM represents more than 4,500 workers at Kellogg plants throughout the U.S. and Canada. This organizing victory brings 584 new Kellogg members into the BCTGM and ensures the Rome workers a voice at work.

TOBACCO LOCAL LEADERS READY TO HANDLE CHALLENGES

The 2005 Tobacco Presidents and Vice Presidents meeting provided an important opportunity for local officers and the International Union to address the wide range of challenges facing the BCTGM's tobacco industry membership including anti-tobacco government policies, organizing non-union manufacturers and the changing attitude of employers regarding workplace issues.

BCTGM International President Frank Hurt attended the meetings and provided the group with a report on the major activities of the International over the past year, as well as developments in the other sectors of the Union.

In his address to the group, Hurt discussed the enormous changes that have taken place in the tobacco industry over the last decade, particularly the unfortunate steep decline in the union's tobacco membership—now less than 8,000. This decline, said Hurt, has been the result of technological inno-

vation and relentless efforts by anti-tobacco zealots to destroy the industry.

"State and local governments across the country have been using tobacco to try and cure their fiscal ills. They continue to increase tobacco taxes and use settlement money to replace the funds they have lost because of this Administration's misguided federal tax policies. Our members and their families are paying the price every day," Hurt said.

"I want to assure our tobacco industry members that the International continues to stand with you and will assist in any way we can on legislative and regulatory battles, as well as issues arising in collective bargaining and membership service," he concluded.

Local leaders joined with Hurt in reaffirming their commitment to doing whatever it takes to protect BCTGM members' jobs and standard of living.

CANADIAN News

Local 446 Holds 26th Educational Conference



Local 446 (Halifax, Nova Scotia) held its annual Paid Educational

Conference (PEC) in May for 30 shop stewards. For 26 years, the local has held the training to educate stewards on important topics like collective bargaining, legislation and workers rights.

Employers of the stewards pay lost wages and all expenses for the stewards to attend the conference, as it is defined in their collective agreements.

The conference, held May 1-3 at a BCTGM-represented hotel, focused on grievance handling and health and safety issues. Representatives from the Nova Scotia Workers Compensation Board conducted



Pictured here are Local 446 members participating in the educational conference.

a session on the rights of employees when they are injured on the job. On the final day of the conference, a Labour Arbitrator discussed the impor-

tance of evidence leading up to arbitration proceedings and the conduct of witnesses. All sessions were followed by a question and answer period.

2005 BCTGM International Scholarship Recipients

The BCTGM proudly announces the winners of the 2005 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 at 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 North America.



David Brooks, son of Gary Brooks member of BCTGM Local 50G (Omaha, NE) employed at Kellogg Company. He will attend Colorado State University.



Sarah Kim, daughter of Sam S. Kim member of BCTGM Local 374G (Lancaster, PA) employed at Kellogg Company. She will attend Rhode Island School of Design.



Anthony Daroqui, son of Manny Daroqui member of BCTGM Local 69 (Port Chester, NY) employed at George Weston Limited. He will attend Rensselaer Polytechnic Institute.



Dene Moore, daughter of Howard M. Moore, Jr. member of BCTGM Local 203T (Richmond, VA) employed at Philip Morris USA. She will attend University of Virginia.



Tasha DiLoreto, daughter of Carlo DiLoreto member of BCTGM Local 154G (London, ON, Canada) employed at Kellogg Canada Inc. She will attend King's University College.



Yen Nhi Nguyen, daughter of An T. Nguyen member of BCTGM Local 118 (Washington, DC) employed at Giant Food Inc. She will attend University of Virginia.



Clarissa DuBose, daughter of Monica M. DuBose member of BCTGM Local 374G (Lancaster, PA) employed at Kellogg Company. She will attend The University of Arizona.



Adam Ohl, son of Claudia C. Ohl member of BCTGM Local 347G (Danville, IL) employed at Quaker Oats Company. He will attend Butler University.



Cassey Ho, daughter of Bach T.K. Ho member of BCTGM Local 125 (San Leandro, CA) employed at Safeway Stores, Inc. She will attend University of California at Berkeley.



Elizabeth Sperry, step-daughter of Harold J. Killinger member of BCTGM Local 464 (Hershey, PA) employed at Hershey Chocolate Company. She will attend University of Pittsburgh Honors College.

Two BCTGM Family Members Receive Union Plus Scholarships

Cassey Ho and Yen Nhi Nguyen, children of BCTGM members, have been selected to receive 2005 Union Plus Scholarship awards. Ho, daughter of Local 125 (San Leandro, Calif.) member Bach T.K. Ho, will receive a \$1,000 scholarship. Nguyen, daughter of Local 118 (Washington, D.C.) member An T. Nguyen, will also receive a \$1,000 award.

The two scholars are among 120 students from 40 AFL-CIO affiliated unions who collectively were awarded \$150,000 in scholarships from the Union Plus program.

2006 Applications

Applications for the 2006 awards will be available in September 2005. To download the application from the Union Privilege website at that time, visit 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.

ECSC Meets to Reflect and Strategize

Sixty-three delegates representing 21 local unions gathered May 24-26 for the annual BCTGM East Central States Council (ECSC) meeting to share information and prepare for various challenges the BCTGM and labor will face in the coming year.

The event, held in Atlantic City, N.J., provided a valuable opportunity for local union leaders from BCTGM Regions One and Two, to meet with International Executive Officers, Vice Presidents and Representatives.

In his keynote address, International President Frank Hurt assured delegates of the financial soundness of the International Union and the B&C Pension Fund. Hurt also provided the delegates with a comprehensive overview of the current political environment including attacks on Social Security and new financial reporting requirements by the Department of Labor. Hurt also discussed the status of the Interstate Bakeries Corp. (IBC) bankruptcy proceedings and the upcoming AFL-CIO convention.

"This last year has been very difficult for all of labor and working people. However, I am proud of our many successes. We will continue to protect our members' jobs, pensions, health care benefits in every set of contract negotiations. It all comes down to our ability to preserve and strengthen our members' standard of

living. The BCTGM has a long history of success in protecting our membership and we'll fight any employer



The ECSC delegates (left and above) listen and take notes as BCTGM Intl. Pres. Frank Hurt (below) outlines the challenges labor faces.

willing to take us on," Hurt told delegates.

International Secretary-Treasurer/Director of Organization David B. Durkee discussed recent labor law changes and the vital importance of organizing. "With the loss of U.S. jobs due to unfair trade policies, it is more important than ever to organize the thousands and thousands of non-union workers employed within BCTGM jurisdictions," said Durkee. He also highlighted the Employee Free Choice Act which would enable these workers to join unions freely and without fear.

Local union delegates presented reports to the council on contract ratifications, organizing campaigns, political activity and



more. The ECSC also set a new record for their BCTGM-PAC participation and pledged to reach out to their local union members to educate and activate them in the political process.

Also addressing the Council were

International Executive Vice President Joseph Thibodeau, Assistant to the President Harry Kaiser, International Vice Presidents Bob Oakley and Art Montimy, and Bakery & Confectionery Pension Fund Manager Lew Davis.

The delegates re-elected Local 50 (New York, N.Y.) President Joyce Alston as ECSC President, Local 802 (Buffalo, N.Y.) Business Agent James Short as Executive Vice President, Local 6 (Philadelphia) President John Cairns as Treasurer and Local 19 (Cleveland) President Paul LaBuda as Secretary.

Summer Reading List for Workers

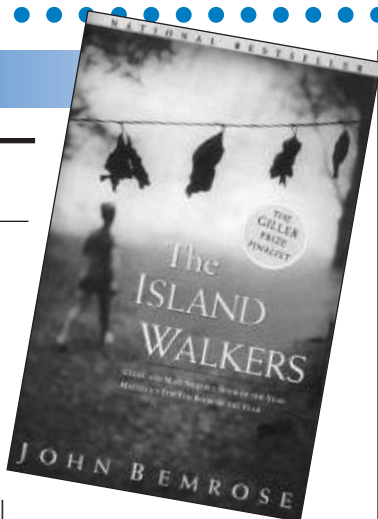


FICTION

The Island Walkers

By John Bemrose

The Walker family lives in the Island, a small neighborhood of working-class homes along a bend in the Attawan River of Ontario. Like the Island's other residents, Alf Walker has worked at the Bannerman's textile mill since he returned from World War II with his English wife, Margaret. Bannerman's seems like a fortress for the Island, unchanging and implacable, until the news comes that a Quebec-based firm has purchased the mill. Firings quickly follow, a union organizer arrives, and the remaining workers scramble to choose sides in a bid to keep their livelihoods. Bemrose writes with quiet power, unflinchingly depicting the painful aftershocks that occur when the forces of modernity collide with the forces of custom.



The Killing of Karen Silkwood

By Richard Rashke

This is a new (2004), updated edition of the groundbreaking book about the death of union activist Karen Silkwood, an employee of a plutonium processing plant, who was killed in a mysterious car crash on her way to deliver important documents to a newspaper reporter in 1974. Silkwood's death at age 28 was highly suspicious: she had been working on health and safety issues at the plant, and a lot of people stood to benefit by her death.

The issues this book explores—whistleblowers, worker safety, the environment, and nuclear vulnerability—are as relevant today as they were 30 years ago. This edition includes a new foreword by labor scholar and activist Kate Bronfenbrenner, a new preface, and three short chapters that explore what has been learned about Silkwood since the book's original publication in 1981.

The Bridge

By Doug Marlette

Pulitzer prize-winner Doug Marlette, comes from a union family, as this fictional but clearly autobiographical novel reveals. When Pick Cantrell is fired from his New York newspaper cartooning job he

returns home to North Carolina and discovers his roots from family matriarch and boyhood nemesis Mama Lucy. Pick learns through a fascinating series of flashbacks that his grandmother had been on the front lines of the general textile strike of 1934, one of the most dramatic and bloodiest—and least discussed—periods of American history. This is a sweeping novel, at times hilarious and heart-wrenching, is altogether a great read.

The Ax

By Donald E. Westlake

Burke Devore doesn't need a handout or a lecture...he just needs a job. "Downsized" after 25 years of loyal service as a mill manager, he regrets he didn't have any union protection when the blow came, he wonders whether the whole system is a farce...but most important, he's desperate to get back to work in his field.

NON-FICTION

Blue Collar Jesus: How Christianity Supports Workers' Rights

By Darren Cushman Wood

This thoughtful new (2005) book offers the most thorough analysis to date of workers' rights from a religious perspective. It reveals biblical and ethical principles for justice in the workplace, and explores the vast and diverse tradition of labor activism among the major Christian factions. From the Roman Catholic Church to the Southern Baptist Convention, the author analyzes the history and beliefs that support labor unions. With rich historical and theological insights, Wood argues persuasively that labor unions are legitimate instruments of God's will for creating a just society.

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LOCAL *View*



Members of BCTGM Locals 57 (Columbus, Ohio) and 346G (Martel, Ohio) were joined by Intl. Pres. Frank Hurt and Intl. Rep. John J. Price at the Ohio Democratic Party dinner on May 21. Pictured here (from left to right) is Local 57 Asst. Bus. Agt. Phil Barney, Local 57 Fin. Secy-Treas./Bus. Agt. Vester Newsome, Intl. Rep. Price, Intl. Pres. Hurt, Local 346G Fin. Secy. Karen McClintock, Local 346G Vice Pres. Steph Mahle, Local 346G Rec. Secy. Will Leathem, and Local 57 Trustee and Political Coordinator Glen Shaw. (In attendance, but not pictured is Local 346G Pres. Tony Pender and Local 57 Exec. Brd. Member Travis Wolf.)

After leaving high school 60 years ago, BCTGM Local 19 (Cleveland) retiree



Adam John Boden received his high school certificate in December 2004 at the age of 78. After more than 40 years in the baking industry, Boden took the high school

equivalency exam and scored 534—well beyond the 420 needed to pass. A native of Cleveland, Boden was the youngest head baker at Hough Bakery when he entered the industry in 1948. Later he went to work at the Theatrical restaurant and remained there until his 1989 retirement. Nicknamed “John the Baker”, he is still well-known throughout the Cleveland baking industry for his elaborate wedding cake designs. Boden is pictured here proudly displaying his high school diploma.



Following the Fourth Region Council meeting in Myrtle Beach, S.C. in April, delegates enjoyed the spring sunshine. Pictured here (from left to right) is Local 25 (Chattanooga, Tenn.) member Kim Kerr, Local 103 (Orlando, Fla.) member Nancy Williams, Local 503 member (Charlotte, N.C.) Walter Lewis and Local 503 member Ida Joyner.

BCTGM

POWER

Pet Service Program

According to the American Animal Hospital Association, the average bill for a routine veterinary visit can cost \$100 to \$150 per visit. Treatment for your pets' major illness or injury can easily run into the thousands of dollars.

BCTGM Pet Services is designed to help labor union members keep their dogs, cats and other pets healthy and happy—at a reasonable price.

The **BCTGM Power Pet Savings program**, provided by Pet Assure, is not an insurance program. It is a pet health care savings program designed to provide savings for all veterinary services, including routine pet health care and



coverage for all animals. Union Plus Pet Savings program may be used in conjunction with traditional pet insurance to save you even more money on all veterinary bills.

Every pet is covered—including dogs, cats, birds, fish, reptiles, horses and more—regardless of age or condition. Even pre-existing conditions are no problem. Members show their Pet Assure membership card when they pay for their veterinarian services and the discount—which applies to all services—is immediately

reflected on your bill. Features of the program include:

- **BCTGM Power Pet Health Insurance.** Protect against the unexpected cost of your pets' illnesses or injuries. Save 10 percent on regular premium rates with your BCTGM Power discount or get your first month free when you enroll your pet into Quickcare First. **For details and to enroll, call 1-866-473-7387.**
- Union-member-only 40 percent savings on a Pet Assure membership. Coverage starts as low as \$5.99 per month.
- Union-member-only 25 percent point-of-sale discount off all veterinarian services from a growing network of more than 2,500 participating veterinarians nationwide. To find a vet in your area, call 1-888-FOR-VETS.
- Up to 30 percent savings on pet-related products and services such as pet food, grooming, boarding and pet supplies from thousands of local and national merchants.
- Free pet ID tag and 24/7 locator service for each enrolled pet.
- Online account management. You can view bills and search for vets in your area online.

PETCO.com Union members receive 30 percent off their first purchase over \$30 at PETCO.com.

WAKE-UP WAL-MART ALWAYS HIGH COSTS. *Always.*

JOIN AMERICA'S CAMPAIGN TO CHANGE WAL-MART



Why Wal-Mart Needs to Change

- Wal-Mart is the largest employer in the world with more than \$10 billion in profits. Yet, Wal-Mart lowers our wages, causes more of our jobs to be shipped overseas, and shifts its health care costs onto us, the American taxpayers. We believe it's time for Wal-Mart to Wake Up.
- The Wake-Up Wal-Mart campaign is a grassroots movement of Americans who believe by joining together in common purpose we can change Wal-Mart and build a better America.

Only You Can Change Wal-Mart

1. SIGN UP

Become a part of the nationwide campaign: www.wakeupwalmart.com.

2.

ADOPT-A-STORE

By signing onto the nationwide campaign, you can become a local volunteer and let your neighbors know Wal-Mart can change.

3.

TELL OTHERS

Call your friends and family and let them know why Wal-Mart needs to change.

www.wakeupwalmart.com