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BCTGM *Forum*

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HAPPY HOLIDAYS!
to the BCTGM Family

the PRESIDENT'S MESSAGE

THE TIDE IS TURNING



As we prepare to turn yet another year on the calendar, there are signs all around that working people across the country have had enough and are beginning to demand a sharp change in the nation's political direction. This gives me great hope for our members and our nation for the coming year.

This has been a difficult year for workers and their families from the east coast to the west coast and everywhere in between. Struggling just to stay even financially, working people see corruption, greed and cronyism at the highest levels of government and corporate America. We watched our fellow citizens perish in tragic natural disasters while inept government leaders could not figure out how to help.

Working people have had to watch oil and drug companies make record profits this year while energy and prescription drug costs strangle family budgets. All the while, those in power continue to promote policies to enable these companies to make even more money on the backs of working families.

And what worker was not shocked and angered when a judge, with a stroke of a pen, wiped out the pensions of thousands of hard-working airline industry workers. All the while, congressional leaders take steps to weaken further workers' pension rights and protections.

But, I believe the tide is turning in America!

In the recent November elections, voters over and over said yes to candidates who talked positively about solving real problems facing working families and no to candidates who offered nothing more than division, personal attacks and the corporate agenda. Nowhere was this more evident than in Virginia.

Virginia voters gave a convincing victory to a candidate for governor, Tim Kaine, who offered comprehensive plans to address the health care, transportation, energy and jobs challenges facing the state's working families. Kaine was proud of his support from the state's labor movement, including the BCTGM, and let everyone know that he was on the side of working families.

A man of deep religious faith, Tim Kaine weathered a barrage of vicious personal attack ads by standing on his principles and holding firm to his core beliefs. How often do we see that in today's political campaigns?

In California, working men and women led by the state's labor movement, soundly rejected a slew of anti-worker, anti-union ballot initiatives promoted by Governor Arnold Schwarzenegger and the state's corporate bosses, who spent tens of millions of dollars trying to pass these outrageous measures. California voters demanded fairness for working people and rejected more giveaways to the state's drug companies.

Moreover, I hear a new resolve in the voices of our local union leaders and members with whom I speak every day. On the shop floors and in the union halls, BCTGM members are speaking out about the way things are going in this country. They have had enough devastating utility and health care bills, seen enough good jobs leave the country and watched enough corporate executives line their pockets with millions of dollars as they lay off workers.

American history consistently shows that workers and their unions are the driving force for dramatic positive social and economic change. We are quickly moving to one of those historic periods of change once again. That is why, despite all of the hardship of the past year, I see brighter days ahead for our Union, our families and our great country. This is the most valuable holiday gift of all!

Frank Hurt

BCTGM International President



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10401 Connecticut Avenue, Kensington, Maryland 20895-3961
(301) 933-8600

www.bctgm.org
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Kellogg Workers RATIFY FIRST CONTRACT

in Rome, Ga.

There were cheers and tears of happiness on October 5, as

Kellogg workers in Rome, Ga. overwhelmingly ratified their first union contract as members of BCTGM Local 25 (Chattanooga, Tenn.).

Kellogg workers roared their approval and applauded as details of the proposal were presented by BCTGM International Representative Jim Condran. Workers then voted by ballot 181 to 3 to accept the agreement.

On the economic front, the three-year contract features a 9.5 percent gain in wages over the term of the contract, pension increases each year, a one-time signing bonus, shift premiums, paid vacations and a freeze in health care co-pays. The contract also includes a seniority system, the formation

of a joint health and safety committee, a comprehensive grievance procedure, set job classifications and job bidding system, and paid education leave for shop stewards.

“It’s truly an honor to negoti-

ate a good contract that improves wages, benefits and working conditions for new union members and their families,” notes Condran.

“This is a significant victory for the 584 Kellogg workers who now have a voice in the workplace,”

says International Vice President Tony Johnson, who helped organize the workers.

The negotiating committee, which was led by Condran, included Local 25 members Angela Ferguson, Gus Howren, Tony Tibbs, Brooklyn Cotton and assisted by Local 25 Financial Secretary Tommy Kelly, Business Agent Larry Aultman and Assistant Business Agent

David Woods.

“The membership left with smiles on their faces and you could see the pride in their eyes as they prepared for their first day in a union shop,” recalls Kelly.



(Above) The negotiating committee included (from left, back row) L. 25 Bus. Agt. Larry Aultman, stewards Tony Tibbs and Gus Howren, L. 25 Fin. Secy. Tommy Kelly, L. 25 Asst. Bus. Agt. David Woods, (from left, front row) steward Brooklyn Cotton, chief steward Angela Ferguson and Intl. Rep. Jim Condran.



(Right) Dwight Beck, a steward at the Kellogg plant, casts his vote for the first union contract in Rome, Ga.



Following the ratification of their first union contract, Local 25 members proudly pose for a photo.

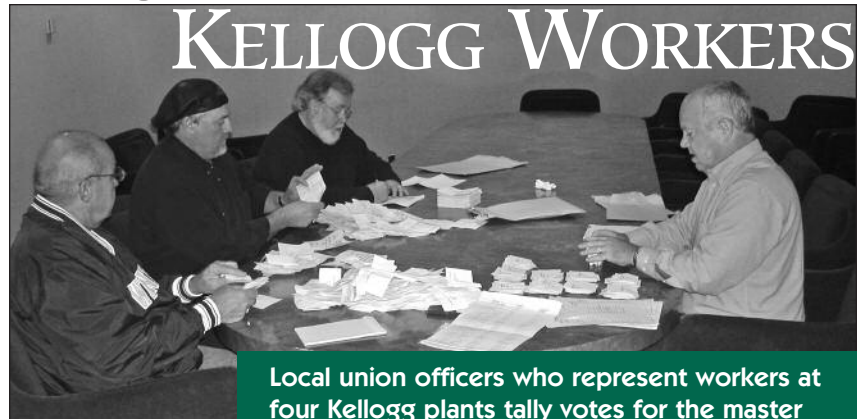
New Master Agreement for

After months of preparation, and numerous negotiating sessions, a new master agreement was reached between the Kellogg Company and Locals 3G (Battle Creek, Mich.), 50G (Omaha, Neb.), 252G (Memphis, Tenn.), and 374G (Lancaster, Pa.).

The negotiating committee fully endorsed the master contract and presented it to members at each of the four individual cereal plants. The votes to overwhelmingly accept the four-year pact were counted at International Headquarters in Kensington, Maryland.

According to International Vice President and Chief Negotiator Bob Oakley, the union's negotiating committee entered negotiations fully prepared and understood what the membership wanted. "We did our research and knew that this Company was doing very well; our members wanted to share in that success," said Oakley.

The new contract features a one-time payment to all employees of \$6,000 in addition to the cost of living allowance already



Local union officers who represent workers at four Kellogg plants tally votes for the master agreement at BCTGM Intl. headquarters. Pictured, from left to right, is L. 374G Pres. Tom Steiner, L. 252G Pres. Mick Ford, L. 3G Vice Pres. Bill Eason and L. 50G Fin. Secy. Mike Jens.

in the existing contract. Additionally, the company agreed

to maintain all current health benefits and improved other health-related coverage.

One of the most important gains in the agreement was a substantial increase in the company's pension contributions. "These workers labor day in, day out for this company and they deserve to retire with dignity," said Oakley.

The contract also stipulates that the BCTGM union label will appear on every box of cereal that is produced by union mem-

bers in the four plants.

According to International President Frank Hurt, the new contract continues a productive relationship between the union and the company. "Our members are the backbone of this company and this contract is reflective of that," noted Hurt.

The new agreement covers more than 1,700 Kellogg cereal workers. In total, the BCTGM represents approximately 4,500 Kellogg workers throughout North America.

2006 Scholarships Reminder



2006 BCTGM International Scholarship Program

A total of ten \$1,000 one-time scholarship awards will be awarded by the BCTGM International in 2006. Details and applications are available now at your local union office, through the BCTGM International Scholarship Office (301-933-8600) or downloaded from the web via an Adobe Acrobat .pdf file at www.bctgm.org. Application deadline: January 31, 2006.

2006 Union Plus Scholarship Program

Union Plus will present one-time scholarship awards ranging from \$500 – \$4,000 in 2006. Details and applications are available now through the BCTGM International Scholarship Office (301-933-8600) or downloaded from the web via an Adobe Acrobat .pdf file at www.bctgm.org. Application deadline: January 31, 2006.

Strong Turnout Energizes Third Region Council

Delegates to the 2005 Third Region Council focused their attention on a wide range of issues important to BCTGM members throughout the ten-state Region, in one of the best attended and most enthusiastic conferences in many years. In South Sioux City, Neb., Local 433 hosted the October 29-30 meeting that called together nearly 90 delegates representing 24 local unions.

International President Frank Hurt was the featured speaker at the Council meeting. Among the topics he addressed were recent BCTGM organizing victories, major contract negotiations and changes within the national AFL-CIO. Hurt also discussed the ongoing attacks on working families and organized labor by the Bush Administration and Congress.

“Day after day, this Administration and its allies in Congress sit idly by as health insurance and prescription drug costs go through the roof. The nation’s health care crisis is having a devastating effect on working families and impacts every set of negotiations we have,” Hurt noted.

“This situation will not improve until we change the political leadership of this country and make a commitment to



Intl. Pres. Frank Hurt (left) discusses the union’s organizing efforts with L. 280 (Evansville, Ind.) member and rank-and-file organizer Jenny Butler (center) while another L. 280 members listens.



Intl. Pres. Frank Hurt (right) presents L. 1 (Chicago) Pres. Jethro Head with a BCTGM-PAC award.

national health insurance,” concluded Hurt.

Each local delivered a comprehensive activity report, which provided an excellent opportunity for delegates to share information and ideas on bargaining, membership service and organizing. Delegates also committed to expanding BCTGM local union political action plans throughout the Region.

Also addressing the Council were International Secretary-

Treasurer and Director of Organization David B. Durkee, International Executive Vice President Joseph Thibodeau, International Vice President Jeanne Graham and Assistant to the President Harry Kaiser.

The Council elected Local 280 (Evansville, Ind.) Financial Secretary Dennis Howard as president, Local 342 (Bloomington, Ill.) member Florence Leach as vice president, Local 218 (Kansas City, Mo.) Financial Secretary Brad Schmidt as secretary treasurer and Local 100G (Cedar Rapids, Iowa) President David Holmes and Local 36 (Davenport, Iowa) Financial Secretary Tom Wach as trustees.

HISTORIC MERGER BRINGS NEW STRENGTH IN KEY INDUSTRIES



Intl. Pres. Frank Hurt presents an official Charter to the BCTGM Biscuit, Candy, Snack and Pasta Council.

On October 15-18, delegates representing 18 local unions meeting in Las Vegas took the historic step of formally merging the Biscuit Council and the Candy, Confectionery, Pasta and Snack Council to form the new BCTGM Biscuit, Candy, Snack and Pasta Council. International President Frank Hurt presided over the Council's formational meeting, which approved by-laws, elected officers and set an agenda for the future.

In opening the Council's inaugural meeting, President Hurt declared, "By creating this new Council, the BCTGM will become an even stronger force in many of our Union's core industries. It will enable us to be more effective in negotiations, organizing and membership service. This merger is a bold and necessary response to the vast, ongoing changes taking place in these industries."

President Hurt named International Vice President Bob Oakley to serve as the Council's advisor to assist locals that might need assistance between annual Council meetings.

The delegates elected the following officers to lead the new Council:

President – **Johnny Jackson**, Local 42

Secretary Treasurer – **John Cairns**, Local 6

Nabisco Vice President – **Ted Constable**, Local 358

Candy Vice President – **John Corente**, Local 83

Keebler Vice President – **Orin Holder**, Local 70

Independent Vice President – **Donna Scarano**, Local 125

Snack Vice President – **Brad Schmidt**, Local 218

Pasta Vice President – **Paul LaBuda**, Local 19

Trustee – **Jethro Head**, Local 1

Trustee – **Mary Snyder**, Local 26

Trustee – **Cameron Taylor**, Local 364

BCTGM Wins Arbitration Reinstating Health Benefits

Four BCTGM locals in Michigan were successful in their arbitration against the Michigan Sugar Company after the Company had cancelled BCTGM members' health benefits during a labor dispute in 2004.

Arbitrator Mario Chiesa found that Michigan Sugar had violated the collective agreements it had with BCTGM Locals 259G (Carrollton, Mich.), 260G (Caro, Mich.), 261G (Sebewaing, Mich.), and 262G (Croswell, Mich.), when it unilaterally cancelled members' health benefits after they legally honored a picket line set up by striking Michigan Sugar workers from Ohio.

The dispute began at two Michigan Sugar packaging and loading facilities in Findlay and Fremont, Ohio on August 10, 2004. After months of negotiations for a new collective agreement, Local 294G members authorized a strike after the company and the union failed to reach a new contract.

The work stoppage quickly spread as BCTGM members from the Findlay and Fremont facilities set up pickets outside four of Michigan Sugar's production facilities in Michigan. The majority of workers from these facilities honored the picket lines. The company responded by canceling the health benefits of the workers who refused to cross the picket lines.

According to International Executive Vice President Joseph Thibodeau, the four Michigan contracts contain language that protects workers from discharge

or discipline if they honor a picket line. "It is clear that the company was attempting to punish those workers who honored the legal picket line; an act that violated the contract and the National Labor Relations Act," said Thibodeau.

The arbitrator agreed and found that the picket lines were legal, that employees could not be disciplined for honoring them, and that the company must reimburse any member who was forced to pay for benefits out-of-pocket during the affected periods.

2006 BCTGM International Constitutional Convention

**The 37th
Constitutional
Convention of the
BCTGM will be held at
Bally's Las Vegas July
19 – 25, 2006.**

Delegates to the

Convention, per Article III, Section 5 of the Constitution, must have been a continuously good-standing, dues-paying member of the International Union and Local Union the delegate represents for **at least two (2) continuous years next prior to election.**

According to official Convention Call, which will be published in the March/April 2006 *BCTGM NEWS* and mailed to all Local Unions on April 1, 2006, delegate elections are "subject to the provisions of the International Constitution and the Labor Management Reporting and Disclosure Act of 1959 (Landrum-Griffin Law)." Because there will be an election of officers at the Convention, the Landrum-Griffin Act requires that the delegates to the Convention who will be voting for officers must be elected in secret-ballot elections. That means that all local unions must select their delegates by secret-ballot elections either at union meetings or by mail ballot referendum. Notice must be given to the membership of the time and place for nomination and election of delegates. Delegates cannot be elected by voice vote or by show of hands.

Local Union officers are urged to keep the local union up-to-date in its reports and per capita tax payments to the International Union to ensure participation in the BCTGM's 37th Constitutional Convention in 2006.

BCTGM-made

Holiday Treats



Ghirardelli Chocolate Company

Holiday chocolate gift baskets, tins, boxes and packs filled with Ghirardelli brand chocolate.

BCTGM Local 125
(San Leandro, Calif.)

Hershey Foods Corp.



Holiday candy toys, hard candy, lollipops, molded hollow and solid foil wrapped chocolate, holiday novelties and tins filled

with Hershey-brand chocolates.
BCTGM Local 464 (Hershey, Pa.)

Delight your friends and loved ones with holiday treats made by BCTGM members! Listed here is a sampling of the

union-contracted companies that produce seasonal specialties....

Annabelle Candy Company

Holiday seasonal specialties and bag candy including union-made candies like Rocky Road, Abba Zaba, Look, Big Hunk and U-No.

BCTGM Local 125 (San Leandro, Calif.)

Brown & Haley

Holiday gift boxes, baskets, tins and packages filled with the company's renowned Almond Roca, Cashew Roca, Mocha Roca, Sugar Free Almond Roca and Candy Cane Roca.

Shop online at www.brown-haley.com
BCTGM Local 9 (Seattle)

Concord Confections, Inc.

Double Bubble bubble gum and gum-balls in festive packages.

BCTGM Local 264
(Toronto, Ontario)

Dare Foods Limited

Ten holiday varieties of gums, jellies, hard candy and gift tubs including festive bags with "To/From" gift tags. New varieties include "Icy & Spicy" Mints, "Snowdrift" Mints, a range of festive colored Ju Jubes and Dare's Scotch Mints.

BCTGM Local 264
(Toronto, Ontario)

Frankford Candy & Chocolate

Holiday candy toys, gift baskets, tins boxes and packs filled with gums, jellies, hard candy, molded filled, hollow and solid chocolate under the Frankford name.

BCTGM Local 6 (Philadelphia)

Jelly Belly Candy Company

Holiday gift boxes, tins, packs; Christmas tree taffy, gums, jellies and other seasonal novelties under the Jelly Belly brand.

Shop online at <http://jellybelly.com/>
BCTGM Local 125
(San Leandro, Calif.)

Just Born, Inc.

Holiday Marshmallow Peeps in tree and snowman designs. New for 2005 is the Peeps Decorating Kit that lets kids and adults alike decorate their own Peeps Marshmallow Trees.

BCTGM Local 6 (Philadelphia)

New England Confectionery Company (NECCO)

Holiday tins and bags filled with BCTGM-made treats including: NECCO Wafers, Clark Bar, Sky Bar, Candy Cupboard Chocolates, Masterpiece Chocolates, Wrapped Foil Mints, Mary Jane bags, Peanut Butter Kisses, Haviland Thin Mints, Chocolate Covered Peanuts, Raisins and Bridge Mix, Chocolate Peanut Clusters, Chocolate Nonpareils, Mighty Malts Malted Milk Balls, and more.

BCTGM Local 348
(Framingham, Mass.)



Holiday Gifts for Union Activists

Nestlé Chocolate

Holiday hard candy, molded solid chocolate, tins and festive packages filled with Nestlé Treasurers, Laffy Taffy, Flips Pretzels, Kathryn Beich specialty candy, Baby Ruth, Butterfinger, BB's and Pearson's Nips. BCTGM Local 1 (Chicago) and Local 342 (Bloomington, Ill.)



Pearson's Candy Company

Holiday tins, bagged and chocolate mints including The Nut Goodie Bar, Salted Nut Roll, Pearson's Mint Patties, and Flurries. BCTGM Local 22 (Twin Cities, Minn.)

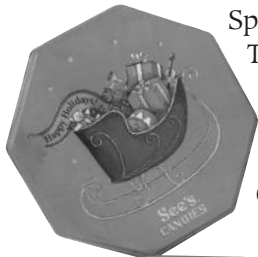


Russell Stover Candies

Holiday tins, boxes, molded filled, hollow and solid chocolate, other seasonal novelties. BCTGM Local 25 (Chattanooga, Tenn.) and BCTGM Local 26 (Denver)

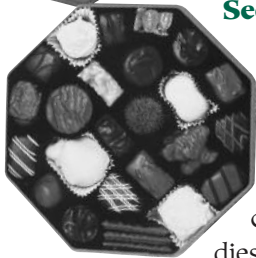
Sconza Candy Company

Red, White & Green Chocolate Jordanets, Christmas Bell Jellies and Rings, Reindeer Corn, Red, White & Green Boston Baked Beans, Sprinkled Christmas Tree Pretzels. BCTGM Local 125 (San Leandro, Calif.)



See's Candies

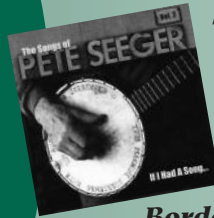
Holiday tins, baskets, boxes with hard, soft and nut chocolate candies, peppermint twists, fudge and foil chocolate. BCTGM Local 125 (San Leandro, Calif.)



Dedicated to strengthening the labor movement through the use of music and the arts, the Labor Heritage Foundation offers music, books, movies, posters, buttons and more to remind us what being a part of the trade union movement is all about.

Listed here are some gift ideas offered by the Labor Heritage Foundation. You can order these items and much more on their comprehensive online site, www.laborheritage.org.

MUSIC



The Songs of Pete Seeger (Volume 2): If I Had A Song

16 tunes played by Jackson Browne, Joan Baez, Billy Bragg, Steeve Earle and others. (CD \$15)

Lila Downs Border (La Linea)

Songs inspired by life on the Mexican border that reflect jazz, gospel and hip-hop influences. Most songs in Spanish with English translation. (CD \$16)



Joe Uehlein

Two Roads—Twenty Eight Years—Joe Uehlein

Retrospective of 28 years singing on picket lines and in union halls. Includes "The Bravest," Tom Paxton's tribute to NYC firefighters. (CD \$15)



FILM

Carry It On: A Musical Legacy

The story of how Peter, Paul and Mary have used music as a force for social change. (2004, 80 min.) DVD \$32

A Union Man: The Life and Work of Julius Margolin

A touching and educational portrait of an 89 year old rank-and-file activist and musician from New York. (2005, 90 min.) \$15

POSTERS & NOTE CARDS

"Si Se Puede"

Powerful and inspirational etching of Cesar Chavez, Dr. Martin Luther King and Emiliano Zapata. (18.5 x 25 in. poster/\$20) "When we are really honest with ourselves we must admit that our lives are all that really belong to us. It is my deepest belief that only by giving our lives do we find life." Cesar Estrada Chavez (1927-1993)



AFL-CIO Working Families

Note cards with a patchwork of artistic labor images under the banner, "Working Families Unite for Civil Rights and Justice." (5 cards for \$6)



Workers' Rights **ARE** Human Rights

On December 10, 1948, Eleanor Roosevelt joined representatives from four-fifths of United Nations member states in ratifying the Universal Declaration of Human Rights. Among the basic human rights the declaration proclaimed was the right of all people to come together in unions—which the U.S. government had recognized 13 years earlier in enacting the National Labor Relations Act.

But today, U.S. workers routinely are denied this freedom. During the past six decades, employer manipulation and ineffective enforcement have eroded workers' legal protections. Most efforts of workers to organize unions are met with fierce employer opposition—often including brutal and illegal tactics.

Most of the public thinks it's wrong and shameful of employers to lie to, spy on and fire workers trying to form unions—but two-thirds of those polled in research for the AFL-CIO have no idea how widespread and routine these abuses are. In fact, nearly a third of employers illegally fire workers for supporting a union. More than three-quarters use workers' own supervisors to pressure workers in one-on-one meetings. Ninety-two percent of employers force workers to attend meetings against the union, according to Cornell University researcher Kate Bronfenbrenner.

Some 57 million U.S. workers say they would

form a union tomorrow if given the chance, according to a survey by the nationally respected polling firm Peter D. Hart Research Associates. Workers realize a union gives them a say in their working conditions, wages, benefits and the quality of the services or products they provide.

On December 10, 2005, tens of thousands of workers are gathering to tell their stories. In a massive mobilization, workers are making it clear that workers' rights are human rights. In rallies, town hall meetings, teach-ins and other gatherings, we're demanding changes in the system that permits routine violation of workers' fundamental freedoms of speech, association and "to form and to join trade unions for the protection of his interests" guaranteed by the Universal Declaration of Human Rights. With the Employee Free Choice Act now in Congress, we

have a new and unique opportunity to turn the wheel of democracy and ensure strong legislation to protect the rights of workers forming unions. America's workers are America's voters, and our elected leaders at all levels need to know that we stand together on the side of workers whose fundamental rights are being denied.

The moving and shaking doesn't stop on December 10. Together we can turn the 2006 congressional elections into a referendum on the freedom to form unions. What is good for workers is good for our society and our democracy. And our candidates must realize that a strong economy depends on workers having a strong union voice on the job.

Sign the BCTGM's International Human Rights Day Petition online at www.unionvoice.org/campaign/unionfreedomD10_BCTGM.

FDR SIGNS NLRA



On July 5, 1935, President Franklin D. Roosevelt grins at the bill signing ceremony of the National Labor Relations Act (NLRA), as the two other key advocates for the legislation, Sen. Robert F. Wagner (D-N.Y.) and Secretary of Labor Frances Perkins, look on. The NLRA, which FDR advocated and Wagner sponsored, has been the nation's basic labor law for 70 years. However, the Bush Administration continues to curb which workers can be organized under the NLRA.

THE CONFUSION OF THE

Medicare RX Plan

“The Administration has created a drug benefit that is so confusing, even the people running Medicare can’t get it right,” Senate Democratic Leader Harry Reid said after learning that the handbook that is supposed to help all of us figure out Medicare’s so-called prescription drug “benefit” plan contains a big error about subsidies and monthly premiums.

So what does it all mean? What are retirees to make of the official mailings, the celebrity ads, the pitches from drug companies and the Chamber of Commerce?

For BCTGM retirees, the answer may be: nothing. The truth is that many, if not most, senior citizens won’t realize any benefit at all from this scheme. Most of those who do will be seniors with incomes below 135 percent of the federal poverty level—that is \$12,569 for one senior, \$16,862 for a couple.

According to the Alliance for Retired Americans, “If you have drug coverage from another source (other than state pharmaceutical assistance) or are already getting discounts of 10 to 25 percent through other means, the card probably will not help you.”

Still, you need to do your homework to determine whether your former employer’s drug plan is better than the Medicare plan. You cannot be enrolled in both. The handbook lists the various prescription drug plans in your area. To get benefits as of

January 1, 2006, you need to sign up by December 31. You can sign up through May 15, 2006, but after that date late penalties will be assessed. Future retirees will have to sign up for this “benefit” at the time they are eligible for Medicare.

The basic plan is this, as spelled out by the Alliance: Medicare-endorsed private companies will offer drug discount

over the first 10 years of the plan. In contrast, the typical Medicare beneficiary—those who get anything at all—will receive about \$800 a year in benefits.

The BCTGM and other unions, together with the Alliance and other activist groups, are fighting for changes in this bizarre and lopsided piece of legislation. A key change would be to allow Medicare to

negotiate with drug companies to bring down the costs of prescriptions, as the Veterans’

Administration is able to do for its beneficiaries. Stunningly, the new law expressly bars Medicare from negotiating the costs of drugs.

Other needed changes would allow the re-importation of drugs, now sold in other countries for far less, and would fix the

“doughnut hole” that leaves seniors responsible for 100 percent of drug costs after they have spent \$2,250 but less than \$5,100.

These are far from the only problems but they are the most important to point out to retirees. For more information on the Medicare Drug Plan, visit the Alliance for Retired Americans website at www.retiredamericans.org which offers a vast amount of questions and answers that are easy to understand.

The above article was adapted from an article that appeared in the November/December CWA News, the official publication of the Communications Workers of America. The author, Ed Creggan, is the Chairman of the CWA’s Retired Members’ Council.



cards for an annual fee of up to \$30. Savings are estimated to range between 10 to 15 percent. Savings are not guaranteed. Very low-income seniors will get the cards for free and receive a \$600 credit, but will still have co-pays of 5 to 10 percent.

The Alliance cautions that the discount cards “may or may not offer you savings on your prescription drugs. Bottom line: seniors better shop around.”

This is a complex plan that will cost taxpayers billions of dollars while benefiting almost no one but the drug companies. It is estimated that pharmaceutical companies will reap an additional \$139 billion in pure profit

Local Union Officers and Stewards

Make

Learning

a Priority

Local 125: San Leandro, California



In October, 36 stewards from BCTGM Local 125 attended a shop steward training seminar. BCTGM International Representative Blaine Williams led the one-day training that

included grievance handling, contract enforcement, state labor laws and more. According to Local 125 Secretary-Treasurer Donna Scarano, the union members enjoyed the day of training and education.



Local 351: Albuquerque, New Mexico

BCTGM Local 351 held two days of training for officers and shop stewards in August. BCTGM International Representative Eric Anderson taught the two-day seminar with one day dedicated to honing the skills of the local union officers with the second day dedicated to shop stewards. According to Local 351 President/Business Agent Earl Reed, the two days of hands on education were “outstanding. Each officer, including myself, and every single shop steward, left the training prepared to represent our members with new skills and knowledge.”



Unity in Education



L. 466 (Billings, Mont.) Pres. Edna Slevira (seated),
L. 282G (Heyburn, Idaho) Fin. Secy. Letty Bunn (center),
L. 284G (Nampa, Idaho) Pres. Ron Scott (right)



L. 26 (Denver)
Fin. Secy. Mike
Fushimi (left),
L. 10G (Cedar
Rapids, Iowa)
Fin. Secy.
Michael Miceli

A feeling of unity and camaraderie permeated the George Meany Center for Labor Studies in Silver Spring, Md. November 13-18 as local union officers from nine states came together for the BCTGM's "Duties and Responsibilities of New Local Union Officers" week-long training.

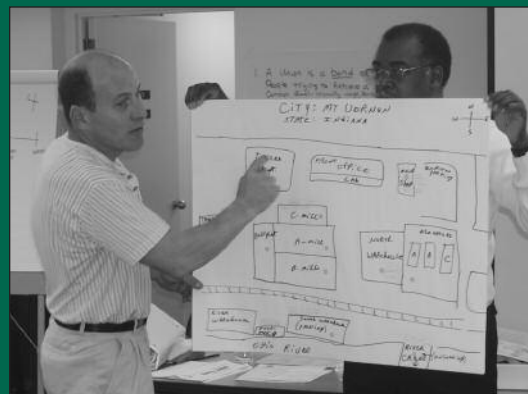
The program, administered by the BCTGM Research & Education Department, is designed to provide local union officers with a foundation of knowledge they can use on a daily basis. Additionally, the session features a special emphasis on financial record-keeping for local union financial secretaries.

The program featured guest speakers, small group activities, research, lectures and presentations on a broad range of topics. The local union officers covered subjects such as labor law, health and safety, financial reporting, contract writing and enforcement, and communication. The union leaders also participated in a special organizing research project where they were required to develop an organizing strategy around a specific facility within a multi-facility company.

While the course work was demanding, most of the local union officers agreed that the most rewarding aspect of the week was learning from one another. "It was a great experience to meet other local union leaders from throughout the country and hear about their issues and battles," reflected Isaac Gobern, a business agent for Local 42 in Atlanta. "We may live hundreds of miles apart and represent workers from many different companies—but our cares and concerns are the same. We are union brothers and sisters."



L. 25 (Chattanooga, Tenn.) Asst. Bus. Agt.
David Woods (left), L. 42 (Atlanta) Bus. Agt.
Isaac Gobern



L. 315G (Mount Vernon, Ind.) Pres. Larry Case
(left), L. 4 (St. Louis) Vice Pres. Stuart Coleman



HONORING OUR OWN

BCTGM Local 57 (Columbus, Ohio) member Fred Still takes pride in his 25 years of union membership. Still, who is a Sergeant 1st Class in the U.S. Army on military leave from Kroger Bakery, recently returned home after 18-months in Iraq. During his time home, he attended the Local 57 Retirees Club meeting where members honored Still with a Kroger cake signifying his union membership and his military service. Still spent more than three hours with the retirees going through photos he took in Iraq. According to Local 57 Fin. Secy.-Treas. Vester Newsome, the union membership is grateful for Still's safe return and the retirees enjoyed the time he spent at the union hall. Pictured here is Still (center with cake) with his union brothers and sisters.

GIVE BLOOD—THE GIFT OF LIFE

Generous Local 19 (Cleveland) members donated blood during the local's 11th annual blood drive held in conjunction with the American Red Cross. Blood banks were set up in locations throughout Ohio and union members who donated blood received a Local 19 t-shirt and in most cases, a day's wages from their employer for their participation. Local 19 Pres. Paul LaBuda commended the participation of all members noting that the effort "provided an important service for communities throughout Ohio."



POLITICAL ACTION

Officers from several Virginia BCTGM locals recently presented a BCTGM-PAC donation to the Virginia AFL-CIO Committee on Political Education (COPE) program. COPE encourages workers to register and vote, to exercise their full rights and full responsibilities of citizenship, and to perform their rightful part in the political life of their communities. Pictured here is (from left to right) Va. AFL-CIO Secy.-Treas. James Leaman, Local 359T (Hopewell) Pres. Marshall Aldridge, Va. AFL-CIO Pres. Daniel LeBlanc, Local 358 (Richmond) Fin. Secy. Ted Constable and Local 203T (Richmond) Pres. Oscar Giles.

BCTGM POWER

HOME HEATING OIL DISCOUNTS

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 2005 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.

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/

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

Happy Holidays!

We wish all our members a happy
and safe holiday season!



JOSEPH THIBODEAU
Executive Vice President



FRANK HURT
International President



DAVID B. DURKEE
Secretary-Treasurer/
Director of Organization