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# BCTGM *News*

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## Exposing Poverty in AMERICA



## the PRESIDENT'S MESSAGE

# Katrina Exposes Poverty in America

*"The task of economic policy is to create a prosperous America. The unfinished task of prosperous Americans is to build a great society."*

President Lyndon B. Johnson, January, 1965

More than 40 years have passed since President Johnson put the force of the presidency behind a national goal to eradicate poverty in America. For four decades, through Republican and Democratic administrations, steady progress had been made toward achieving that goal.

Or, so most Americans were led to believe.

The catastrophe of Hurricanes Katrina and Rita exposed the dirty secret that in America there still are large pockets of deep poverty in our largest cities and many rural communities. The American people and our political leaders can no longer deny or turn a blind eye to the fact that millions of our fellow citizens are going hungry, live in substandard housing, have no jobs, no decent health care, inadequate public education and worst of all, little hope for a better life for themselves and their children.

The nation's economic and political system was designed to protect all of our citizens. Katrina and Rita have proven that this system has failed millions of Americans.

That such abject poverty exists on such a significant scale is a failure of leadership. The current Administration can no longer justify heaping billions of dollars in tax breaks on the country's richest citizens and companies while more and more working Americans face severe economic distress with each passing day. No excuse, no explanation or political double-talk can justify continuing on the present course.

The eyes of America have been opened. Katrina and Rita serve as a piercing wake up call for a sharp change in economic direction and bold action to rebuild not only homes, roads, hospitals and schools that have been destroyed, but also the confidence that all Americans can enjoy the blessings of our great country.

Unfortunately, with his very first post-hurricane policy action, President Bush has shown that he either does not understand the problem or is not willing to change course. Even before one nail has been pounded, the Administration suspended Davis-Bacon, a decades-old law that would ensure fair wages for the workers who will be doing the rebuilding in the south. It is simply amazing that billions of tax dollars for reconstruction will be going to companies in no-bid contracts, but the workers doing the job will be forced to accept substandard wages.

The vast majority of Americans want nothing more than to provide food, shelter, clothing and a decent education for their children. But more and more each

day, working men and women are unable to provide the barest minimum of these essentials for their families. As the gaps between rich and poor and corporate chiefs and workers become larger, this problem will only grow worse.

As Americans, we can no longer accept this escalating crisis because it is eating away at the heart and soul of a great nation. We are at a crossroads in our nation's history, similar to the period after the Great Depression. Political leaders at that time, led by President Franklin Roosevelt, saw the shortcomings of the existing economic policies, boldly seized the moment and set a new course that helped make the American dream come true for millions of poor and working people who had been forgotten. The labor movement proudly stood right next to FDR at that crucial moment.

The American people must once again demand new leadership and direction for the country. We must demand that our elected representatives do everything in their power to reverse the dangerous trend of growing economic inequality and begin representing the citizens' interests and not the corporations' interests.

This Administration and its allies in Congress have showered enough attention on those who already have so much. It is time to recognize those Americans who have so little!

**Frank Hurt**  
BCTGM International President





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# BCTGM Supports Sweeney's Solidarity Team

Chicago—The BCTGM was among the more than 800 delegates from affiliated unions, state federations and central labor councils at the AFL-CIO's 25th Constitutional Convention in late July.

Authorizing some of the most sweeping changes in the history of the AFL-CIO since its founding in 1955, delegates passed a number of resolutions and statements supporting AFL-CIO President John Sweeney's proposed reform program. The Convention voted to create a Strategic Organizing Fund, establish Industry Coordinating Committees, mobilize union members for year-round political and legislative action and much more.

John J. Sweeney was re-elected President of the AFL-CIO—along with Richard Trumka as Secretary-Treasurer and Linda Chavez-Thompson as Executive Vice President. BCTGM International President Frank Hurt was re-elected as an AFL-CIO Vice President and a member of the federation's Executive Council.

BCTGM Intl. Pres. Frank Hurt meets with delegates prior to the convention opening. Pictured from left to right, Hurt, Harold Woods, a retired union activist and the father of Local 25 (Chattanooga, Tenn.) Officer David Woods, Local 1 (Chicago) Pres. Jethro Head and Intl. Secy.-Treas./Dir. of Organization David B. Durkee.



BCTGM Local 264G (East Grand Forks, N.D.) member Mark Fromke (right) discusses the fight against CAFTA with Local 1 (Chicago) Pres. Jethro Head (left).



At a rally for the Sweeney Team held prior to the convention opening, BCTGM Intl. Pres. Frank Hurt (center) joins hands with other members of the AFL-CIO Executive Council during the singing of "Solidarity Forever."

# Bush Used Deals, Pressure to Get CAFTA Passed

By Sen. Mark Dayton (DFL-Minn.)

The Bush Administration's tactics to pass DR-CAFTA in the U.S. Senate remind me of when the late Sen. Russell Long (D-La.) supposedly asked his father, legendary Governor and Senator Huey "Catfish" Long, if he should use "ethics" in his campaign. His father replied, "Hell, yes, son, use anything you can get your hands on!"

The Bush Administration used 'anything they could get their hands on' to pass DR-CAFTA, the "free trade" treaty between the U.S. and six Central American nations: The Dominican Republic, Nicaragua, Guatemala, Honduras, El Salvador and Costa Rica. That included a couple of last-minute deals to win the final votes they needed.

One attempted, but failed, deal involved Minnesota's sugar beet industry, which adds \$2.2 billion each year to the economies of northwestern Minnesota and neighboring North Dakota. Sugar beet growers, workers in the processing plants, co-op owners, company executives, and civic leaders had joined with their counterparts in other sugar-producing states to oppose DR-CAFTA, because of its disastrous effects on their livelihoods. Thousands of Minnesotans could lose their farms, their jobs, and their businesses, if foreign sugar imports flood the U.S. market.

Other industries, such as textiles, are expected to be especial-



**DR-CAFTA would result in \$100 million more in annual imports**

ly hard hit by jobs, incomes, farms, businesses, or livelihoods from those agreements. Last December, the U.S. International Trade Commission estimated DR-CAFTA would result in \$100 million more in annual imports from those countries than we would export to them. Thus, the bottom line from DR-CAFTA would be a worse U.S. balance of trade.

With that analysis, you would expect the administration's trade representatives to renegotiate the agreement. Instead, they ramped up the sales pitch, preaching the treaty's supposed virtues, while ignoring its many shortcomings.

Of course, many of the additional imports into the United

States from DR-CAFTA countries will result from American companies manufacturing products in those nations. Much of that production will likely be shifted from current U.S. operations into DR-CAFTA countries, to take advantage of their much lower wages, few worker benefits, and little protection for workers, unions, or the environment. Once again, American workers will lose their jobs, so that American corporations can increase their profits.

We now have over a decade's experience with the North American Free Trade Agreement and less time with other trade agreements, such as Normalized Trade Relations status for China. Since NAFTA, imports into our country from Mexico and Canada have far exceeded our exports to them. Imports from China have exploded, and the result from all of those agreements is a U.S. balance of trade deficit of \$660.3 billion accumulated over the 12 months from May 2004 to April 2005. That's not free trade OR fair trade!

What we need is a policy of American trade: what is best for the most Americans. We need trade agreements that contribute to good-quality American jobs and to the growth of the American economy.

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*The above guest editorial was written by Congressman Dayton for the special Labor Day edition of Press Associates, labor's news service.*

# BCTGM Participates in First Congressional Forum on Wal-Mart

CLEVELAND—U.S. Representative Sherrod Brown (D-Ohio) held the first-ever congressional forum on Wal-Mart on September 19. More than one hundred area residents attended the event, which featured testimony by BCTGM Local 19 Vice President John Letner, as well as other union members, workers and community advocates. Democratic Cleveland Reps. Stephanie Tubbs-Jones (D-11), Dennis Kucinich (D-10), and Ohio State Senator Bob Hagan also attended.

Prompted by fierce opposition to Wal-Mart in Cleveland, and concerns about the retail giant dumping employees onto state Medicaid rolls, the forum brought together economists, business owners, and workers to help examine the Wal-Mart business model.

“Clearly this is an issue of

great personal importance for families throughout northeast Ohio,” Brown said. “I was impressed by how well informed the audience was about the effects of Wal-Mart on local workers and businesses.”

In testimony before the Congressional forum, Local 19’s Letner noted the demise of the American Dream. “Companies like Wal-Mart are spearheading the elimination of the middle class. They have partnered with China and Corporate America to bring the working man to his knees. Wal-Mart is not only the biggest importer of Chinese goods in the country, they also manipulate American manufacturers to move their companies overseas, eliminating thousands of American jobs,” said Letner.

Ohio has lost more than 170,000 manufacturing jobs

since 2000. The event, held at the Cleveland State University Marshall School of Law, examined the outsourcing of American jobs, lower wages for local workers, and growing homeland security concerns of the Wal-Mart business model. Sixty percent of all products sold at Wal-Mart are made in China.

“When it comes to my job of trying to negotiate a decent standard of living for the bakers who work in Giant Eagle, Tops, Heinen’s, Dave’s Supermarkets, etc., I’m given the response that the companies cannot afford to give a decent standard of living,” noted Letner.

“Meanwhile, Wal-Mart exploits their workers with no healthcare and substandard wages which hits not only the people I represent, but also every worker who has to pay for their healthcare,” Letner concluded.

**T**he United Way and labor have a long history of working together

to improve lives in communities throughout the U.S. By partnering with United Way, the BCTGM International can help assure that essential programs are available for those who need them.

As the leading non-governmental funder of health and human services, United Way supports hundreds of programs to answer a wide range of needs.

In communities across America, vital services for working families are funded by the United Way. The annual United Way campaign helps fund services for the disabled, the homeless, the poor, elderly and high-risk youth. In communities where the United Way maintains an AFL-CIO Community Services liaison or funds a labor agency, union members are the backbone of the

## Support for United Way

United Way campaign, giving their money and their time as volunteers.

More than 200 full-time state and local AFL-CIO Community Services Liaisons serve as links between their state federations and central labor councils and

United Way in 169 communities throughout the U.S. In addition, 20 of 21 local labor agencies and five state labor agencies receive direct United Way support.



“One of the best aspects of belonging to a union is the knowledge we have that when times are tough, someone will be there for us,” notes BCTGM International President Frank Hurt. “Therefore, I urge all BCTGM members to support the United Way and help support our communities and those within our communities who need us.”

# Solidarity Floats through COOKIE FESTIVAL

McComb, Ohio—Scores of BCTGM members from five locals, International staff, family and friends turned out in force August 12-14 for the first annual Cookie Festival and Parade. Solidarity and community spirit permeated the day as union members gathered to support the continued plight of workers at the town's largest employer who have been trying to join the union for more than three years.

The biggest building in this tiny town is a huge cookie plant owned by Consolidated Biscuit Company (CBC), which employs more than 1,200 workers from the area. Workers at the CBC plant have been trying to join the BCTGM since August 2002, when a majority signed authorization cards to become union members. To date, more than 60 complaints have been filed against the company for violating workers rights under Section 7 of the National Labor Relations Act. This case is presently pending a decision from the National Labor Relations Board.

The BCTGM and dozens of CBC union supporters entered a float into the Cookie Festival Parade in an effort to educate the community about the BCTGM, union-made products, and the CBC workers' long struggle to become union. CBC workers labored along side BCTGM International Representatives and local union members to create a stunning 30-foot union float for entry in the event.

Once other local unions learned about the festival and

parade, solidarity started to pour in from Ohio BCTGM locals and beyond, including:

Local 19 officers and more than a dozen members drove in from Cleveland. Local 19 decorated two vans with patriotic messages about the dignity, justice and respect of Ohio's union workers. The local also brought union made products from Nichols Bakery and Dee Dee Potato chips to distribute.

Local 57 officers and members arrived from Columbus for the

Although union members from BCTGM Local 58G in Toledo, Ohio couldn't participate directly, they contributed BCTGM-made Smuckers products. And Kellogg's Snacks in Cincinnati donated 800 boxes of Local 253-made cookies to distribute during the parade.



event. Local 57 donated union-made shirts and product from BCTGM-represented Kroger Bakery, Mike Sells Potato Chips and Hostess Twinkies (IBC).

Local 3G arrived from Battle Creek, Mich. to march in the parade with new union banners, leading the way for more than 60 participants, which included more than 40 CBC workers. The local also delivered approximately 1,000 boxes of BCTGM-made Kellogg's cereal.

The 2005 Cookie Festival and Parade were supposed to include the participation of CBC owner and CEO Jim Appold as the event's Grand Marshall. Not only did Appold not show, neither did the flat-bed truck full of cookies that was promised by CBC for the community event.

The BCTGM float was the most popular float in the parade and earned a first-place award from the judges, who urged the people of McComb to buy BCTGM. Together with the BCTGM-made products, union members distributed flyers detailing the work of the union representing workers in Ohio, as well as throughout the U.S. and Canada.

# U.S. Congress Recognizes BCTGM Local 315 as 'Outstanding'

On May 26, U.S. Rep. Bob Filner (D-Calif.) recognized the outstanding community service record of BCTGM Local 315 (San Diego) on the House floor.

As printed in the Congressional Record, Congressman Filner stated, "Mr. Speaker, today I honor Bakers Local 315—recognized with the Outstanding Community Services Award by the San Diego-Imperial Counties Labor Council, AFL-CIO."

"Chartered on December 12, 1936, Bakers Local 315 is 500 members strong. Deborah Lacey-Zuelsdorf has been Secretary-Treasurer for ten years. Under her leadership and that of the Executive Board, the Bakers have been honored for their work with union companies and have received countless outstanding service awards. The Bakers work with Bimbo USA, Interstate Brands Corporation, Vons in-store Bakeries, and the San Diego Bread Company.

"During the holidays, members work an extra shift and then the union bakeries donate what they have prepared directly to the Holiday Food Distribution. These

bread and baked goods, made by the caring hands of the Bakers, help make the holidays a little better for union families experiencing lean financial times.

"This is why we also honor and recognize Bakers Local 315 for their hard work and dedication to the community and for earning this year's Community Services Award from the San Diego-Imperial Counties Labor Council, AFL-CIO."

On June 11, the officers and members of BCTGM Local 315 were presented with the awards during the San Diego-Imperial Counties Labor Council Annual Awards in Excellence Dinner.

The local received a certificate from the State of California Lieutenant Governor's office for their "tireless work and support of those in the union brotherhood." The local also received a certificate of recognition from the California State Assembly.



**Local 315 Secy.-Treas. Deborah Lacey-Zuelsdorf (pictured**

**second row, center) and union members pose for a photo following San Diego Neighborhood Housing Services "FaceLift Home," one of many community services projects in which the local union participated.**

"Local 315 is a strong and proud membership," notes Lacey-Zuelsdorf. "Our effort in service to our community is truly a labor of love. We thank the union community for recognizing and honoring our work throughout the years."

## 2006 BCTGM International Scholarship Program



The BCTGM International Scholarship Program will award ten \$1,000 one-time scholarship awards in 2006. 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 scholarship applications in January 31, 2006.

To learn more about this special BCTGM membership feature, you will find the official rules and regulations for the 2006 BCTGM International Scholarship Program and the application (both in French and English) posted on the union's website, [www.bctgm.org](http://www.bctgm.org).

# *The BCTGM Responds* **to Hurricane Katrina**

## **The BCTGM International Disaster Relief Fund**

In 1999, the General Executive Board established the BCTGM International Disaster Relief Fund following Hurricane Floyd, which devastated a large number of BCTGM members in North Carolina. The generosity of union member donations helped the International Union aid members in their recovery from Hurricane Floyd and then in 2001, from Tropical Storm Allison in Texas.

All donations to the fund go directly into the hands of BCTGM members and their families. International Vice President Tony Johnson will be assisting Local 149 officers in the distribution of money from the fund to BCTGM members “so that every BCTGM member who has suffered a loss can be helped in some way from their union family,” notes BCTGM International President Frank Hurt.

In recent years, the Fund has been nearly depleted. Following the Hurricane Katrina’s devastation of the Gulf Region, the International Union contributed \$25,000 to the Fund and President Hurt called on local unions to make donations to the fund so that the International Union could help BCTGM members directly. To date, the generosity of local unions, members, retirees, International staff and employees have brought the fund to more than \$60,000.

Those wishing to help fellow union members in their recovery following Hurricane Katrina can send contributions (checks or money orders only) to:

**BCTGM International Disaster Relief Fund**  
**10401 Connecticut Avenue**  
**Kensington, Maryland 20895**

**BCTGM Local 149** members were among the hundreds of thousands of people left homeless in Louisiana, Mississippi and Alabama in the wake of Hurricane Katrina. Among those adversely affected by the storm are approximately 500 members who work at union bakeries and depots in the Gulf Region.

The catastrophic impact of Hurricane Katrina on August 29 cut a 90,000-square-mile swath across three states, before triggering a flood that swamped New Orleans and broke down civil order. More than 1,000 people have died while hundreds of thousands of others have been left homeless. Hurricane Katrina is forecast to cost the federal government alone about \$200 billion.

According to International Representative Barbara Fields, who lives in Mobile, Ala. and serves locals in the region, those union members hardest hit by Hurricane Katrina in New Orleans have still not been heard from. “The local has only spoken to about 23 of our members who lived and worked in New Orleans. Their homes were located in the areas that were the hardest hit. Most homes are completely destroyed and there is nothing left to come home to. From what we’ve learned, many of the union members are scattered throughout the region, staying with relatives, friends or wherever they can.

AP/Wide World Photo

“The death and destruction that these people have seen is unfathomable,” recalls Fields, whose own home also sustained damage from Hurricane Katrina. “Homes are destroyed and flooded, cars and personal possessions are now floating debris. It is heartbreaking,” she concludes.

The Sara Lee-Earthgrains plant in Mobile, Ala. was shut down prior to the hurricane and suffered minimal damage. It has since reopened and Local 149 members have returned to work. However, in New Orleans the Flowers (Bunny Bread) plant and the Leidenheimer Baking Co. French Bread bakery remain shuttered with significant damage. A number of depots and thrift stores where BCTGM members are employed throughout the region have also been impacted.

The largest relief effort in the nation’s history is under way and you can help your BCTGM brothers and sisters directly by donating to the BCTGM International Disaster Relief Fund.

“Every dollar donated to the BCTGM International Relief Fund will be returned directly to our Brothers and Sisters affected by this disaster,” notes BCTGM International President Frank Hurt.

### Redefine America’s Priorities

“Rebuilding the devastated Gulf Coast region should be one of this country’s highest priorities,” Hurt states. “However, we also need to look at the situation and redefine our national priorities to focus on better jobs and a fair and balanced economy.”

One-third of New Orleans residents were poor when Katrina hit and nationwide the poverty level has risen for five straight years. Half of the poverty-stricken work full time. Real wages continue to decline while corporate profits and productivity grow, and the annual cost of health care now exceeds the income of full-time minimum wage workers.

“The tragedy of Hurricane Katrina has revealed the extreme poverty we have in this country and the extreme difference between the very rich and the working poor—something the labor movement has always understood. It is time that those elected to lead this country address this instead of catering to the rich and powerful,” concludes Hurt.

## Hurricane Survivor Support

The AFL-CIO has established a toll-free number for Hurricane Katrina survivors:

**1-877-AFLCIO9 (1-877-235-2469).** This toll free number can be used by Hurricane survivors to get assistance from the union movement and to connect with their own International Union.

Additionally, victims of Hurricane Katrina can get instant access to satellite phones, computers, and find basic relief at three new workers’ centers which were established in Houston, Mobile, Ala. and Pearl, Miss. The workers’ centers are sponsored by the unions of the AFL-CIO and the state federations of labor in those states. They are open to all hurricane victims. Union families are encouraged to use this additional resource to liaison with their union. Computers and phones will be available to enable union members to get information and post messages letting family and friends know they are safe.

AP/Wide World Photo

### Workers’ Centers:

**Mobile, Ala.:** 251-478-0162

**Baton Rouge, La.:** 866-216-7242

**Pearl, Miss.:** 601-664-6855

**Houston:** 713-923-9473

**Dallas:** 214-826-4808

**San Antonio** (at the shelter): 210-422-9132; or 210-912-7474 (center staff cell phones); 210-352-7092 or 210-352-7022 (center staff United Way office numbers)

**Atlanta:** 404-586-7393

### ADOPT A WORKER CENTER

In Mississippi they need food and flashlights. In Atlanta it’s duffel bags. The AFL-CIO Worker Centers are scrambling to meet specific local needs. Local unions are doing all they can to help—picking up and distributing truckloads of goods, connecting workers with jobs, opening their halls and even homes to volunteers—but more is needed.

The AFL-CIO is calling on state federations, central labor councils and allies across the country to “adopt” a center or take responsibility for collecting and shipping specific items. Please e-mail [hurricanevolunteers@afcio.org](mailto:hurricanevolunteers@afcio.org) or call **1-877-AFLCIO9 (877-235-2469)** if you can help. Following is a list of center needs.

**Pearl, Miss.:** School supplies, new children’s clothing, new men’s and women’s clothing, new men’s work clothing, tools, cooking utensils and food, miscellaneous items.

**Baton Rouge:** Personal hygiene items, cleaning supplies, infant supplies, new men’s work clothing.

**Atlanta:** Personal hygiene items, cleaning supplies, duffel bags and backpacks, infant supplies, cooking utensils and food.

**Texas locations:** Personal hygiene items, cleaning supplies, infant supplies, new men’s work clothing, tools.

The AFL-CIO is mobilizing thousands of volunteers to Red Cross relief sites in areas where they are needed most. Volunteers do not need special training, but must be healthy and able to work in a difficult situation. Those interested can e-mail the AFL-CIO:

[hurricanevolunteers@afcio.org](mailto:hurricanevolunteers@afcio.org).



# Hershey's 1937 Historical Marker

On September 10, the Pennsylvania Labor Historical Society unveiled an historical roadside marker commemorating the Hershey Strike of 1937 by chocolate workers in Hershey, Pa.

In 1937, 600 workers organized by the CIO went on strike and occupied the plant. Workers demanded a 40-hour work-week, down from the 60 hours they were required to work, and a 10 percent pay raise to bring them in line with other area workers. It was the state's first sit down strike.

The company dealt brutally with its workforce. Hershey organized area farmers against the strikers with the threat that they would not be able to sell their milk to the chocolate maker. According to a 1999 book by Joel Glenn Brenner, *The Emperors of Chocolate*, at 1 p.m. on April 7,

1937, angry farmers and veterans, along with strike breakers Hershey had brought in from New York City, stormed the plant. Armed with ax handles, baseball bats, lead pipes, ice

tried to escape. Some jumped through windows and were seized by the angry crowd below. Others tried to hide in the machinery. Eventually, the leaders were hauled out and beaten

until they lay unconscious and bleeding."

Located at Cocoa and Chocolate Avenues in Hershey, the marker commemorating the strike reads:

*Hershey's Chocolate Workers Local 1 (CIO) responded to a labor-management impasse on April 2, 1937 by initiating the first sit-down strike in*

*Pennsylvania and in the confectionery industry. The strike was ended by strike-breaking violence and government mediation. The Union lost two subsequent representative elections. In 1939 workers affiliated with the Bakery & Confectionery Workers Local 464 (AFL).*



picks and hammers, they attacked the workers.

Brenner wrote: "The strikers, stunned by the ferocity of the attack, fled to the locker rooms. The farmers in pursuit tore down fire hoses from the walls and charged in behind a barrage of water. The strikers broke and

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 the economy continues to be weak and the reserves are not sufficient to provide for a retiree bonus in 2005.

## Weak Economy Prevents B&C Retiree Bonus

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 utilities and skyrocketing health care costs, 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."

## BCTGM Canada Meets in Halifax



BCTGM local union leaders and activists from Ontario, Quebec, Nova Scotia, Newfoundland and New Brunswick, met in Halifax September 18-20 for the 42nd Eastern Canada Council.

Delegates to the conference, which was hosted by Local 446 (Halifax), planned and debated during three days of meetings, speeches and strategy sessions. BCTGM International Secretary Treasurer/Director of Organization David B. Durkee addressed the delegates and spoke about the challenges that globalization, automation and outsourcing were having on the food and tobacco industries.

Durkee discussed the need for strategic organizing campaigns, and increased political pressure to hold politicians accountable to working families.

**“We need laws that protect workers who want to join the BCTGM.”**

—International Vice President Sean Kelly

International Vice President Sean Kelly also addressed delegates and stressed the importance of continued organizing efforts in Canada.

According to Kelly, Canadian workers want and need the protections of a union but remain wary of hostile employers. “We need laws that protect workers who want to join the BCTGM,” said Kelly.

In addition to the speeches and reports, delegates participated in various interactive discussion groups which focused on local union participation in politics, and the development of leadership skills. These groups produced interesting debate and dialogue, which were then reported back to the entire conference for discussion.

The next Eastern Canada Council will be held in 2007.

## Union Communications Services Online Book Store



In the July/August issue, we published a summer reading list for workers that included helpful book reviews. Several of those book reviews were taken directly from the online book catalogue of Union Communication Services, Inc. (UCS)

Annapolis, Md.-based UCS publishes and sells labor-related educational materials including books, steward training manuals, CDs and reference books. UCS also produces a monthly newsletter and regular packets of news articles graphics (subscription required) for union communicators. UCS features titles for activists, for children

and young adults, popular reading, health & safety, cartoon books, labor law and much, much more.

The UCS website, **www.unionist.com**, contains a listing of more than 100 unique books for workers, each with detailed reviews that you can evaluate before ordering directly online. You can also order a free mail order catalogue of all the materials offered by UCS on the site.

Union Communication Services is 100 percent union. The employees have been represented since 1980 by UFCW Local 400. The print edition of the catalog was designed and

typeset by PPMW/CWA members and printed by GCIU members on paper manufactured in a PACE-represented plant. The Web version was prepared by members of the Graphic Artists Guild, National Writers Union and UFCW.

Be sure to support this all union shop by ordering your books online at **www.unionist.com**. UCS is featured on the BUY UNION site of the AFL-CIO’s Union Label & Service Trades Department, **www.shopunionmade.org**, and therefore is endorsed by the labor movement for their all-union status.

# SUMMARY ANNUAL REPORT FOR THE BAKERY AND CONFECTIONERY UNION AND INDUSTRY INTERNATIONAL HEALTH BENEFITS FUND

This is a summary of the annual report of the Bakery and Confectionery Union and Industry International Health Benefits Fund, EIN 53-0227042, Plan No. 501, for the period January 1, 2004 through December 31, 2004. The annual report has been filed with the Employee Benefits Security Administration, U.S. Department of Labor, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

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

## Basic Financial Statement

The value of plan assets, after subtracting liabilities of the plan, was \$198,280,290 as of December 31, 2004, compared to \$209,789,055 as of January 1, 2004. During the plan year the plan experienced a decrease in its net assets of \$11,508,765. This decrease includes unrealized appreciation and depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. During the plan year, the plan had total income of \$51,112,062 including employer contributions of \$27,364,795, employee contributions of \$119,658, realized loss of \$554,159 from the sale of assets, and earnings from investments of \$10,320,996.

Plan expenses were \$62,620,827. These expenses included \$5,287,399 in administrative expenses and \$57,333,428 in benefits paid to participants and beneficiaries. A total of 43,418 persons were participants in or beneficiaries of the plan at the end of the year.

## Your Rights To Additional Information

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

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

To obtain a copy of the full annual report, or any part thereof, write or call the office of Steven D. Brock

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

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

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

## Additional Explanation

Additional Basic Financial Statement Information: The retiree contributions of \$13,808,372 were for extended health insurance under the plan.

## Información Adicional

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

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

This is a summary of the annual report for the Bakery and Confectionery Union and Industry International Pension Fund, EIN 52-6118572, Plan No. 001, for the period January 1, 2004 through December 31, 2004. The annual report has been filed with the Employee Benefits Security Administration, U.S. Department of Labor, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

## Basic Financial Statement

Benefits under the plan are provided in whole from trust funds. Plan expenses were \$437,631,528. These expenses included \$21,813,475 in administrative expenses and \$415,818,053 in benefits paid to participants and beneficiaries. A total of 118,254 persons were participants in or beneficiaries of the plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of plan assets, after subtracting liabilities of the plan, was \$5,685,388,208 as of December 31, 2004, compared to \$5,359,152,757 as of January 1, 2004. During the plan year the plan experienced an increase in its net assets of \$326,235,451. This increase includes unrealized appreciation and depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. The plan had total income of \$763,866,979 including employer contributions of \$185,684,623, realized gains of \$55,895,563 from the sale of assets, and earnings from investments of \$520,792,299.

## Minimum Funding Standards

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

## Your Rights To Additional Information

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

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

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

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

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

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## Additional Explanation

Additional Basic Financial Statement Information: The plan had miscellaneous income of \$1,494,494.

## Información Adicional

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

## Funds' Trustees

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

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

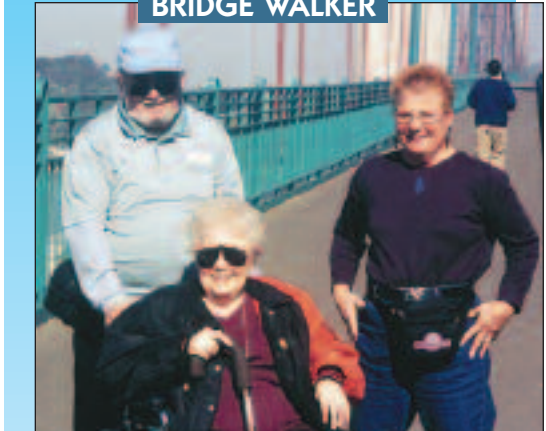
**Employer Trustees—Richard B. Cook (Secretary) Vice Pres., Labor Relations, Interstate Bakeries Corp.; Jack French, Jr., Vice Pres., Labor, Kellogg Company; Thomas G. Kirchner, Sr. Director of Labor Relations, Kraft Foods; Byron O. Magafas, Vice Pres., Labor Relations, Sara Lee Bakery Group; Lou Minella,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

# LOCAL *View*



**HALL OF FAME RETIREE**

Retired Local 114 (Portland, Ore.) Secretary-Treasurer Laurel Koch was recently elected into the Labor Hall of Fame by the Northwest Oregon Labor Retirees Council. The Retirees Council, which is affiliated with the Northwest Oregon Labor Council, AFL-ICO, established the Labor Hall of Fame in 1997 to honor retired unionists for their contributions to the labor movement. Koch, who served as the local's first woman elected to lead the local in 1992, retired on Dec. 1, 2004. Koch is pictured here (left) with Local 114 member Diana Noji with donation's to Portland's Raphael House, a shelter for women and children escaping domestic violence. While retired, Koch remains active in various community service projects in the Portland area.



**BRIDGE WALKER**

On August 17, Retired Local 24 (San Francisco) member Melvin Ainsworth walked across the Alfred Zampa Memorial Bridge, a 3,465-foot suspension bridge over the Sacramento River in Vallejo, California, for the 341st time. Donning his special "bridge walking jersey," the 77 year-old makes the 2.4-mile round trip walk to stay healthy. Pictured here at the top of the bridge is Ainsworth (left), his wife Mary (center) and a friend.



**LABOR DAY**

BCTGM Local 342 (Bloomington, Ill.) has participated in the Bloomington Labor Day Parade for many years. Pictured here are union members proudly showing their solidarity in this year's event, which was attended by an estimated 10,000 people.

BCTGM Local 22 (Twin Cities, Minn.) member Tom Wiblishauser takes pride in his job at Lund Food Holdings in Chanhassen, Minn. More importantly, as a shop steward and the local's chairman of trustees, he is devoted to his fellow union members. This is why whenever a union member retires from Lund, Wiblishauser honors that person by composing a special poem in his or her honor. He reads the personalized poem during a company-sponsored retirement luncheon and then presents the union member with the piece, which is always accompanied by a photo or art that relates to the retiring member. Pictured here is Wiblishauser holding "Crash! Bang! Sparkling Clean!" the retirement poem he composed for union member Jacob F. Stenguist upon his retirement as a custodian from Lund. Wiblishauser, who has been employed at Lund since 1981, is very active in the local as well as within the community.



**UNION POET**



# BCTGM **POWER**

## Union Plus Credit Card Disaster Relief

**Union members living in areas impacted by Hurricane Katrina who participate in BCTGM Power/Union Plus programs now have one less financial worry.**

The new Union Plus Credit Card Disaster Relief Fund is available to help cardholders who are facing financial hardship due to Hurricane Katrina. Union cardholders are eligible to apply for Disaster Relief Fund grants of \$500. The money does not have to be repaid.

Other special assistance for cardholders includes lower rates, fee waivers and other help. Free credit counseling with waived set-up fees for debt management plans through the Union Plus Credit Counseling Program is also available.

To qualify for a Union Plus Credit Card Disaster Relief Fund grant, the union member must:

- ▷ Have been a victim of a natural disaster.
- ▷ Have experienced a significant income loss or financial hardship.
- ▷ Have been a Union Plus Credit Card holder for at least 12 months and have opened the account prior to the date of the natural disaster.
- ▷ Document his or her circumstances and income loss.

To apply for a Disaster Relief Fund grant, cardholders can call the Credit Card Disaster Relief Helpline at 1-877-761-5028 to speak directly with a specially trained representative.

Disaster victims who participate in the Union Plus Loan, Auto Insurance and Mortgage programs may be eligible to receive payment extensions or other special help from the program providers.

Assistance plans vary by program provider. To find out more, disaster victims who participate in any of the following Union Plus programs should call these toll-free numbers:

**Union Plus Credit Card Disaster Relief Fund**  
1-877-761-5028

**Union Plus Loan Program**  
1-800-343-7097

**Union Plus Mortgage**  
1-800-848-6466

**Union Plus Auto Insurance**  
1-800-294-9496

**Local Unions and union members wishing to help fellow union members in their recovery following Hurricane Katrina can send contributions (checks or money orders only) to:  
BCTGM International Disaster Relief Fund, 10401 Connecticut Avenue, Kensington, Maryland 20895**

# What has the labor movement done for me?



- ✓ Eight-hour Day
- ✓ Health Insurance
- ✓ Pensions
- ✓ Paid Sick Leave
- ✓ Fair Treatment for Women, People of Color and Workers with Disabilities
- ✓ Higher Wages
- ✓ Overtime Pay
- ✓ Job Safety
- ✓ Paid Holidays
- ✓ Job Security
- ✓ Severance Pay
- ✓ Paid Vacations
- ✓ Family and Medical Leave

The preceding benefits were brought to you by the working men and women of North America's unions, who won them at the bargaining table and set the standards for all working families.