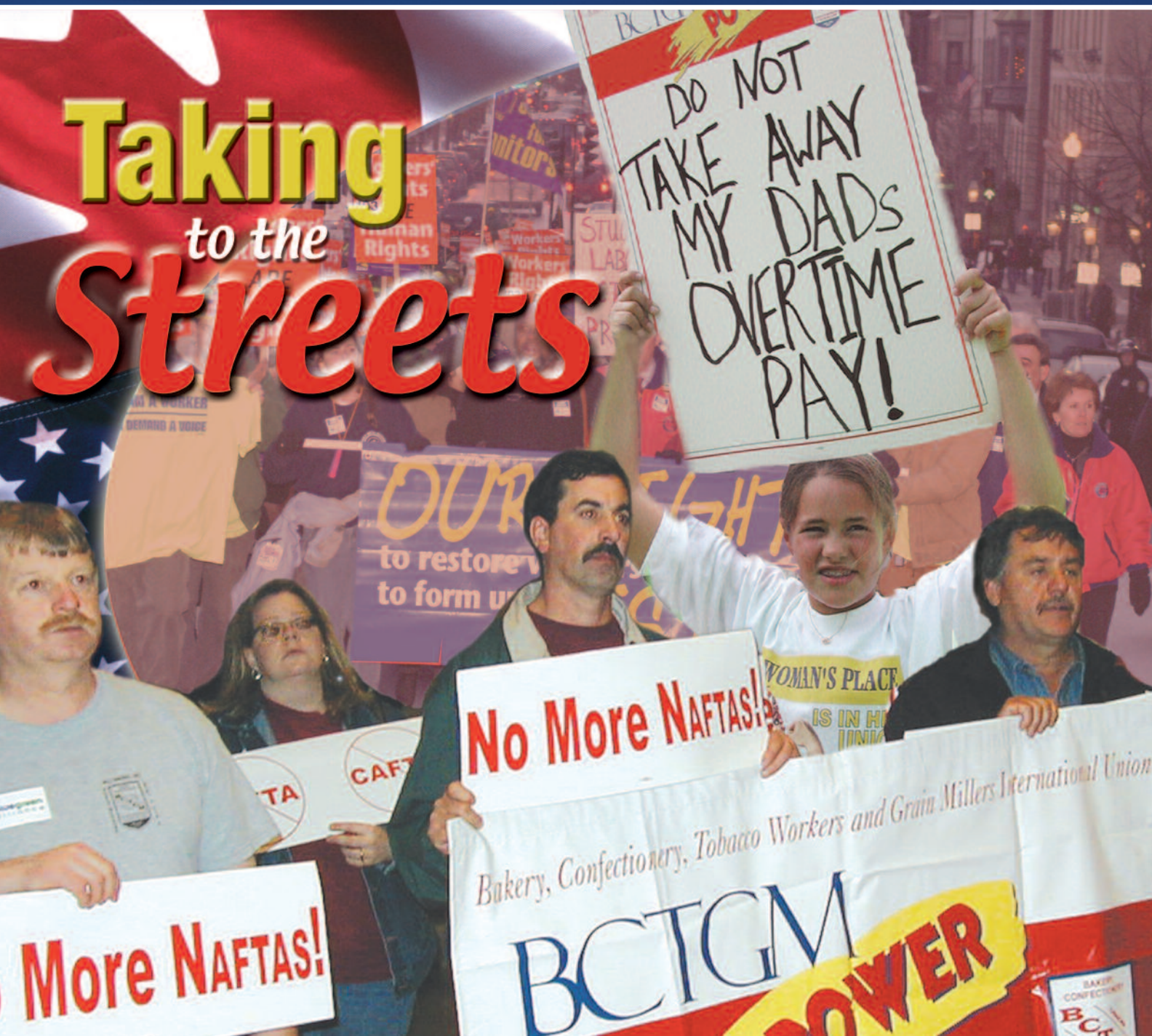


MAY/JUNE
2006

BCTGM *News*

VOLUME 8
NUMBER 3



Taking to the Streets



the PRESIDENT'S MESSAGE

As you receive this edition of the *BCTGM News*, the start of our Union's 37th Constitutional Convention will be

just a few weeks away. After many months of extensive preparation, the stage is set for an outstanding and memorable Convention.

The agenda is now complete and includes guest speakers who will provide valuable insight on a variety of issues of greatest importance to our members and the future of our Union including collective bargaining, organizing and political action.

All of the effort and planning that has gone into this year's Convention is meant to achieve one simple but critical objective; to ensure that the BCTGM is fully prepared to do everything possible to enhance the standard of living of our members.

Because our members are up against the greatest odds we have faced in nearly a century, it is crucial that the Convention provide a solid foundation that will enable our Union to achieve this objective.

Since our last Convention four years ago, it has been a constant struggle for working people to maintain their standard of living. Big business has used its enormous influence with elected officials to advance an agenda of maximizing profits by suppressing workers' wages, benefits and rights.

Ironically, many of the politicians who are aiding and abetting employers in this mission were swept into office by the votes of working people. With empty promises and phony issues, these politicians convinced enough working men and women that they would protect their interests in Washington.

Of course, the record is quite the opposite. For the past five and a half years, the current political leadership in Washington has worked full time serving big business' interests, helping corporations fill their coffers (to the point where most are now overflowing) while at the same time undermining the financial condition of working families.

In every aspect of workers' lives—job security, health care, taxes, energy, workplace safety and health and retirement security—these political leaders have abandoned the very same working people who helped elect them.

But the political smokescreen is clearing!

Each and every day, American workers face the stark and painful reality of a corporate-run government – good jobs lost to low-wage countries, unaffordable health insurance, skyrocketing prescription drug costs, gasoline and energy bills that put a gaping hole in family budgets and a steady assault on their Social Security and other retirement benefits.

Working people now know the truth and won't be distracted again by issues completely unrelated to employment security, retirement security and national

“The welfare of the membership will always be placed first.”

Declaration of Principles,
BCTGM Constitution

security. Political leaders have shown their true colors and allegiances and now must answer to the citizens for their actions.

Working people also have had enough of billionaire right-wing media bosses who use their news outlets as nothing more than loudspeakers trying to justify and legitimize the irresponsible policies of an Administration and congressional leadership intent on crushing the hopes, aspirations and financial well-being of working Americans.

In four months, working people will have the opportunity to demonstrate to the world that we are not going to succumb again to divisive rhetoric and diversionary tactics. We will no longer vote against our own interests. This time, we will elect to office only those candidates who will fight to improve the lives of working families.

The majesty of our democracy is that citizens have the chance to undo electoral mistakes. We will use our Convention to shine a bright light on the records of politicians, good and bad. Delegates will return to their locals with the knowledge, information and energy to lead the political change that is coming to this country beginning with November's congressional elections.

There is no single action that this great organization could take that would do more to enhance the standard of living of our members than to work tirelessly for the next two and a half years to change the politicians running this country.

In doing so, the BCTGM will proudly declare, once again, that the welfare of the membership was placed first.

Frank Hurt

BCTGM International President





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BCTGM Employer Wins 06 *Labor Management Award*

In May, GESD Capital Partners was named the winner of AFL-CIO's Union Label & Service Trades Department's prestigious 2006 Labor-Management Award during the annual Union Industries Show in Cleveland. Lou Giraudo, the founder of GESD, is the owner of the famed

International President Frank Hurt introduced Lou Giraudo at this year's award ceremony.

"At a time in the United States when corporations and business interests are rightly perceived to be antagonistic to trade unions—where unions are seen as the chief obstacle to profit-

Chicago that carry his father's name. However, Giraudo's community involvement extends to a multitude of needs beyond his bakeries.

As a lawyer, investor, entrepreneur and baker, Giraudo has poured time and resources into solving the Bay Area's most troublesome problems. As the founding partner of GESD Capital Partners, he has carried on the legacy of his immigrant father who was himself a master baker. Today, Giraudo and his firm have become synonymous with progressive labor relations and

his commitment to the dignity of workers and the jobs they do.

Giraudo sums up his guiding principle this way: "As a business owner, I have a fiduciary obligation to our

investors, but I also feel an obligation to the workers who deliver the product; that they have a right to organize and to an agreement that will give them a fair and decent wage for the work that they do." According to Hurt, Giraudo has often said that "if you give respect, you get respect back."



(Above) Lou Giraudo, the founding partner of GESD, is presented with the Labor Management Award at the 2006 Union Industries Show in Cleveland. Pictured here (from left) is AFL-CIO Secy.-Treas. Richard Trumka, Giraudo, BCTGM Intl. Pres. Frank Hurt, BCTGM Intl. Secy.-Treas./Dir. of Organization David B. Durkee and Union Labor & Service Trades Dept. Pres. Charlie Mercer. (Right) BCTGM Intl. Pres. Frank Hurt delivers introductory remarks honoring Giraudo at the awards ceremony.



Boudin Bakers in San Francisco, where members of BCTGM Local 24 (San Francisco) are employed.

The annual award recognizes employers who demonstrate commitment to collective bargaining and to producing competitive, quality union-made products or services. AFL-CIO affiliated national or international unions nominate employers for the annual award. GESD was nominated by the BCTGM and

ability—Lou is a unique example of an investor and manager with a more enlightened and principled view of labor-management relations," said Hurt.

Giraudo began with Andre-Boudin Bakery, the originator of San Francisco's signature sourdough bread and now a chain for 32 bakery cafes and three wholesale bakeries in California and

Local 25 Ratifies New Contract at Rich Products

After three months of negotiations, Local 25 (Chattanooga, Tenn.) members employed by Rich Products in Murfreesboro, Tenn., reached agreement on a new three-year collective agreement.

The contract was overwhelmingly ratified on April 8, 2006.

Contract negotiations began in early February 2006. According to Tom Kelly, Local 25 Financial Secretary, the negotiations were tough but the outcome was good for both parties. "The Company and the Union put together one of the best contracts I have seen in a long time," recalled Kelly.



The negotiating committee included (from left) L. 25 Asst. Bus. Agt. Larry Aultman, Fin. Secy. Tom Kelly, BCTGM Intl. Rep. Anthony Shelton, members Jeff Webb, Dot West, Princess Washington, Ricky Wilkinson and L. 25 Bus. Agt. David Woods.

Washington, Ricky Wilkinson, Jeff Webb, and Local 25 officers, Tom Kelly, David Woods and

The new agreement includes a wage increase of \$1.50 over the term of the contract, increases to the pension plan, improved contract language, and minor health care increases.

Negotiations were headed by International Representative Anthony Shelton. The negotiating committee was made up of members Dot West, Princess

Larry Aultman.

This is the second contract negotiated between Local 25 and Rich's. The Murfreesboro plant was originally organized in October 2002 after a bitter organizing drive and a first contract was reached in the spring of 2003. In total, the BCTGM represents approximately 1,000 Rich Products' workers across the United States.

Keebler Master Agreement Settled

Following several tough negotiating sessions, a new three-year master agreement with the Keebler Company was ratified in early May. The agreement covers approximately 2,000 workers employed at the company's bakeries and distribution facilities in Columbus, Ga.; Grand Rapids, Mich.; Cincinnati, and Philadelphia.

The agreement was negotiated by International Vice President Bob Oakley, with assistance from International Representative Jimmy Condran.

The negotiating committee was made up of local representatives including members from Local 42 (Atlanta) Johnny Jackson, Isaac Goben, Wesley Vance and Jeffrey Rankin, Local 70 (Grand Rapids) Orin Holder, Bill Arends, and Mark Heinzelman; and Local 253 (Cincinnati) Doug Walters and Tom Siler.

The new contract with Keebler, a subsidiary of cereal giant Kellogg Company, features healthy wage increases, language that improves bereavement leave, an increase in accident and sickness benefits and increases in both P-Plan and W-1 benefits. Each location also received significant increases in their defined benefit pension plans.

Of significant importance was ensuring that the company maintained all current health benefits and costs.

According to Bob Oakley, the Company understands that its members deserve to share in its success. "In the past year we've negotiated a master agreement for Kellogg cereal workers, a first contract at Kellogg's Mondo bakery in Macon, Ga., and now this master agreement. By now the Company understands exactly where we are coming from," said Oakley.

Master Agreements Reached with General Mills and Pillsbury

On April 30, the newly formed BCTGM General Mills Bargaining Conference agreed to a new four-year master agreement that covers more than 2,400 members at General Mills and its subsidiary, Pillsbury. While the two master agreements are separate contracts, they were negotiated simultaneously.

The Conference is made up of delegates from all participating General Mills locals. The negotiating committee consisted of Intl. Vice Pres. Tony Johnson, Intl. Rep. Blaine Williams, Local 316G (West Chicago, Ill.) Pres. Frank Mager, Local 36G (Buffalo, N.Y.) Bus. Agent Tom Bingler, Local 16G (Kansas City, Mo.) Bus. Agent Roger Catron, Local 59G (Lodi, Calif.) Pres. Tony Castro, and Local 33G (Louisville, Ky.) Pres. Roger Miller. Johnson acted as Chairman.

The most significant highlight of the new agreement is the large pension increase. The pension multiplier was raised a total of \$11.00 over the course of the agreement; the highest increase ever negotiated. Commenting on the unprecedented increase Johnson said, "The Company's success over the last four years at these plants gave us the opportunity to bargain a great contract for our members."

The agreement also features

an increase in the shift differential, an increase in the accident and sickness benefit, a pension multiplier increase in the event of a plant closing, and language that forces the Company to negotiate with the Union in the event volume is moved out of the affected plant. The Company agreed to maintain all health benefits at no cost to the membership, and also agreed to make no changes to the prescription drug plan.

According to Johnson, the tremendous contract was the

structure of the new BCTGM General Mills Bargaining Conference was established and was attended by delegates from General Mills plants across the country. The meeting also served as a strategy session for the negotiations. The Conference met again in early 2006 to finalize proposals and update themselves on changes within the Company.

According to International

2006 General Mills Bargaining Conference



result of a great team effort between the Locals and the International. "When I told the policy committee that we would never have achieved this agreement without the AFGM-BCT merger in 1999, they gave a standing ovation," said Johnson.

Preparations for the negotiations began in early 2005. With the help of International staff, extensive research and analysis on the Company and the industry was provided to the lead negotiators. In July 2005, at a special meeting in Chicago, the

President Frank Hurt, the key to negotiating a high-quality contract is doing the proper groundwork ahead of time. "Without a doubt, extensive preparation was instrumental in achieving this great contract with General Mills," said Hurt.

The General Mills agreement covers workers employed in Avon, Iowa; Buffalo, N.Y.; Great Falls, Mont.; Kansas City, Mo.; Lodi, Calif.; Los Angeles; Minneapolis and West Chicago.

The Pillsbury agreement affects the New Albany, Ind., and Martel, Ohio plants.

Shawnee Milling Co. Marks

100 YEAR Anniversary

Shawnee, Okla.—In this age of multinational corporations, it's becoming very difficult to find a true locally owned business, much less one that's been in the same family for its entire 100-year history. That's the case with Shawnee Milling Company, the only independent mill in Oklahoma and one of the few left in the nation.

BCTGM Local 117G (Shawnee) members take great pride in their work and the history of Shawnee Milling Company. Despite an industry that has changed and consolidated dramatically over the last century, Shawnee Milling remains independent and maintains the same high standards and quality as it did in 1906 when it all started. Local 117G members produce more than two million pounds of consumer and food service products and a wide variety of quality animal feed products every day.

Celebrating History

Joseph Ford homesteaded a farm near Shawnee, Oklahoma during the land run. A few years later, in April of 1906, his son, J. Lloyd Ford, bought a flour mill for \$10,500—and the Shawnee Milling Company was born. Turning out only 75 barrels of



Pictured here at the employee barbeque is (left to right) Plant Supervisor J.W. Miner, L. 117G Pres. Steve Love, Shawnee Milling Owner and Pres. Bill Ford, L. 117G Rec. Secy. Ron Ham, Committee Member Denise White, L. 117G Fin. Secy. David Melot, Head Miller Mark Watts, Vice Pres. Shawnee Milling Joe Ford, L. 117G Member Roy Bates and L. 117G Vice Pres Mike Geis.

flour a day in the beginning, the business soon expanded to serve several key Oklahoma communities. The Great Depression and a devastating fire in the 1930s could have signaled an end, but the Ford family refused to admit defeat and dedicated themselves to rebuilding their beloved company.

After World War II, Shawnee Milling was modernized through automation and advanced processing. The second generation of the Ford family led Shawnee Milling Company to new heights with expanded product lines and a 1.2 million bushel increase in storage capacity. Today, the company is run by J. Lloyd Ford's grandson, Bill, and produces high-quality flour, food mixes, and animal feed that are shipped around the world.

In April, Bill Ford held a community celebration to mark the 100th Anniversary of Shawnee Milling. On April 20th, a barbeque was held for mill employees, retirees and their families. Workers and their families enjoyed good food and fun while a live band provided music for the occasion. Ford presented each

Local 117G member and retiree with a gift bag filled with celebratory items including a 1906 commemorative Shawnee Chief flour sack, a book on the history of the company, a 100th anniversary coffee mug and more.

On April 21 a public celebration was held and more than 1,000 people took guided tours of the mill, including approximately 500 Grade 5 students. Hot dogs and sodas were provided and the Oklahoma Wheat Commission baked fresh bread and cinnamon rolls.

According to Local 117G Recording Secretary Ron Ham, it was a very festive 100 year celebration and all union members and retirees take great pride in Shawnee Milling Company.



Local 464 Member Volunteers in Hurricane Katrina Relief

Editors Note: The below article and photos were provided by BCTGM Local 464 (Hershey, Pa.) member Donna Hopple who spent two weeks in Louisiana following Hurricane Katrina as an AFL-CIO Labor Liaison for The American Red Cross. Hopple, who works in the Longitude Department for Hershey Foods, has been a union member for more than 30 years and serves as the Chairperson of the Local 464 Community Services Committee.

My two weeks in Baton Rouge, Louisiana will forever remain with me. Next to September 11th it was the worst thing I had ever seen or want to see happen. Both tragedies have changed me in a way that I can not explain.

I knew when I took on the role of AFL-CIO Labor Liaison for The American Red Cross that I would be called upon to help in the disaster relief role. In 2004, I went to Pittsburgh to help in the relief effort during the floods. It was a lot worse than I expected, but not anything like Katrina and the devastation left in her and Rita's aftermath.

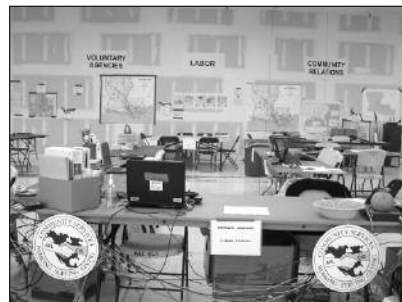
I was assigned to the AFL-CIO Community Service headquarters in Baton Rouge, which was housed in a vacant Wal-Mart store. My job was contacting union members and their families that were affected by Katrina/Rita to see what assistance they needed. On my third day in Louisiana I discovered there were BCTGM members affected by the storms. I contact-

Donna Hopple is pictured here (right) with Richard Loyd, a member of Sheet Metal Workers Local 121 (Baton Rouge) after reviewing a map of the devastated communities.



ed the nearest Local to make sure they were receiving the aid they needed. The BCTGM Local Union was only one of the many unions I contacted during the weeks I was there.

I also helped in coordinating union members across the country in an effort to bring addition-



The AFL-CIO Community Services headquarters office in Baton Rouge.

al assistance to the victims of the catastrophe. For example, the Teamsters played a role in the transportation of food, water, ice, clothing, and other supplies to the stricken areas. I have never seen so much labor solidarity in my life! I also coordinated and personally helped in the distribution of Red Cross relief checks to victims in New Orleans and Baton Rouge. The tear-filled eyes of the victims that were receiving the money they so desperately

needed will haunt me for the rest of my life. I was never thanked so much for a job that was so vital to someone's survival; it was very humbling.

It is hard to complain about the little things in life after leaving Louisiana. Through the bad there was some good and that is what I was able to bring home with me. I will never forget the friendships that were made. Union Brothers and Sisters treated me as if I was family and victims of the storms were sometimes more concerned about how I was doing than what was going on in their own lives. The kindness of our nation's people that we seldom hear about will be with me forever.

You can pick up any newspaper, turn on the television or radio, to hear or see for yourself the pain and suffering that is still with the victims of the Hurricanes. My heart goes out to everyone who has suffered at the hands of what we call an "Act of God." We can not control the weather, but our government is another issue and "WE THE PEOPLE" can control that on Election Day.



Just one of the thousands of homes that had been entirely covered with water.

Baking with Pride in Toronto

BCTGM Local 264 (Toronto) members employed at two Dough Delight bakeries in Concord, Ontario take great pride producing bagels, muffins, croissants and other par-baked goods for shipment throughout North America. The Dough Delight facilities are part of Canada Bread's frozen bakery group—North America's leader in the frozen par-baked bread market.

“Par-baked” products are baked to within 90 percent of completion, then quick frozen and shipped to customers for the final 12-15 minutes of baking. The company can ship products to virtually all major population centers in North America within 24 hours. The Local 264-

made par-baked goods provide in-store bakery, foodservice and club store operators with the opportunity to provide premium quality, fresh-baked products throughout the day.

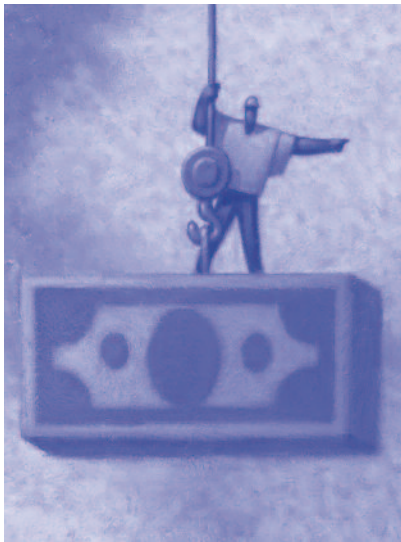
BCTGM members at the Rivermede location exclusively produce bagels for the Tim Horton's chain and union members at the Viceroy Road location produce breakfast sandwich buns for Tim Horton locations in the Canada and U.S.

Dough Delight is a part of the Frozen Bakery Group of the Canada Bread Company, Ltd., which is owned by Maple Leaf Foods Inc.





During the Special Pre-Convention General Executive Board (GEB) Meeting on May 20 in Washington D.C., BCTGM International President Frank Hurt (left) administers the Oath of Office to Local 264 (Toronto) President Ron Piercey (right). Piercey was elected by the GEB on March 27 to fill the Region 5 GEB vacancy following the resignation of Local 389 (Winnipeg, MB) Financial Secretary Herb Marx.



Worker Economics

Taxes Paid For Execs

Rank-and-file workers must reach into their own pockets to pay taxes. However, a growing number of U.S. executives do not have to pay their own taxes. Many corporations pick up a big sum of executives' federal and state income taxes, reimbursing them for taxes due on luxury cars, travel on corporate jets, and forgiveness of millions in loans.

The little-known tax payments, called "tax gross ups" seem to be growing in popularity among executives who are paid extra sums to cover personal tax bills and taxes on stock grants, signing bonuses and severance packages.

Equilar Inc., a compensation research firm, says 52 percent of companies disclosed they paid gross-ups to one or more executives last year, according to a study done for *The Wall Street Journal*.

Union Membership on the Rise

According to the Bureau of Labor Statistics (BLS), union membership increased by 213,000 members in 2005, and union density held steady—despite a political climate hostile to workers' rights and labor unions.

The increase brought the total number of wage and salary workers who were union members last year to nearly 15.7 million. Density stayed stable at 12.5 percent.

Full-time wage and salary workers who belonged to unions had median usual weekly earnings of \$802 last year, compared with a median of \$622 for non-union workers.

Wage Growth Slows

Hourly wages for most workers are not keeping pace with inflation even though there has been strong growth in labor productivity.

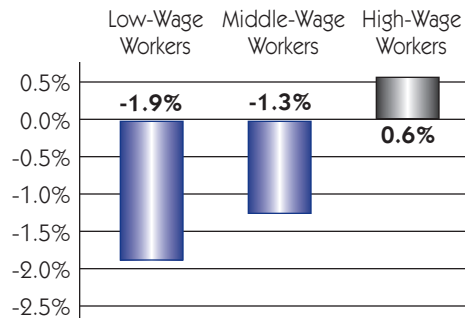
According to the Economic Policy Institute (EPI), middle- and low-wage workers are being hit with slower wage growth and faster inflation. EPI is a bipartisan economic think-tank that conducts research on issues effecting working families.

The result for most workers is stagnating or falling real wages, the term used to describe wages that have been adjusted for inflation. By comparison, high-wage earners have seen growth during the last five years.

EPI reports that wage growth for middle- and low-income workers is slowed by the fewer number of workplaces covered under union contracts, the fall in the real value of the minimum wage, the growing imbalance in international trade and the off-shoring of white-collar jobs.

The BLS released data in January that shows most workers' hourly and weekly wages fell behind inflation in 2005. Real hourly wages were down 0.5% over the course of the year, while real weekly wages declined 0.4%. Hourly wages fell in 18 of the past 20 months for non-union workers.

Real wage changes – 2004-05



Source: Economic Policy Institute

BCTGM Supports Worker-Friendly Political Representatives

BCTGM members throughout the U.S. have given generously to BCTGM-PAC in an effort to elect worker-friendly policy makers who commit to supporting a working family agenda. Pictured here are various BCTGM representatives presenting pro-union Members of Congress with PAC donations.



Local 36G (Buffalo, N.Y.) Bus. Agt. Thomas Bingler (left) and Local 802 (Buffalo) Bus. Agt. Lawrence Backlas (right) present U.S. Representative Brian Higgins (center) with a BCTGM-PAC donation. Higgins, who represents New York's 27th Congressional District, is a life-long resident of Buffalo and a strong supporter of labor.

U.S. Representative Allyson Y. Schwartz (D) is serving in her first term representing the 13th District of Pennsylvania. Pictured here after presenting Schwartz with a BCTGM-PAC donation in support of her reelection campaign is (from left to right) Local 492 (Philadelphia) Bus. Agt. Ed Rodgers, Intl. Rep. Jim Condran, Rep. Schwartz, and Local 6 (Philadelphia) Bus. Agt. Chuck Goodge.



Local 317T (Greensboro, N.C.) Pres. Randy Fulk (left) presents a BCTGM-PAC donation to U.S. Representative Brad Miller (right), the Democratic Congressman representing North Carolina's 13th District, to aid in his re-election campaign.



Often called "one of the most courageous persons the Civil Rights Movement ever produced," U.S. Congressman John Lewis (D-Ga.) has dedicated his life to protecting human rights and securing civil liberties. Local 42 (Atlanta) Bus. Agt. Isaac Goben (left) and Bus. Agt. Johnny Jackson (right) present Lewis (center) with a BCTGM-PAC donation.



Army Major Tammy Duckworth (left), the Democratic candidate for the Illinois 6th District seat of retiring U.S. Rep. Henry Hyde, receives a BCTGM-PAC check from Local 1 (Chicago) Pres. Jethro Head (right). Duckworth, a member of the Illinois Army National Guard and a Black Hawk helicopter pilot, lost both legs when her aircraft was hit by rocket grenades in Iraq on November 12, 2004.

2006 BCTGM International Scholarship Recipients

The BCTGM proudly announces the winners of the 2006 BCTGM International Scholarship Program. Ten \$1,000 one-time awards were presented to the below students. The winners were chosen from a total of 209 applicants from the U.S. and Canada.

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.



Mindi Bergman, daughter of Ernie Bergman, member of BCTGM Local 382G (Minster, Ohio) employed at Minster Farmers Co-Op. Mindi will attend St. Louis University.



Rebecca Quan, daughter of Ve Kiu Quan, member of BCTGM Local 264 (Toronto) employed at Voortman Cookies Ltd. Rebecca will attend the University of Waterloo.



Tiffany Bromfield, daughter of Dionne Russell, member of BCTGM Local 69 (Port Chester, N.Y.) employed at George Weston Bakery. Tiffany will attend Jacksonville University.



Ivonne Romeo, daughter of Francisco J. Romeo, member of BCTGM Local 24 (San Francisco, Calif.) employed at Oroweat Bakery. Ivonne will attend California Polytechnic State University.



Nadezhda Gerasimova, daughter of Vasiliy Gerasimova, member of BCTGM Local 102 (New York, N.Y.) employed at Caravan. Nadezhda will attend Rutgers University.



Mai Thai, daughter of Vinh N. Thai, member of BCTGM Local 37 (Los Angeles) employed at IBC-Wonder Bread. Mai will attend Pomona College.



Amanda Harvey, daughter of Mike Harvey, member of BCTGM Local 334 (Portland, Maine) employed at National Starch. Amanda will attend the University of Maine at Orono.



Kun Zhang, stepdaughter of Dennis Pursch, member of BCTGM Local 125 (Oakland, Calif.) employed at Safeway Stores, Inc. Kun will attend the University of California at Berkeley.



Brittany Matheson, daughter of William Mark Matheson, member of BCTGM Local 229T (Concord, N.C.) employed at Philip Morris USA. Brittany will attend Duke University.



Lloyd Imdieke, a member of BCTGM Local 22 (Twin Cities, Minn.) employed at Pan-O-Gold. Lloyd will attend Axia College of Western International University.

BCTGM DAUGHTERS WIN UNION PLUS SCHOLARSHIPS

Three daughters of BCTGM members have been selected to receive 2006 Union Plus Scholarship awards.

The BCTGM winners are: Amelia Naher, daughter of Local 284G (Napa, Idaho) member James Naher of Fruitland, Idaho; Laura M. Petrus, daughter of Local 50 (New York, N.Y.) member Thomas F. Petrus of Point Pleasant, N.J.; and, Natalie R. Scarlett, daughter of Local 58G (Toledo, Ohio) member Robert Scarlett of Maumee, Ohio.

The scholarship winners, each of whom will receive \$1,000, were selected from more than 5,600 applicants. The scholarships are offered through the Union Plus Education foundation with funding from HSBC, the issuer of the Union Plus Credit Card.

"The Bush Administration continues to slash programs that help working families realize the dream of higher education as a path to a better life," says BCTGM International President Frank Hurt.

"The money goes instead to tax cuts for the very wealthy, while, even at state

"...I realized that the majority of the people around me sipping white wine from fluted glasses and tasting hors d'oeuvres had never known turning down the heater, the rough feel of cheap blankets, or the darkness of trying to save on the electric bill."

Natalie R. Scarlett

universities, tuition costs have skyrocketed more than 25 percent since 2001.

"While we fight to restore the American Dream for all of working America," Hurt continues, "scholarships provide crucial help to many in the labor movement seeking help in funding their education goals."

One of the winners of the scholarship, Natalie R. Scarlett,

wrote a poem which was subsequently hung in an upscale New York City gallery. The poem and her observations of how people reacted to it, exemplify her deep appreciation for what a union job has meant for her father and her family.

The poem, "My Father's Hands," was written reflecting on a time when her father was laid off from his job.

*It was a time when he
Turned off all the lights
With his callused hands
Except my parents' bed table lamp,
And we would lie in bed together
So the radiator didn't feel like
It was on sixty-two degrees*

Says Scarlett about her poem being highlighted at the gallery, "I wondered why this poem had become an object of interest. To me, it seemed like an exercise in merely observing the world around me, until I realized that the majority of the people

around me sipping white wine from fluted glasses and tasting hors d'oeuvres had never known turning down the heater, the rough feel of cheap blankets, or the darkness of trying to save on the electric bill."



HUMAN RIGHTS



The Atlanta-North Georgia Labor Council held its 3rd Annual King Holiday Prayer Breakfast on January 13. Atlanta Mayor Shirley Franklin delivered greetings as well as representatives from the NAACP, Amnesty International and the Georgia State AFL-CIO. AFL-CIO Executive Vice President Linda Chavez-Thompson delivered the keynote address. According to Local 42 (Atlanta) Bus. Agt. Isaac Gobern, who serves as Secretary-Treasurer of the Labor Council, the breakfast was well attended and everyone left inspired. Pictured here with Gobern (left) is Chavez-Thompson (center) and BCTGM Intl. Rep. James Rivers.

Local 36G (Buffalo, N.Y.) member Chuck Domiano was recently honored with a plaque commemorating his 50 years of union membership by his local union officers and members. Domiano began his job at the General Mills flour plant in Buffalo on July 15, 1955, as a packing helper in the small packing dept. making \$1.98 per hour. According to Domiano, at that time all work was done by hand. Domiano, a third generation union member, has passed the family tradition onto his son, Local 36G member Dave Domiano, who is employed at the same General Mills Flour Mill where it all started for his father more than 50 years ago. Pictured here (from left) is Intl. Rep. Bill Hilliard, Local 36G Bus. Rep. Thomas Bingler, Domiano, and Local 36G Pres. Andre Pigeon.



UNION FAMILY



Forty members of BCTGM Local 802 (Buffalo, N.Y.) have retired from the Buffalo Milkbone Bakery since January 2002. According to Local 802 Bus. Agt. Lawrence Backlas, the retired workers active union membership and service to the company totals 1,381 years with an average of 34.52 years per worker. Pictured here (from left, seated) is Leon Stachura (41 yrs.), David Korabek (43 yrs.), (standing, from left) Patrick Zakrzewski (36 yrs.), Nicholas Zupkov (33 yrs.), Michael Backlas (30 yrs.) James Amerson (39 yrs.), Edward Lemiesz (36 yrs.) and John Wekenmann (42 yrs.).



CHICAGO EDUCATION

Local 1 (Chicago) recently conducted an educational conference for newly-elected stewards. The training was facilitated by Intl. Rep. Steve Bertelli with assistance by Local 1 Pres. Jethro Head, Secy.-Treas. John Howard, Rec. Secy. Beth Zavala and Bus. Agts. Donald Woods and Randy Wilson. Topics covered include grievance handling, FMLA, labor laws and arbitration. According to Rec. Secy. Zavala, the conference was widely attended and the material covered "was excellent!" Pictured here is the group of Local 1 participants.

BCTGM

POWER

Wireless Phone Discount

Cingular is the only union wireless company, with nearly 40,000 employees represented by the Communications Workers of America. That means fair wages, good benefits and a voice on the job.

And thanks to your BCTGM membership, you too can take advantage of all of Cingular Wireless benefits, including:

- n More bars in more places.
- n The fewest dropped calls.
- n The largest digital voice network in America.
- n Rollover, the best value in wireless.

What's the Deal?

Union Members receive a 5% discount on all available plans at Cingular Wireless—including family plans! Plus you are supporting CWA members at Cingular Wireless—the only union wireless company.

What Do I Need to Do?

Go to a Cingular-owned retail store. You must go to a store to receive this discount—it cannot be ordered over the phone or on Cingular's website.

Tell the sales representative that you are eligible for the union discount and that the "**FAN Number**" for the discount is **00113662**. Be prepared to show proof of union membership.



Proof of Union Membership

- n Union Membership Card
- n Payroll Stub That Shows Union Dues Deduction
- n BCTGM Power/Union Plus Credit Card

What If I Am Already a Cingular Customer?

Follow the same procedure. You will need to sign up for a new two-year service agreement.

Cingular's not just raising the bar on wireless service—
It's raising living standards in America.

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