

BCTGM

Terms

NOVEMBER/
DECEMBER 2006

VOLUME 8
NUMBER 6



Change in Washington

- health care
- retirement security
- minimum wage
- right to organize



the PRESIDENT'S MESSAGE

★ ★ ★ ELECTION 2006 ★ ★ ★

AMERICAN PEOPLE VOTE FOR A NEW DIRECTION

dramatic change in the direction of our country. We soundly rejected the current political leaders in Washington and overwhelmingly voted to replace them with individuals who will represent the interests of everyday working men and women and not just the rich and powerful.

In this election, the people demanded an end to an unnecessary war that has killed and maimed thousands of our brave young men and women; an end to rampant, arrogant political corruption by those in power; an end to the Administration's dangerous efforts to restrict the cherished civil liberties and freedoms of our citizens and an end to economic policies that have caused great pain and hardship for working families across this country.

This election proved, beyond a shadow of a doubt, that in America the power truly belongs to the people and every vote really does count. Despite controlling the entire apparatus of government and possessing overwhelming financial resources, the Bush Administration and the leaders in Congress could not stop the tidal wave of votes that swept in a new majority in the United States Senate and House of Representatives; a majority that owes its new power to working people.

The driving force in determining the outcome of this election was organized labor. In an historic mobilization, union members and their families went to the polls in record numbers and provided the margin of difference for pro-labor, pro-worker House and Senate candidates throughout the country.

A post-election analysis prepared for the AFL-CIO reveals just how pivotal the labor movement was in bringing about this vital change in the people running this country. High turnout among union members turned a close race into a sweep, with 74 percent of union voters supporting union-endorsed candidates in the House and 76 percent supporting those candidates in Senate races. Non-union voters broke nearly even between Democrats and Republicans. Because union households accounted for roughly one out of four voters, the labor vote did, in fact, make the critical difference.

The Labor 2006 Program was the most effective, far-reaching effort ever undertaken by the American labor movement and its effectiveness exceeded even our greatest expectations. More than 205,000 union members volunteered for this year's program. We knocked on more than eight million doors, made 30 million phone calls and passed out more than 14 million leaflets at worksites and in neighborhoods across the country.

I am extremely proud that BCTGM members played a very prominent and effective role in this tremendous victory everywhere we were involved. So many of our local union

officers and members responded to the urgent call to help take back this country for working people.

As we reach year's end, the way forward for our nation appears to be more clear. There is new hope that there will be an end to the war that continues to claim the lives of young men and women in foreign lands and healing for the families that have been devastated.

There is fresh optimism that our country's new political leaders will end the stranglehold that corporate special interests have had on government policy for far too long and begin to tackle the very serious issues facing working people—creating good jobs with strong wages and benefits, providing access to affordable health care, ensuring retirement security, guaranteeing all of our children high-quality public education and affordable higher education, realizing safe and healthy workplaces and restoring the right of citizens to band together to form unions to improve their lives.

This year's elections showed once again that the citizens of this country will always defend the democracy we know and love. No force on earth, no group of wealthy and powerful individuals can steal our freedom, liberty and hope when working people rise up and vote to protect their own interests.

This is exactly what happened on November 7!

Happy holidays and best wishes for a prosperous New Year to the entire BCTGM family!

Frank Hurt
BCTGM International President



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Labor Celebrates with Newly Elected Lawmakers

It was part victory party, part welcome reception for the new Democrat lawmakers and part promises of a new congressional direction at an AFL-CIO new members' reception on November 13.

Several hundred people—including BCTGM International President Frank Hurt and other members of the AFL-CIO Executive Council, legislative specialists from national unions and staffers—joined the new office holders and the AFL-CIO leaders.

In introducing Rep. Nancy Pelosi (D-Calif.), who will take over the House Speaker's reins in January, AFL-CIO President John Sweeney said, "The job ahead of us is just as important as the job that was just done. We have to work together to bring about real change and we will stay mobilized and organized to help that happen."

Pelosi praised the union movement's mobilization, declaring that AFL-CIO troops "owned the ground" in the battleground states that swung congressional control away from the failed policies of the Bush administration and extremist Republican leaders.

She and other new members of Congress also pointed out that voters had a clear choice between the corporate-driven economic philosophy of most Republican candidates and the working family economic platform of Democrats.

"The Bush administration and congressional Republicans' policies became intolerable to voters. Voters were concerned that the wealth in America was going to

AFL-CIO Pres. John Sweeney celebrates with the next Speaker of the House, Rep. Nancy Pelosi, at the AFL-CIO reception for new members of Congress.



BCTGM Intl. Pres. Frank Hurt congratulates Pelosi on the new Democratic majority.

the top one percent. That's simply wrong," said Pelosi.

In the first 100 hours of business in the 110th Congress, Pelosi said the new Democratic majority will pass a minimum wage increase and remove the incentives the Bush administration and Congress have given to Big Business to move jobs overseas.

After the first 100 hours, Pelosi promised, "We're going to move on card-check [the Employee Free Choice Act] because now, we set the agenda and that will be part of it. We want to make sure that workers have the right to belong to a union if they want to belong to a union."

As a House member, Ohio Sen.-elect Sherrod Brown (D) was one of the strongest supporters of fair trade policies and staunchest opponents of Bush free trade deals. He noted that all of the

newly elected senators made fair trade and working family economics—such as raising the minimum wage, reducing family health care costs, creating good jobs—major parts of their campaigns.

"We got to where we are because we didn't run as Republican-lite—we ran as economic populist Democrats," Brown told the crowd.

Sen.-elect Ben Cardin (D-Md.) praised Maryland union volunteers for their work. "You were on the ground and made a big difference in my race in Maryland," noted Cardin.

House Minority Whip Steny Hoyer (D-Md.) and newly elected Democratic Sens. Bob Casey Jr. (Pa.), Amy Klobuchar (Minn.), Jon Tester (Mont.), Jim Webb (Va.) and Sheldon Whitehouse (R.I.), also attended.

Union Member Vote Drove Shift in Balance of Power

Union voters drove home a victory for working family friendly candidates in the November 7 historic election, in which voters nationwide rejected the status quo. Election day exit polling and an independent national election-night survey released by the AFL-CIO show that union members accounted for four-fifths of the Democratic victory margin.

High turnout among union members turned a win into a sweep with 74 percent of union voters supporting union-endorsed candidates in the House and 76 percent supporting Democratic candidates in Senate races—a whopping 50 point margin for working family candidates. Non-union voters supported the Democratic House candidates by a two-point margin. Union households accounted for roughly one out of four voters.

The AFL-CIO's program reached out to 13.4 million voters in 32 battleground states. It reached union members, members of union households, retirees and members of Working America, the AFL-CIO's commu-

nity affiliate for workers who don't have a union.

More than 205,000 union members volunteered for the AFL-CIO's political program this year. Union members knocked on more than 8.25 million doors, made 30 million phone calls and passed out more than 14 million leaflets at workplaces and in neighborhoods.

"This year's massive mobilization proved once again that the labor movement is the most powerful force in America for positive, progressive change. I am very proud that the BCTGM played such a pivotal role in the overall success of the Labor 2006 program," reflects BCTGM International President Frank Hurt. "Our members were prominent volunteers on the front lines in every battleground state. All of our hard work has laid the groundwork for new government policies which will improve the lives of working people and their families," Hurt concludes.

In Maryland, BCTGM Local 118 volunteered their office and staff to work with AFL-CIO Labor 2006 volunteers. More than 600 union volunteers, including rank-and-file Local 118 members, retirees and BCTGM headquarters staff, went door-to-door passing out campaign literature on labor's candidates. "It was an incredible effort," reflects Local 118 Financial-Secretary Allen Haight. "Our office

was the central location for the Maryland effort and we had a tremendous union volunteer turnout. Union member volunteers worked tirelessly for weeks getting information on labor's candidates out to union voter households," says Haight. "It was thrilling to be part of one of the best run campaigns in the U.S.," he adds.

Additionally, in Tennessee International Vice President Tony Johnson, International Representative Anthony Shelton and all Tennessee BCTGM Local Unions participated in the Labor 2006 program throughout the widely watched Senate race. In particular, members from Local 25 (Chattanooga) and Memphis Locals 149, 390G, 252G and 407G spent the weeks prior to the election canvassing union neighborhoods and phone banking.

Johnson acknowledged the hard work of retired Local 149 Business Agent Joseph Anderson, Local 352G retiree Fred Pierce and retired Local 25 Vice President Sam Lee. While labor's candidate there, Harold Ford, came up just short, Johnson says the effort by labor was "remarkable." Other efforts by local union members were led by Local 3G (Battle Creek, Mich.) and Local 57 (Columbus, Ohio). In addition, the union office of Local 33G (Louisville, Ky.) was used by Labor 2006 volunteers throughout the campaign.



More than 600 union member volunteers participated in Maryland's Labor 2006 effort. Posing for a photo outside BCTGM Local 118 office in Lanham, Md., are a group of union volunteers including (standing center, from left) Local 118 Bus. Agt. Thomas Johnson, Local 118 Bus. Mgr./Fin. Secy. Al Haight and BCTGM Intl. Research Specialist Matthew Clark.

Richmond Baking Members Celebrate First Contract

In late September, workers at Richmond Baking's, McMinnville, Ore. facility, voted overwhelmingly to ratify a first contract, seven months after voting to join Local 114 (Portland, Ore.).

The new four-year contract concludes a challenging year for the Richmond Baking workers. The struggle for an official voice at work goes back to the fall of 2005 when the initial organizing drive began. Almost immediately, supporters of the union were faced with an anti-union campaign waged by the company. The National Labor Relations Board (NLRB) upheld several charges

against the company and a key union supporter who had been fired was made whole for lost time due to the discharge.

After

winning the March 2006 election, Local 114 immediately held steward trainings, and filed an extensive health and safety grievance against the company. According to Local 114 Financial Secretary Terry Lansing, it was important to begin immediately to address some of the members concerns, despite the fact a first contract had yet to be negotiated. "We worked with the company to correct many of the members' health and safety concerns, and more importantly, we began the process of creating a produc-

tive relationship between the union and the company," said Lansing.

Following certification, formal negotiations commenced and an agreement was reached after eleven tough negotiating sessions. The new collective agreement

cedure; health & safety; overtime; holiday-vacation-bereavement leave; seniority for lay-offs and recall, job bidding; vacation selection; and nondiscrimination.

Upon ratification of the agreement, Lansing was optimistic about the future. "We look forward to a long and prosperous working relationship with Richmond Baking as it grows its business in the Northwest and we all will benefit from its future success," said Lansing.

The union's negotiating committee consisted of BCTGM International Representative Eric Anderson, Lansing, Local 114 Business

Agent Gene Beaudoin, Lead Mixer Jeramy Brown and Lead Sanitation Mario Aldaco.

The McMinnville facility is one of three baking plants operated by Richmond Baking Company. The company's other plants are in Alma, Ga. and Richmond, Ind. BCTGM Local 372B (Indianapolis) represents the workers at the Richmond facility. The McMinnville bakery produces organic cookies and crackers, cracker meal and batter mixes for both domestic and international markets.

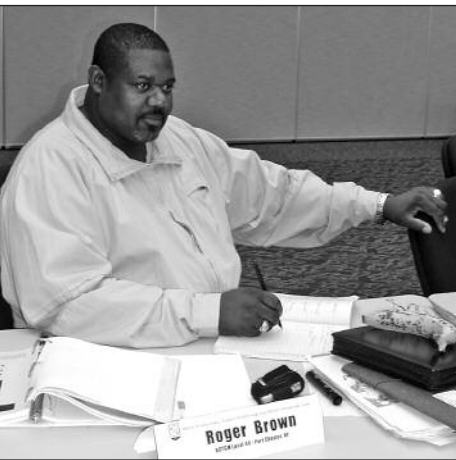


▲ Richmond Baking workers proudly pose with Local 114 officers following ratification of their first contract.

◀ Local 114 Fin. Secy. Terry Lansing reviews the contract proposal with the workers prior to the ratification vote.

provides each worker with an immediate raise, ranging from .50 cents-per-hour, to \$1.75 per-hour. In addition, each employee will receive an annual raise of .25 cents-per-hour over the length of the contract. The agreement also includes: guaranteed vacations; pension benefits; limitations on the use of temporary workers; and medical insurance. In addition, the new contract features contract provisions normally negotiated into a first contract, including clauses relating to union security; grievance pro-

New Local Officers *Hit the Books*



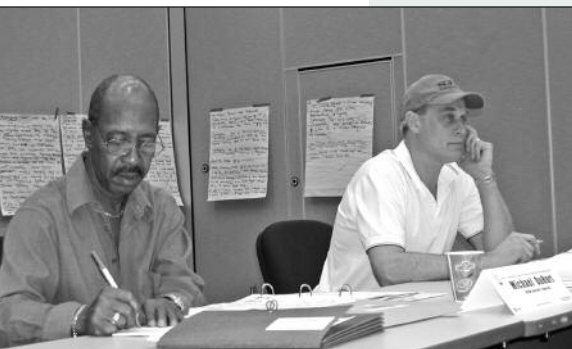
For a week in early November, more than a dozen new local union officers from throughout North America participated in the biannual “New Officers Training” at the George Meany Center for Labor Studies in Silver Spring, Md.

The educational conference, administered by the BCTGM International Research & Education Department, was held in the newly constructed Kirkland Center, named after former AFL-CIO President Lane Kirkland.

The local union officers, which traveled from as far away as Regina, Saskatchewan and Salt Lake City, Utah to attend the conference, took part in classes and work shops which focused on organizing, local union management, preparation for bargaining, health & safety and preparation for arbitration. In addition, there was a special emphasis on financial record-keeping for the financial secretaries in the group.

The five-day program featured guest speakers, small-group activities, research projects, presentations by BCTGM staff, and a special organizing project. The education conference, which the International has been conducting twice a year for over fifteen years, is designed to give new local officers the tools they will need to flourish in their new positions. Additionally, participants were encouraged to share their own experiences at their local unions, and learn from the strategies and tactics others may have used in similar circumstances. Throughout the years, participants have always said how valuable this aspect of the program is, and this current class was no different.

On the last night of the conference, the officers were addressed by International President Frank Hurt, who commended the group for their hard work over the course of the program. “It takes dedication and enthusiasm to be a successful union officer; these men and women certainly showed they have these qualities,” said Hurt.



Ask the Local Union Officer:

What does the union mean to me as a member?



I came from a retail management background with no union exposure. Growing up, my family had worked in the textile mill industry but never saw the union come in while employed. When I first became an employee of Philip Morris, I was introduced to the local union which has become a very important way of

life. I found that the union is not just a name but a group of workers with mutual goals and objectives who try to attain, protect and preserve the rights of workers. I feel secure, confident and poised to help make a difference in the lives of other workers. I have become increasingly aware of how important it is as a worker to have a voice and be heard. I respect what the union stands for and realize that as an officer, I have been awarded a privilege and opportunity to help people, and ultimately, make a difference.

Cynthia Hallman

Financial Secretary, Local 229T (Concord, N.C.)
Philip Morris



Being a member of the BCTGM means job security, good benefits, better pension and most importantly—that I can have a voice in the work place to make sure I am treated with respect and dignity by the company. Because of what I've learned through the union, I know that my health and safety comes first

on the job and that I can voice my concerns if I feel that the company is not looking out for me. Being a member of this union means that I can take care of my family and be an example of all the good that this union brings to our family.

Sherry Giovannetti

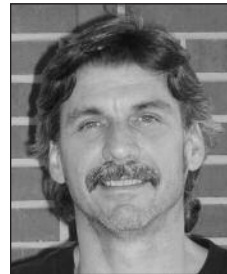
Business Agent, Local 389 (Winnipeg, MB)
Weston Bakeries



Being a member of this union has instilled a sense of pride in me and carries on a long family tradition of being a union member. My life is better because I have better benefits that my union fought for and which has provided my family and me with stability and financial security to be comfortable in life.

André Pigeon

President, Local 36G (Buffalo, N.Y.)
General Mills



Being a union member gives me a sense of security and stability. Being a union member is not just about the benefits and pay, but the small daily issues like knowing there is a structure in the work place. It helps protect workers from the personal problems and whims of some in management.

When I first started working at my union job, I really didn't give much thought about what it meant. All I knew was that it was the best paying job in town. It wasn't until much later that I began to understand that my standard of living was only because of the determination and foresight of the union leaders before me.

Charles Lake

Financial Secretary, Local 59G (Lodi, Calif.)
General Mills



To me, being a member of this union gives me peace of mind in knowing that I have someone to turn to for help and to have a voice in my work place. With a union contract, I have better wages and benefits.

Cliff Stone

Business Agent, Local 372A (Indianapolis)
Kroger Bakery



Being a union member means a great deal to me and my family. I am a perfect example of how important unions are in the lives of workers. Thanks to the union, I enjoy some of the benefits that a union can help individuals and their families obtain. My family and I enjoy a decent standard of

living based on wages, health care benefits, job security and the prospect of a meaningful retirement from a defined pension program. I am sure that without the power of the union behind me, most if not all of these very important benefits would not be there for me. My family and I enjoy a satisfying and productive life thanks to this union.

John Spicer

Financial Secretary, Local 48G (Keokuk, Iowa)
Roquette America

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....

BCTGM-MADE

Holiday Treats

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)

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)



Hershey Foods Corp.

Assorted holiday candy, lol-lipops, molded hollow and solid foil wrapped chocolate, holiday novelties and tins filled with Hershey-brand chocolates. BCTGM Local 464 (Hershey, Pa.)



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 www.jellybelly.com BCTGM Local 125 (San Leandro, Calif.)

Just Born, Inc.

Holiday Marshmallow Peeps in tree and snowman designs. 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.)



Cella's Confections, Inc. (Tootsie Roll Industries, Inc.)

Cella Chocolate Covered Cherries BCTGM Local 102 (New York, N.Y.)

Concord Confections, Inc.

Double Bubble Bubble gum and gumballs in festive packages. BCTGM Local 264 (Toronto, Ontario)



Ghirardelli Chocolate Company

Holiday chocolate gift baskets, tins, boxes and packs filled with Ghirardelli brand chocolate. BCTGM Local 125 (San Leandro, Calif.)

Nestle Chocolate

Holiday hard candy, molded solid chocolate, tins and festive packages filled with Nestle 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.)

Sconza Candy Company

Red, White & Green Chocolate Jordanetts, Christmas Bell Jellies and Rings, Reindeer Corn, Red, White & Green Boston Baked Beans, Sprinkled Christmas Tree Pretzels.

BCTGM Local 125 (San Leandro, Calif.)

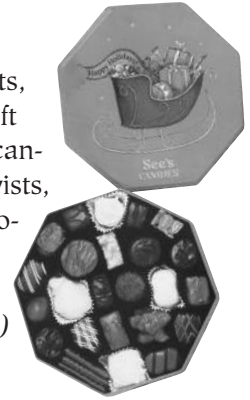
See's Candies

Holiday tins, baskets, boxes with hard, soft and nut chocolate candies, peppermint twists, fudge and foil chocolate.

BCTGM Local 125 (San Leandro, Calif.)

Tootsie Roll Industries, Inc.

Tootsie Roll brand candies BCTGM Local 1 (Chicago)



Labor Music and Movies for Union Activists

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

Classic Labor Songs From Smithsonian Folkways

Featuring Paul Robeson, Joe Glazer, Woody Guthrie, Hazel Dickens, Pete Seeger, John Handcox, Anne Feeney, Utah Phillips, Joe Uehlein, Florence Reese, Baldemar Velasquez and many more. (CD \$10)



Hail to the Thieves, Volume III: Songs to Take Our Country Back
20 songs by Billy Bragg, Anne Feeney, Utah Phillips, George Mann, DC Labor Chorus, Evan Greer, Colleen Kattau, and others. (CD \$15)

Natalie Merchant

The House Carpenter's Daughter

A collection of traditional and contemporary folk, including the labor classic, "Which Side Are You On?" (CD \$15)



La Paz Bakery

An eclectic mix of jazzy, pure funk, Hip Hop flavor by the official DJs of the Great Labor Arts Exchange. Spoken word artists and mixologists, Memo, Kool and Sloe, blend political themes with a unique outlook on every day life. (CD \$10)

DVD

North Country

Charlize Theron stars in this story of the women who broke the gender barrier working in the Minnesota iron mines and broke legal ground with the nation's first class action sexual harassment lawsuit. (2005, \$15)

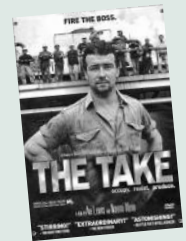


The Rosa Parks Story

Angela Bassett plays Rosa Parks in this bio-pic about the woman who sparked the modern Civil Rights Movement. Directed by Julie Dash. (2002, \$15)

The Take

Thirty unemployed auto-parts workers occupy their factory in the wake of Argentina's spectacular economic collapse. (2004, \$30)



The Pajama Game

Doris Day is the union rep and John Raitt the supervisor in this Broadway musical about workers in a pajama factory who are fighting for a seven-and-a-half cent an hour increase. Choreography by Bob Fosse. (1957, \$20)

The Big One

Armed with a camera and a sharp sense of humor, Michael Moore asks why companies are laying off workers while reaping huge profits. (1998, \$20)

Who Made It and Where ?

A decade ago, consumers could go into retail stores and easily find Made-in-America labels. In apparel, it was Levis, Arrow, Hathaway, Oshkosh, were the top picks for American made goods. Everyone knew that Stanley, Craftsmen and Ridgid tools were American-made. Rockport, Florsheim and New Balance shoes were proudly marketed as made in the USA.

However, this was before NAFTA. Today things are much different. In clothing stores, you'll still find those "all-American" brand names, but the fine print on apparel tags tell a different story. Today, those same products are made in Bangladesh, China, Sri Lanka, Jordan, Mexico, Poland and Haiti.

Two federal agencies are charged with enforcing country of origin requirements: The Federal Trade Commission (FTC) and the Customs Service. Federal Trade and Customs laws say that the country of origin must be imprinted in a "conspicuous" place somewhere on the product. Those clever guys in marketing push the envelope as far as they can, often using the tiny label inside with laundry instructions on one side and—in tiny letters on the reverse declaring that this shirt, or those slacks were manufactured in some far off land.

The only real enforcement of these regulations depends upon complaints generated by consumers or by frustrated competitors. You may or may not also see an RN number on clothing. That number can be helpful in tracking down the company responsible for importing or manufacturing a garment or textile. The FTC's website provides a database with a lookup feature that shows the name, address and contact information of the company, along with the date that the number was issued. Individuals can make a query using the RN number or a company name.

If a product carries a "made-in-the-USA" designation, FTC regulations stipulate that "all or virtually all" of its components must have originated, been produced and combined or assembled in the U.S. The FTC further explains that such products may

contain "negligible" proportions of foreign produced components, but the "significant" components must originate from the U.S.

Historically, the key consideration for the FTC is whether a claim is made with an "intent to deceive." Other considerations to determine the validity of a made-in-the-USA claim include the cost of components relative to the overall production cost and the proximity of components to the finished product. For instance, if a U.S. tool manufacturer relies on foreign steel to forge a wrench in the U.S., the FTC would consider the final product foreign and not made in the USA. On the other hand, if a U.S. company making grills, purchases knobs and tubes from a foreign source as part of the overall product, the FTC says that the grill can be marketed as made in the USA because the foreign components do not constitute a "significant" portion of the final product.

The U.S. Customs Service is charged with enforcing regulations that require companies to carry a label indicating the country of origin on all goods imported into the U.S. Some manufacturers imply their products are U.S.-made by using the flag or other symbols as part of their label design. According to the FTC, using those symbols to give a misleading impression is also illegal, but since companies do not have to get prior permission for label designs, it is up to consumers to blow the whistle on the scam. *(There is a section on the FTC website—www.ftc.gov—for individuals to file complaints online, and instructions for filing via mail.)*

Ten years ago, the FTC tried to water down the "all or virtually all" standard but a firestorm of protests from the public, and from the AFL-CIO's Union Label & Service Trades Department forced them to back away from that effort.

The above article was reprinted from the Label Letter, the official publication of the Union Label & Service Trades Department, AFL-CIO. For more information on union-made/American-made goods and services, visit www.unionlabel.org.



Bill C-257 is legislation that would ban the use of replacement workers at workplaces under federal jurisdictions across Canada.

In explaining the importance of the anti-scab measure, Ken Georgetti, president of the Canadian Labour Congress, notes, "It's a matter of fairness and balance. The prohibition to use scabs protects the interests of working Canadians and their families against the might of large, often global, employers with no roots in the community," Georgetti concludes.

Such legislation has been in place in Quebec since 1977 and in British Columbia since 1993. In both provinces, the laws have caused a general decline in the loss of work time due to strikes or lockouts, and marked a diminution in their length and intensity.

The BCTGM believes that C-257 would set a national standard that could be used as a template for those provinces that do not presently have anti-scab laws. In addition, it will give the labor movement in the United States additional ammunition in

Anti-Scab Legislation Update

"It's a matter of fairness and balance. The prohibition to use scabs protects the interests of working Canadians and their families..."

Ken Georgetti,
president of the
Canadian Labour
Congress

its attempt to improve the national labor laws governing working Americans.

Current Status

In late October, 2006, the House of Commons voted 167-101 in favor of Bill C-257. The Bill is now at the Parliamentary Committee stage. During this time the Human Resource Development Committee will hear from individuals and groups who are both for and against the proposed legislation. Bill C-257 will then move on to a final Third Reading in Parliament and sent to the Senate for passage and Royal Assent.

The success of getting Bill C-257 to this Committee stage depended upon the thousands of trade union activists throughout Canada, including BCTGM members, who contacted their

MPs to ask them to support legislation preventing replacement workers.

Please check the Canada page on www.bctgm.org for current updates and to contact your MP concerning Bill C-257.



2007 Scholarships Reminder

2007 BCTGM International Scholarship Program

A total of ten \$1,000 one-time scholarship awards will be awarded by the BCTGM International in 2007. 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, 2007.

2007 Union Plus Scholarship Program

Union Plus will present one-time scholarship awards ranging from \$500-\$4,000 in 2007. Details and applications are available now through the BCTGM International Scholarship Office or downloaded from the web at www.bctgm.org.

Application deadline: January 31, 2007.

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, 2005 through December 31, 2005. 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 Joint Board of 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 \$189,240,152 as of December 31, 2005, compared to \$198,280,290 as of January 1, 2005. During the plan year the plan experienced a decrease in its net assets of \$9,040,138. 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 \$47,539,676 including employer contributions of \$27,599,738, employee contributions of \$109,578, realized loss of \$968,194 from the sale of assets, and earnings from investments of \$6,485,146.

Plan expenses were \$56,579,814. These expenses included \$5,175,576 in administrative expenses and \$51,404,238 in benefits paid to participants and beneficiaries. A total of 41,630 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 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 copying costs will be \$10.00 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 \$14,264,259 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, 2005 through December 31, 2005. 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 \$459,774,919. These expenses included \$22,622,995 in administrative expenses and \$437,151,924 in benefits paid to participants and beneficiaries. A total of 117,675 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 \$5,799,580,317 as of December 31, 2005, compared to \$5,685,388,208 as of January 1, 2005. During the plan year the plan experienced an increase in its net assets of \$114,192,109. 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 \$573,967,028 including employer contributions of \$188,329,783 realized gains of \$19,954,324 from the sale of assets, and earnings from investments of \$363,876,064.

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 \$15.00 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, 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 plan had miscellaneous income of \$1,806,857.

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.

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.; Thomas G. Kirchner, Sr. Director of Labor Relations, Kraft Foods; Byron O. Magafas, Vice Pres., Labor Relations, Sara Lee Corporation; 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.



To commemorate its 100th anniversary, Franz Family Bakeries produced a record-breaking 100-foot hot dog bun at its plant in Portland, Ore.

The bun was union-made by members of BCTGM Local 114 (Portland). Franz employees have been represented by the local since the early 1900s. Today there are about 140 union members at the Portland bakery.

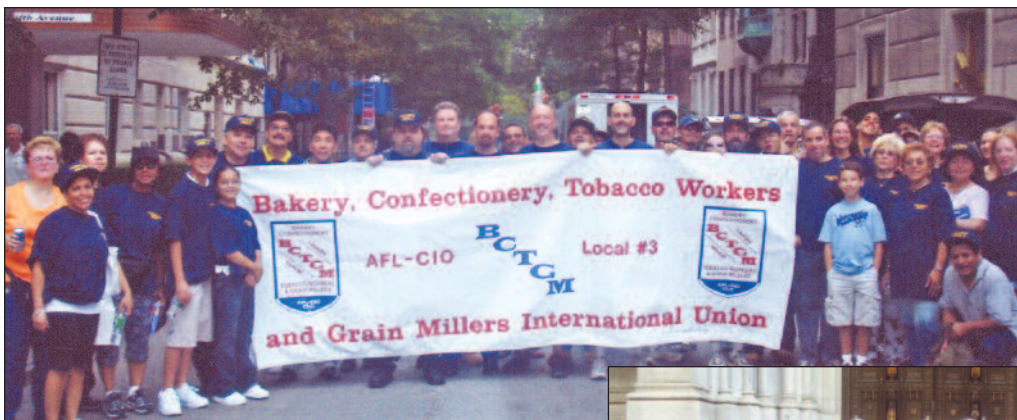
The previous record for the longest hot dog bun, according to the Guinness Book of World Records, was 57.5 feet. "It's one foot for every year that we've been in business," said company president Marc Albers of the new world record.

Engelbert Franz started baking "the GOOD BREAD" in Portland in 1906. A few years later he built the plant on what is the current location of the Franz Bakery in Northeast Portland. Engelbert Franz died in 1954, leaving

his son, Joe Franz, to take over the business. He passed away in 1988.

Franz is owned by United States Bakery, which has six plants—doing business as Williams Bakery in Eugene, Smith's Cookie Co. in McMinnville, Snyder's in Spokane, Wash., and Gai's in Seattle. The plants—all BCTGM shops—produce everything from bread, buns, hearth breads, rolls, English muffins and bagels to cookies, muffins, doughnuts and other sweet goods.

Last year, the company spent \$3 million refurbishing its Franz bread line and installing new packaging equipment. It has completed construction on a \$42 million bakery in Springfield, Ore., that will replace the Williams Bakery in Eugene. Employees there also are members of BCTGM Local 114.



**LABOR
DAY
2006**

BCTGM Local 3 (Long Island City, N.Y.) members participated in the annual NYC Labor Day parade by marching up Fifth Avenue handing out baked goods supplied by Entenmann's and Lindy's Cookies.

BCTGM Local 3 officers, staff and family members proudly present a box of union-made goods to the staff of St. Patrick's Cathedral.



BCTGM Member Home Heating Oil Discounts

Conserve & Save

Keep your thermostat at 68 degrees Fahrenheit. When no one is home, lower it to 55 degrees and 60 degrees when you're in bed. For each degree you lower your thermostat, you will cut your fuel consumption by 2-3%.

Check your water heater temperature. A setting of 110 degrees is fine if you don't have a dishwasher, otherwise 140 degrees is about right.

Before each year's first cold snap, get an annual inspection of your heating system and perform any related maintenance.

Get information on residential heating oil prices and hundreds of other energy-saving tips by visiting the U.S. Department of Energy website: www.eere.energy.gov/consumerinfo/

Union members who heat their homes with oil and live in Boston, Connecticut, Maryland, Southern New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island or Northern Virginia 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 for union members only.
- \$10 off the first year's membership fee. Union members pay only \$15, instead of the regular \$25 annual home heating oil membership fee.
- Free service contract on the home heating system, including 24-hour emergency service, extensive parts and labor coverage and annual system cleaning and tune-up. This service contract is a \$100 value!

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

You'll also appreciate the program's:

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

Call 1-800-660-0691
to learn how you can save on home heating oil 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