

BCTGM

News

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*Happy
Holidays*





the PRESIDENT'S MESSAGE

A SHAMELESS LABOR BOARD

"There is no historic precedent for such aggressive efforts by the Board to curtail workers' rights of freedom of association and collective bargaining."

—AFL-CIO President John Sweeney

Knowing that their time in charge is running out, Bush Administration officials throughout the federal government are scrambling to transfer even more power to corporations and their bosses while furthering their assault on working men and women. Surrogates in key agencies and departments want to make sure that they go out just as they came in, slashing away at workers' basic rights and protections.

Just in the past few months alone, the National Labor Relations Board (NLRB) has issued more than 60 decisions, the vast majority of which are viciously anti-union and anti-worker. These decisions overturn more than four decades of established labor law.

The Bush Labor Board has shamelessly and illegitimately used its power to create new labor relations policies that make a mockery of the true intent of the National Labor Relations Act—to ensure workers the right to organize, bargain collectively and strike.

With a renegade NLRB firmly in the clutches of corporations and the National Right to Work (for Less) Committee—the most anti-union organization in this country—the AFL-CIO has launched an all-out campaign to expose the Board's corrupt practices. The situation has deteriorated so severely that the AFL-CIO was compelled to file a massive complaint against the Bush Board with the International Labour Organization (ILO), the worldwide watchdog for workers' rights and protection. Ironically and sadly, it was the United States that was the driving force behind the establishment of the ILO nearly 90 years ago.

When the Right to Work (for Less) Committee has far more influence over the NLRB than the representatives of workers, it is clear the system is broken and it is time for change in our government.

The Board's attack on workers' rights combined with the Bush Labor Department's relentless harassment of unions is proof positive that it truly matters to working people who we elect as President of the United States.

Presidential elections are about more than foreign policy and whether or not our country goes to war, as important as those issues are. Elections also are about the quality of work life for every American. Elections

determine who will be in charge of enforcing the laws that are supposed to protect workers' health, safety and rights on the job against unscrupulous employers.

So, as we listen to the campaign debates and speeches over the next year, we must try to read between the lines of the rhetoric and determine who would be the best for our nation's citizens, most of whom are working people.

If we continue down the current path to the point where working people are no longer influential in our own government, our children and grandchildren will suffer the consequences of our electoral decisions.

This should be incentive enough for every BCTGM member, every American to get actively involved in the political process. If we do so, we can be assured that a year from now, American workers and their families will be looking forward to a brighter future.

(A summary of the most outrageous NLRB actions appears on page 10.)

Frank Hurt

BCTGM International President

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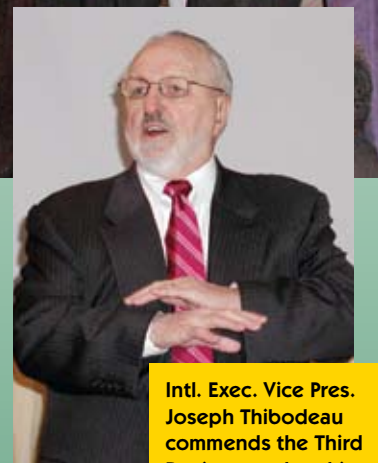
Third Region Conference Displays Solidarity

Nearly 90 delegates representing local unions throughout the BCTGM's Third Region met in Omaha, Neb. in late October for the 2007 Third Region Council Conference. A comprehensive agenda covering organizing, political action, bargaining and membership service provided the delegates with a valuable opportunity to share ideas, information and strategy to meet the daily challenges local unions face.

"This was one of the most enthusiastic and productive Council meetings I can remember," notes Dennis Howard, Council President and Financial Secretary of Local 280 (Evansville, Indiana). "The information that was shared will certainly help our local union officers be more effective in every aspect. The broad turnout and strong, positive fraternal spirit that filled the meeting room are very encouraging for the future of this Council," Howard adds.

International Secretary-Treasurer and Director of Organization David B. Durkee, International Executive Vice President Joseph Thibodeau and International Vice President Jeanne Graham addressed the delegates. International Representatives Steve Bertelli, Wayne Purvis and Dan Gust also participated in the Conference.

The delegates unanimously elected all Council officers and set Minneapolis, Minn. as the site for the 2008 Conference.



BCTGM Fights

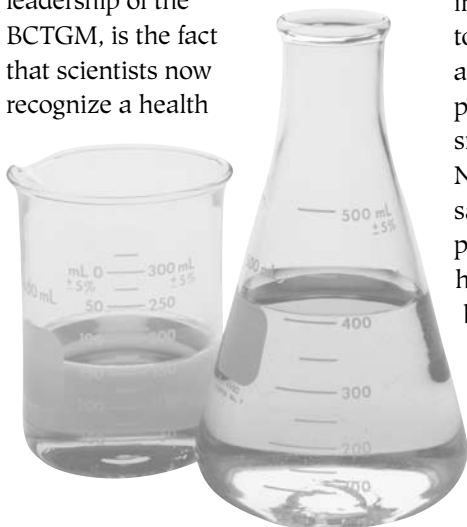
to Regulate

DIACETYL

In early 2000, the Missouri Department of Health and Senior Services reported to the Occupational Safety and Health Administration (OSHA), 10 cases of bronchiolitis obliterans, also known as “popcorn lung,” in workers at a Missouri microwave popcorn plant. Bronchiolitis obliterans is a deadly, debilitating, irreversible, and possibly fatal, lung disease. Subsequent investigations by the National Institute for Occupational Safety and Health (NIOSH) found diacetyl, an artificial butter flavoring chemical, to have caused the lung disease.

Over the past seven years, cases of popcorn lung have been identified in microwave-popcorn workers in several states, including Missouri, Iowa, Ohio, New Jersey, and Illinois. Those workers involved have been young, healthy males.

Of great concern to the leadership of the BCTGM, is the fact that scientists now recognize a health



“Seven years after the first cases of popcorn lung were identified, it is stunning that OSHA has failed to protect American workers from this horrible disease. The cost of the Bush Administration’s failure to act can be measured in the number of workers who have avoidably grown ill or died.”

—U.S. Rep. George Miller
(D-Calif.)

risk to tens of thousands of food industry workers who are exposed to diacetyl in the processing of both artificial flavorings and associated products including candy, pastries, snacks and frozen foods. In 2003, NIOSH sent an alert recommending safeguards to more than 4,000 food processing businesses that might have been processing or using butter flavorings.

However, OSHA, the federal agency that regulates workplace safety, has not done anything formal on this issue. According to OSHA, diacetyl is designated

as “generally regarded as safe” (GRAS) and thus, not subject to regulation. Members of Congress, as well as groups of scientists, petitioned the Food and Drug Administration to remove the GRAS designation. FDA Director, Andrew



von Eschenbach, appointed by President Bush, refused the petitions.

According to BCTGM International President Frank

Hurt, workers have the legal right to know if they are being exposed to harmful chemicals during their working hours. “If our members are being exposed to diacetyl, or any other harmful ingredient, we want to know about it, and then we want OSHA to do something about it,” said Hurt.

In response to these concerns, the BCTGM, along with the AFL-CIO and several other unions representing workers in the food industry, actively lobbied Congress to pass legislation that would force OSHA to regulate diacetyl.

In a letter to members of the House of Representatives Hurt wrote, “Congressional action is needed immediately” since OSHA “has failed to respond to a petition for emergency action filed by unions and occupational health experts more than a year ago.”

House Passes Diacetyl Bill

ON SEPTEMBER 26, 2007, BY A VOTE OF 260 TO 154, the U.S. House of Representatives passed The Popcorn Workers Lung Disease Prevention Act (H.R. 2693), which requires the Occupational Safety and Health Administration (OSHA) to issue an interim standard to protect workers from occupational exposure to diacetyl. The bill would require OSHA to issue a final standard on diacetyl within two years and would apply to all locations where diacetyl is processed or used. The Bush White House and the American Bakers Association (the trade group that represents baking companies) strongly opposed the legislation.

According to BCTGM International President Frank Hurt, corporations need to be part of the process. "It is also the responsibility of the companies our members work for to know what ingredients they are processing and whether those ingredients are harmful to their workers," notes Hurt.

To that end, the BCTGM Research & Education Department, under the guidance of the President's Office, has been working with other affected unions, in a joint effort to gain more knowledge about the prevalence of diacetyl use in the baking, snack and confectionery industries. A number of BCTGM locals have requested information from the companies they represent on the nature of the butter flavorings, specifically diacetyl, that may be used in their plants. The Department is working with NIOSH industrial hygienists to review the information provided.

"If we find diacetyl use in our plants, we hope that the companies take the appropriate action to ensure our workers are not harmed," said Hurt.

In addition, the BCTGM has reached out to its health and safety colleagues in the international labor community, including the IUF, the International Union of Food Workers to which the BCTGM is affiliated. In October, the IUF called for government regulatory authorities around the world to take urgent action to control the use of diacetyl. "In view of this threat to workers' health and lives, the IUF is therefore calling on its member unions, on the wider labour movement, and on health care and medical organizations concerned with worker health and safety to immediately demand action by national and supranational health and safety regulatory agencies," according to a recent IUF press release.



March 12, 1985: NIOSH investigators visit an Indiana facility that produces flavors for bakeries, where two young, previously healthy employees have been diagnosed with severe fixed obstructive pulmonary disease (consistent with bronchiolitis obliterans). Diacetyl is one of the chemicals commonly used at the facility.

May 19, 2000: Missouri Department of Health notifies OSHA that ten workers from one popcorn plant have bronchiolitis obliterans and asks OSHA to inspect the facility.

August–November 2000: NIOSH investigates Missouri microwave popcorn facility; findings indicate that workers exposed to flavorings at the microwave popcorn plant are at risk for developing fixed obstructive lung disease.

December 2000: NIOSH issues interim recommendations to the Missouri microwave popcorn plant on ways to control workers' exposure to the artificial butter flavoring

September and December 2001: Attorney representing sick workers files complaints with OSHA, noting that worker health continued to decline after plant took measures recommended by NIOSH.

2002–2003: NIOSH scientists conduct experiments on laboratory animals and find significant adverse respiratory effects from diacetyl vapor exposure.

December 2003: NIOSH alert suggesting safeguards and asking employers to caution workers goes out to 4,000 businesses that might use or make butter flavoring.

July 26, 2006: Labor unions petition OSHA to issue an emergency temporary standard to protect workers from diacetyl. Forty-two scientists and occupational health experts express support for the petition.

June 13, 2007: Congresswoman Lynn Woolsey introduces legislation that would force OSHA to set an interim standard for diacetyl exposure within six months and a final rule in two years.

September 26, 2007: By a vote of 260 to 154, the U.S. House of Representatives passes the Popcorn Workers Lung Disease Prevention Act, which requires OSHA to set a standard to protect workers from diacetyl.

Unsafe Toys?

U.S. Corporate Policies Share the Blame

Nearly every day, we read about yet another recall of toys that contain excessive levels of lead. In the past few months alone, more than 13 million toys have been recalled.

One major reason so many U.S. imports are unsafe is failed U.S. trade and regulatory policies. Tim Newman of the International Labor Rights Forum (ILRF) offers another: Greed. On the *Labor Is Not a Commodity* blog, Newman writes the sourcing policies of companies like Wal-Mart bear a lot of the

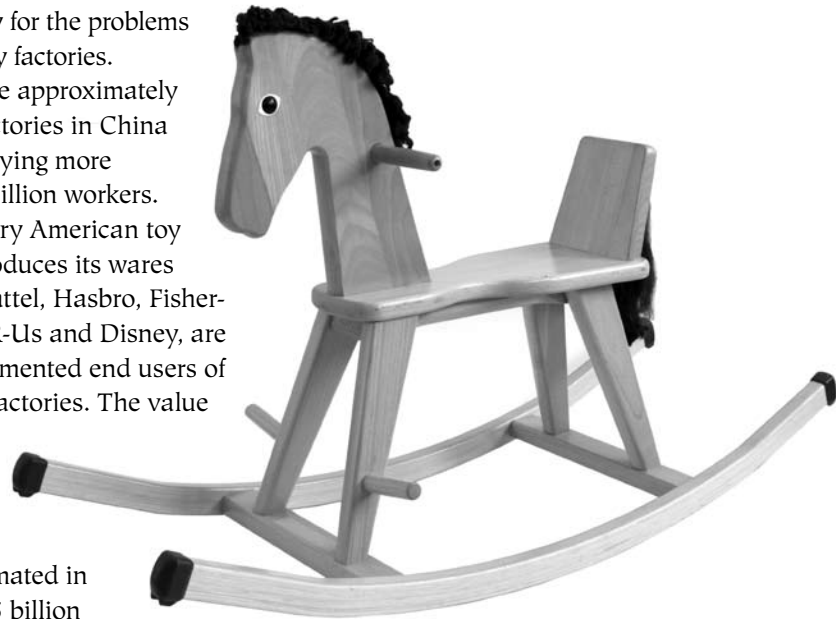
responsibility for the problems in China's toy factories.

There are approximately 8,000 toy factories in China today, employing more than three million workers. Virtually every American toy company produces its wares in China. Mattel, Hasbro, Fisher-Price, Toys-R-U's and Disney, are all well documented end users of China's toy factories. The value of China's toy exports to the U.S. market alone is estimated in excess of \$15 billion per year.

Wal-Mart puts so much pressure on suppliers to produce cheap goods that health, environmental and labor protections get brushed aside. Wal-Mart is the nation's top importer of Chinese-made products. Wal-Mart has annual toy sales of approximately \$7.4 billion. The Economic Policy Institute (EPI) reports the giant retailer's reliance on cheap goods made in China has cost America nearly 200,000 jobs since 2001.

The U.S. trade deficit with China reached a whopping \$233 billion last year, and imports for Wal-Mart alone accounted for \$27 billion—11 percent of the growth in the U.S. trade deficit with China since 2001.

Newman cites a new report from ILRF, which analyzes Wal-Mart's ethical standards and its effect on working conditions



globally. *Ethical Standards and Working Conditions in Wal-Mart's Supply Chain* concludes that Wal-Mart has not invested the necessary resources or taken the necessary actions to ensure that its ethical standards program is actually enforced.

The report concludes that Wal-Mart has a clear idea on who should be held responsible if factories fail to provide workers with proper working conditions; anyone but Wal-Mart. The company believes that "ultimately our suppliers and their factories must realize the benefits of improving worker conditions and incorporate improved standards and processes into their businesses." However, Wal-Mart fails to recognize that its purchasing policies make this difficult and in fact encourage very different practices.



Wal-Mart has designed its system of production to contain as many degrees of separation between the corporate head and factory workers as possible, leaving the middleman as the scapegoat.

Trade, Regulatory Policies at Fault

The toys that have been recalled in the last few months were found to have lead levels that sometimes reached nearly 200 times the federal safety limit. How did it get this bad?

The Institute for America's Future recently released an eye-opening report, *Toxic Trade: Globalization and the Safety of the American Consumer*, pinpointing the problem. The report shows how the double mantra of free trade at all costs and little or no regulation at home have combined to make the products we buy toxic and unsafe.

Even as corporations are sending U.S. manufacturing jobs to countries with terrible safety records, the Bush Administration is deliberately undermining the Consumer Product Safety Commission (CPSC), which is charged with protecting Americans from dangerous products.

Millions of U.S. manufacturing jobs have been lost to globalization, especially to China, where a lack of workers' rights and safety and environmental standards is well documented. According to EPI, the growing U.S. trade deficit with China has cost 2.1 million U.S. jobs between 1997 and 2006.

With more and more of the products sold in our stores being imported from countries that have lax safety and environmental standards, the report's authors say, "When it comes to imported products, Americans are basically on their own."

But we can act now to help make products, especially toys safer. U.S. Representatives Rosa DeLauro (D-Conn.) and Diana DeGette (D-Colo.) have introduced the Safety Assurance for Every (SAFE) Consumer Product Act, which would require children's products to undergo independent testing and strengthen the CPSC's enforcement authority. The bill has quickly attracted more than 100 co-sponsors.

At the same time as we import unsafe products, the agency that is charged with protecting us from toxic toys and clothes is being starved of money and resources. The CPSC has half the staff it had in the 1980s. It has only one full-time employee to test toys. Only 15 inspectors are assigned to police all imports of consumer products under the agency's supervision, a marketplace that last year was valued at \$614 billion.

Unions are taking action to address these critical failures and



gaps. Last month, the United Steelworkers (USW) launched a major campaign, "Protect Our Kids—Stop Toxic Imports," in which the union will distribute thousands of Get the Lead Out Screening Kits and spearhead a series of "Safe Home Sessions," so families can learn more about protecting themselves and their loved ones. For more information on this campaign, visit www.protect-our-kids.org.

SAFE TOY SITES

- For tips on finding American-made toys this holiday season check out www.usmadetoys.com
- www.Toyportfolio.com has published a list of its favorite lead-free toys.
- A coalition of consumer organizations is offering safe toy buying tips at www.NotinMyCart.org
- www.thedailygreen.com features a list of 500 toys NOT made in China and a list of lead-free toys.

BCTGM-MADE

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....

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. BCTGM Local 9 (Seattle)



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

Cella Chocolate Covered Cherries

BCTGM Local 102

(New York, N.Y.)



Concord Confections, Inc.

Dubble Bubble Bubble gum and gumballs 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)

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.

Assorted holiday candy, lollipops, 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. BCTGM Local 125 (San Leandro, Calif.)



Just Born, Inc.

Holiday Marshmallow Peeps in tree and snowman designs. 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.)



Nestlé 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 part of the trade union movement is all about. Listed here are some gift ideas offered by the Labor Heritage Foundation for the union activist in your life. You can order these items, read reviews and much more on their comprehensive online site, www.laborheritage.org.

Music

Billy Bragg

Must I Paint You a Picture?:

The Essential Billy Bragg

Fifty songs, including hits, album cuts, and rare and unreleased material from Bragg's seven solo albums, two collaborations with Wilco, and numerous singles and mini-albums.

Includes "There is Power in the Union." (3-CD set **\$22**)



Chumbawamba

A Singsong and a Scrap

The folks who brought us "Tubthumping" have got back up again with a new folk agitprop acoustic CD complete with catchy melodies, four part harmonies, and a sense of awareness of the world around them—including songs about Joe Hill and Emma Goldman. (CD **\$15**)

Judy Collins

Forever: An Anthology

35 great songs spanning her illustrious career, including the labor classic "Bread and Roses" as well as "Suzanne," "Both Sides Now," "Send in the Clowns" and many others. (2-CD set **\$20**)



Ry Cooder

My Name is Buddy

A great pro-union recording from the famed guitarist and musician Ry Cooder ostensibly about the travels of Buddy the Cat, Lefty the Mouse and Reverend Tom Toad during the Depression. Accompanied by a wonderful booklet illustrated by Vincent Valdez. (CD **\$17**)

Flames of Discontent

Revenge of the Atom Spies

John Pietaro, Laurie Towers and company recall the fight-back of the McCarthy period that led to the social movements of the 1960s. Includes such labor songs as "Stung Right," "Sixteens Tons," and "Joe Hill." (CD **\$15**)



DVDs

The Corporation

Explores the nature and spectacular rise of the dominant institution of our time. Winner of 23 International Awards including the Sundance World Cinema-Documentary Audience Award (2005, 145 min.) **\$26**

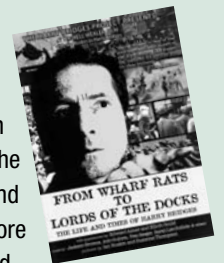


The Devil's Miner

An astonishing portrait of two brothers, 14-year-old Basilio and 12-year-old Bernardino, who work deep inside the silver mines of Cerro Rico, Bolivia. (2005, 82 min) **\$24**

From Wharf Rats to Lords of the Docks: The Life and Times of Harry Bridges

Haskell Wexler directed this film version of Ian Ruskin performing his one-man show about Harry Bridges, the extraordinary leader of the International Longshore and Warehouse Union, to a packed house of 1000 longshore workers. Includes appearances by Elliott Gould and Ed Asner, as well as music by Jackson Browne, Arlo Guthrie, Pete Seeger, Sarah Lee Guthrie and others. (2007, 82 min) **\$24**





Labor Board Continues Assault on Workers

The Republican-dominated National Labor Relations Board (NLRB) is at it again. Instead of protecting workers' freedom to join a union, the Bush-appointed members continue to take away workers' rights.

The NLRB issued more than 60 new decisions recently, the vast majority of which are anti-worker and anti-union.

The NLRB's rulings that sparked protests throughout the country in November included decisions that:

- **Make it more difficult** to form unions through majority sign-up, known as card-check recognition. Because the system for forming unions in this country is broken, more workers are forming unions through majority sign-up. Instead of encouraging first contract negotiations following recognition of the workers' union, one new ruling forces employers to post an NLRB notice instructing employees how to petition for a decertification election. Now, a minority of workers can deny the will of the majority. A dissenting NLRB member called this "cutting voluntary recognition off at the knees."

- **Make it harder** for illegally fired workers to recover back pay. NLRB remedies against employers who break the law are notoriously weak and ineffective. Reversing 45 years of established precedent, the Bush Board has piled onerous evidentiary burdens on workers in backpay cases where employers have already been found to have violated the law. In one case,



workers who were illegally discriminated against 17 years ago still have not received back pay. In another case, workers who picketed their former employer after being fired for supporting a union were denied back pay due to concerns of "reward(ing) idleness."

- **Make it legal** for employers to discriminate against union supporters in the hiring process and to refuse to hire a worker who comes to the job intending to try to form a union. Outrageously, this ruling encourages the blacklisting of pro-union workers.

In earlier decisions, the NLRB expanded the definition of "supervisor" in a way that made

up to 8 million workers ineligible to join unions and denied graduate assistants and temporary agency workers the freedom to form unions as well.

A total affront to workers' rights, these decisions by the Bush NLRB have made the already broken NLRB worse. These decisions, part of a long line of anti-worker decisions by the Bush NLRB, emphasize the need to take back the White House in 2008 and increase worker-friendly majorities in the Congress so that the Employee Free Choice Act can be enacted and restore workers' freedom to form unions and bargain collectively.

2008 Scholarships Reminder



2008 BCTGM International Scholarship Program

A total of ten \$1,000 one-time scholarship awards will be awarded by the BCTGM International in 2008. 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, 2008.

2008 Union Plus Scholarship Program

Union Plus will present one-time scholarship awards ranging from \$500 – \$4,000 in 2008. 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, 2008.

A Tale of Two Economies



Over the last few years, the Canadian economy has exhibited a split personality. While eastern and central Canada have seen only slow economic growth, it has been boom times in Western Canada, and particularly Alberta, driven by high world resource and energy prices. This geographic split is reflected in unemployment rates, which, west of Ontario, have been running below five percent (four percent in Alberta). In Ontario, unemployment rates are over six percent, while in Quebec and the Atlantic provinces they have been at eight percent and higher.

There is a direct link between these two different economic stories. The mineral and energy boom in western Canada has fed the rapid increase in the value of the Canadian dollar, which has contributed to the enormous decline in manufacturing employment, which has hit Ontario and Quebec hard.

There is another great economic divide in Canada, one that has been developing over decades. It is the growing inequality in the country. For the last three decades, the rich have been getting richer, and the rest of Canadians have been running a lot harder just to stay in place.

The National Council of Welfare has calculated that, between 1980 and 2003, the richest 20 percent of Canadian families (earning on average over \$136,300 in 2003) saw their real (after inflation) income go up by 20.1 percent before

taxes and 14.4 percent after taxes. Everybody else barely stayed even, or saw their income drop.

For workers overall, real average wages have not grown significantly over the last 30 years, while labour productivity grew by approximately 50 percent. If workers had maintained their share of total income and wages had risen in line with productivity, the average Canadian worker today would be earning about \$10,000 more per year. Instead, corporate



profits are at record levels, CEO pay soars, and the middle class is disappearing.

Growing inequality is a reflection of the structural changes in the economy—the decline in well-paid manufacturing employment, the shift to low-paid, insecure service sector employment, and the expansion of contract employment and employment agencies which allow employers to dodge responsibilities to their workers and communities.

Weakening organized labour is a key element of the corporate strategy. Attacking unions and reducing unionization rates makes all workers more vulnerable. Eroding

minimum wages and other labour standards strengthens the hands of employers.

This is not unique to Canada. It is a worldwide corporate strategy—enshrined through international agreements like NAFTA and the many deals under the World Trade Organization umbrella—to ensure that workers must not just compete domestically but globally to lower wages and working conditions.

Reversing these trends will not be simple. It will require action on many fronts, including:

- Better labour standards and their enforcement;
- A stronger union movement;
- Macroeconomic policies and industrial strategies that take the development of good, stable employment as their goal;
- A more progressive tax system; and
- Revitalization of public services—health care and education particularly.

This cannot be done overnight. But if we are even to begin, Canadians need to recognize the problem of growing inequality and confront it head-on.

Editor's Note: *The above article was adapted from a piece written by IAM Canadian Research Director Louis Erlichman and printed in the October/November issue of the JOURNAL, the official publication of the IAM-Canada. It is reprinted here with permission.*

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, 2006 through December 31, 2006. 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 non-insured claims incurred under the terms of the Plan.

Insurance Information

The plan has a contract with UNICARE Life and Health Insurance Company, Inc. to pay Medicare Part D RX claims incurred under the terms of the plan. The total premiums paid for the plan year ending December 31, 2006 were \$6,235,656.

Basic Financial Statement

The value of plan assets, after subtracting liabilities of the plan, was \$202,142,481 as of December 31, 2006, compared to \$189,240,152 as of January 1, 2006. During the plan year the plan experienced an increase in its net assets of \$12,902,329. 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. During the plan year, the plan had total income of \$54,376,360 including employer contributions of \$26,421,297, employee contributions of \$176,032, realized gain of \$1,445,963 from the sale of assets, and earnings from investments of \$11,751,497.

Plan expenses were \$41,474,031. These expenses included \$5,073,171 in administrative expenses and \$36,400,860 in benefits paid to participants and beneficiaries. A total of 40,724 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.
5. insurance information, including sales commissions paid by insurance carriers.

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 \$14,499,540 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 llame a la oficina de Steven D. Brock, que es el Director de los Servicios Administrativos de el Bakery and Confectionery Union and Industry International Health Benefits and Pension Funds, 10401 Connecticut Avenue, Kensington, Maryland 20895-3960, (301) 468-3750.

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, 2006 through December 31, 2006. 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 \$483,166,629. These expenses included \$24,714,958 in administrative expenses and \$458,451,671 in benefits paid to participants and beneficiaries. A total of 114,106 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 \$6,190,535,955 as of December 31, 2006, compared to \$5,799,580,317 as of January 1, 2006. During the plan year the plan experienced an increase in its net assets of \$390,955,638. 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 \$874,122,267 including employer contributions of \$200,348,503 realized loss of (\$64,574,848) from the sale of assets, and earnings from investments of \$736,911,497.

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 \$1,437,115.

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, Suite 210, 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; Lou Minella, Vice Pres., Labor Relations, Stroehmann Bakeries; Joseph W. Misner, Vice Pres., Employee and Labor Relations, The Kellogg Company; John Wagner, Vice Pres., Labor Relations, The Kroger Co.



International Vice President Jeanne Graham Retires

After 25 years with the union, effective January 1, 2008, Audrey Jeanne Graham retires as the International Union's Third Region Vice President.

A member of BCTGM Local 218 (Kansas City, Mo.) since December 1982, Graham has a long history

of hard work and dedication to the labor movement. Prior to joining the Union, she was a member of the Machinists (IAM) for 10 years. She served as financial secretary of Local 218 from 1987 until her appointment as an International Representative in June 1989.

Graham was elected as the Third Region International Vice President in 1996 by the General Executive Board (GEB) and became the International Union's first woman Vice President. Graham served as the Chair of the BCTGM Women's Advisory Committee and continues to be an active member of CLUW.

Graham is an active UMWA Associate Member, serves as a member of the Campaign for Labor Rights, the Labor Project for Working Families and the UIW Support Committee.

Graham continues to be deeply involved in her community through her activities with such groups as Public Citizen, Common Cause, American Indian Relief Council, Oxfam USA, Amnesty International, Cross Borders Network, Citizens Utility Board of Illinois, Planned Parenthood, National Organization for Women, Democratic National Committee, Illinois Democratic Party, People for the American Way, ACLU and the Native American Rights Fund.

BCTGM International President Frank Hurt reflected on Graham's long career with the Union and her dedication to the labor movement. "Jeanne was this union's first woman International Representative and Vice President and from the very beginning she handled her job with professionalism and personal attention. Workers within her region have been loved and cared for every day of her tenure.

"This entire International Union will miss Jeanne's hard work and dedication as we thank her for all her years of service and wish her health and happiness in her retirement," concluded Hurt.

Graham resides in Farmington, Ill. and plans to spend her retirement with family and friends and traveling the world, continuing to make a difference in the lives of others.



GEB Elects Steve Bertelli as New Third Region VP

At the September General Executive Board (GEB) meeting in Washington D.C., BCTGM International President Frank Hurt nominated International Representative Steve Bertelli to fill the unexpired term of Third Region Vice President Jeanne Graham, who retires effective January 1, 2008. Bertelli's nomination was unanimously approved by the GEB and he officially begins his new position on January 1.

Bertelli has served as a Third Region International Representative since June 1991. He began his career with the union in 1986 as a shift leader at Mel-O-Cream International and a member of BC&T Local 316 (Decatur, Ill.). He served as the local's business agent and financial secretary from 1990-1991.

"I am confident that Steve will continue his dedication to this Union in his position of Vice President of the Third Region. His outstanding service to the union members of the Region will continue to make a difference in negotiating new contracts and ensuring the rights of workers are protected," notes Hurt.



Region Six VP Guildner Retires

Sixth Region International Vice President Harry Guildner has announced his retirement, effective January 1, 2008.

Guildner began his union career as maintenance worker at Archer Daniel Midland Co. (ADM) in 1967 and a member of AFGM Local 31 (Lincoln, Neb.). In 1974, Guildner was elected Financial Secretary-Treasurer/Business Agent of the local union, a position he held until he was elected as an AFGM International Representative in 1984. In 1987, Guildner was elected as an AFGM International Vice President.

Upon the AFGM merger with the BC&T in 1999, Guildner became a BCTGM International Vice President of Region Six and a member of the General Executive Board (GEB).

"The entire BCTGM thanks Harry for his friendship and dedication to this union," reflects International President Frank Hurt.

NEW HOTLINE

for Union Homeowners Facing Mortgage Problems

Responding to the urgent need for mortgage education and advice in a turbulent market, Union Plus is launching a homeowner education program that includes a "Save My Home Hotline" to help union members facing mortgage payment problems.

A new national survey reveals that half of homeowners with adjustable rate mortgages (ARMs) admit they have no idea how their ARMs reset, and nearly three-quarters do not know how much their monthly mortgage payments will increase when they do.

Their survey, conducted September 13-25 by Peter D. Hart Research Associates for Union Privilege, reveals that ARM holders are generally not concerned about mortgage payments until their rates reset. Then anxiety sets in as they realize their payments have risen substantially. Some 2.5 million homeowners will be facing the shock of higher payments when their ARMs reset before the end of the year.

"Our poll shows that consumers are looking for government help, but the labor movement is not waiting," AFL-CIO President John Sweeney said. "We're reaching out to union families to make sure they don't fall through the cracks."

Union Plus is stepping up with several initiatives to help homeowners and prospective homebuyers understand mortgages and how to take steps to protect themselves from foreclosure and financial ruin.

The Union Plus Save My Home Hotline is **1-866-490-5361**. HUD-certified housing counselors will provide free, confidential advice to union homeowners. Face-to-face counseling is available at more than 100 local offices in 22 states and the District of Columbia.

Hotline counselors will help members to establish a budget, set financial priorities and explain all the strategies available to help them keep their home. Homeowners will receive a written "Homekeeper Action Plan" to follow.

Qualified homeowners in seven states who are experiencing temporary financial distress are eligible for grants under a program established by Money Management International, the nonprofit, HUD-certified housing counseling agency providing the Hotline, from



a million-dollar endowment from HSBC, provider of the BCTGM Power/Union Plus Credit Card.

Additionally, Union Plus Mortgage will offer a mortgage education program that includes an annual "Mortgage Checkup" to make sure that the mortgage that they hold is still in their best interest.

To help members keep their home secure, the Mortgage Assistance Program helps Union Plus mortgage holders with interest free loans to pay their mortgages if they face financial hardship due to disability, strike, lockout or layoff. The program, the only one of its kind in the nation, has provided more than \$3 million in mortgage assistance.

Union members can call **1-800-848-6466** for more information about Union Plus Mortgage. For more information about the Union Plus Save My Home Hotline, members can go to UnionPlus.org/SaveMyHome or speak to a counselor directly by calling 1-866-490-5361.

Have an Adjustable Rate Mortgage? ACT NOW!

Millions of Americans have adjustable rate mortgages (ARMs) that will reset this year or next. If you have an ARM, here are three steps to take right now:

Talk to your lender, now.

Find out when your adjustable rate mortgage will next adjust, how often it can adjust, and how much it can change. Don't ignore letters from your lender if you are having payment problems.

Get help.

Call the Union Plus Save My Home Hotline at **1-866-490-5361** to arrange a confidential, free consultation including a budget analysis and advice to get you back on the road to financial recovery.

Review your budget.

Once you know where you stand financially, look at your budget and prioritize your spending. A housing or credit counselor can be helpful in reviewing it with you.

Union Privilege, founded by the AFL-CIO in 1986, develops and manages the Union Plus benefits program, which uses the combined buying power of America's union members to obtain top-quality goods and services at competitive prices. For more information on BCTGM Power/Union Plus benefits, visit www.bctgm.org.



JOSEPH THIBODEAU
Executive
Vice President

FRANK HURT
International
President

DAVID B. DURKEE
Secretary-Treasurer/
Director of Organization

Happy Holidays!

WE WISH ALL OUR MEMBERS A HAPPY AND SAFE HOLIDAY SEASON!