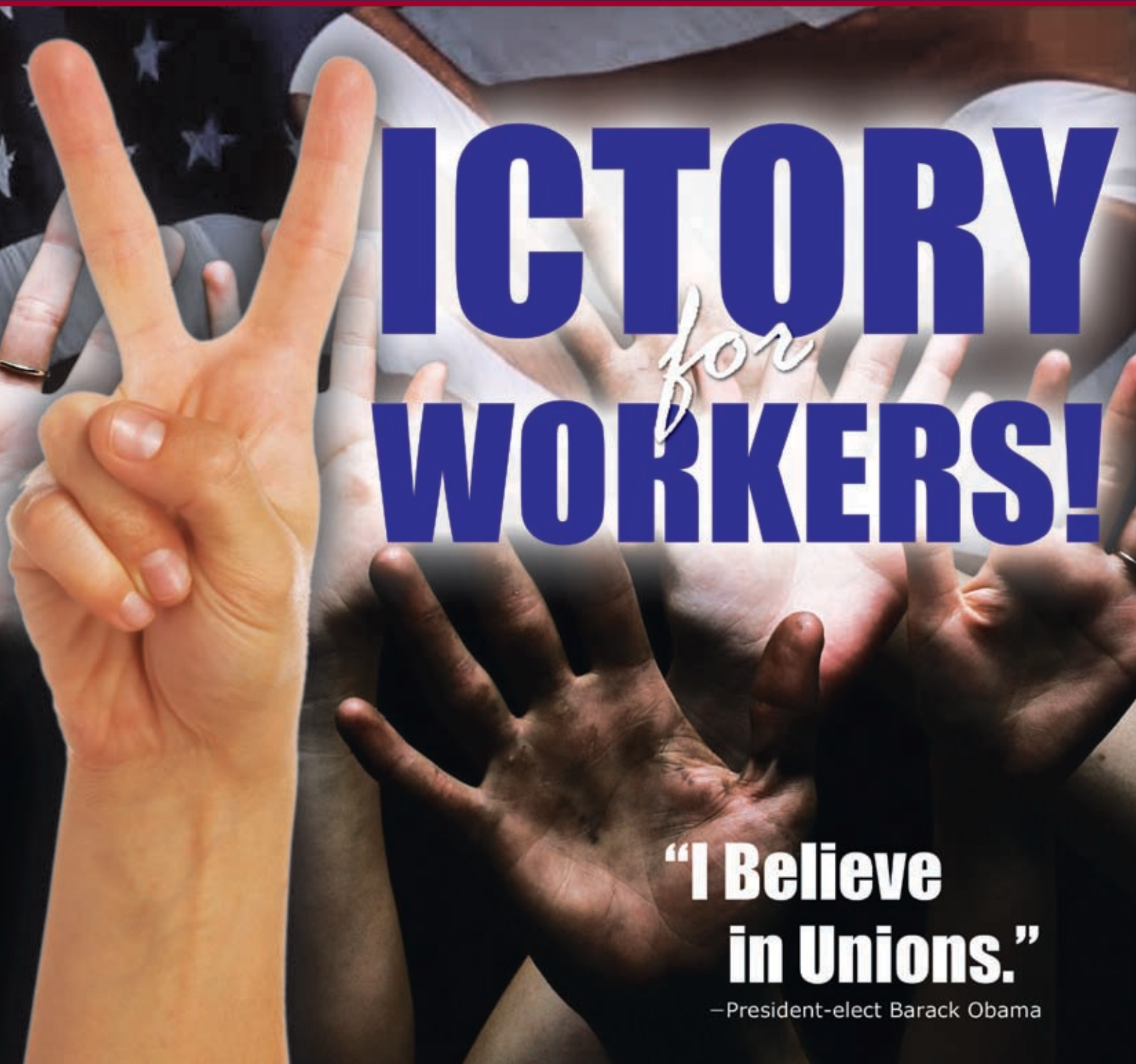


BCTGM *News*

NOVEMBER/
DECEMBER 2008

VOLUME 10
NUMBER 6



ICTORY *for* WORKERS!

**“I Believe
in Unions.”**

—President-elect Barack Obama



the PRESIDENT'S MESSAGE

HOPE IN A TIME OF CRISIS

"America, we have come so far...This is our moment. This is our time—to put our people back to work and open doors of opportunity for our kids; to restore prosperity and promote the cause of peace; to reclaim the American Dream..."

—President-elect Barack Obama, November 4, 2008

All of our hard work has paid off! On November 4, the American people elected a new president and demanded a completely new direction for our nation. We elected a president all Americans can be proud of and who already enjoys the respect and admiration of world leaders and everyday people around the globe.

Most importantly, we have elected a president who offers America's working people, and all of our citizens, hope at a time of profound economic and social crisis.

When the BCTGM endorsed Barack Obama in June, we did so because we believe he possesses the strength, vision, character and compassion to lead our nation during deeply troubled times.

That is why the BCTGM did our part, and more, to elect Barack Obama. At every level of our Union, from International Headquarters to the shop floors, we engaged in the greatest effort the BCTGM has ever undertaken in the political arena.

Time and again, throughout the longest campaign in American history, Barack Obama validated our confidence in him by displaying those very characteristics that led us to endorse him. I have no doubt he will do so during the course of his presidency.

Since the election, President-elect Obama hasn't taken a day off. He has been hard at work putting together an Administration that will effectively carry out the overwhelming mandate from the American people—to take bold, decisive action to deal with the worst economic conditions since the Great Depression and restore America's reputation for principled leadership and forthrightness around the world.

Solving the economic crisis at home will be a daunting task. We have the highest unemployment rate in nearly 15 years, with companies laying off more people every week. Employers in every industry (including cereal, cookies and crackers, tobacco, chocolate and candy) continue to outsource jobs to low-wage countries while at the same time foolishly expecting the economy to grow.

The pillars of our economy—manufacturing, banking, finance and investment and health care—are in shambles; wrecked by a governing philosophy for the last eight years that left corporate greed unchecked.

Restoring economic growth and prosperity begins with rebuilding the middle class which has been battered for nearly a decade. President-elect Obama understands, as we do, that the surest and quickest way to restore the middle class is to support workers' legitimate right to organize and form a union free of employer intimidation and harassment.

He has made a commitment to sign into law the Employee Free Choice Act, which will return this fundamental right to millions of American workers.

Once workers no longer have to fear employer retaliation, we know that they will sign union authorization cards in droves.

Once the Employee Free Choice Act is in place, we will see an historic surge in union membership and collective bargaining agreements across the economy and across the country. As a result, workers' purchasing power will be restored, the economy will grow and families can prosper once again.

I am confident that over the next several months, the American people will come to appreciate the stark differences between a president who represents only corporate interests and a president who represents the interests of all Americans, worker and employer alike.

As President-elect Obama has cautioned, digging out of this massive economic hole will be extremely difficult and prosperity will not come overnight.

But, with the inspired leadership and sound judgment of President Obama and his team, a new Congress ready to cast aside petty bickering and get down to the business of fixing this economy and the resiliency and patriotism of the American people, brighter days are most certainly ahead for the country we love.

This is a true blessing for the holiday season!

Frank Hurt

BCTGM International President





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10401 Connecticut Avenue, Kensington, Maryland 20895-3961
(301) 933-8600
www.bctgm.org

Frank Hurt, Editor
Corrina A. Christensen, Assistant Editor

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DANNON WORKERS

Ratify First Contract

Just less than two years ago, non-union workers at the largest yogurt manufacturing facility in the U.S. in Minster, Ohio, were tired of working in a plant where they were not treated with dignity, justice or respect. So they contacted the BCTGM Organizing Department.

One year later, after an historic organizing drive involving BCTGM allies worldwide, these same workers voted overwhelmingly to join BCTGM Local 19 (Cleveland).

The workers hard work and

dramatically improve the members' health insurance coverage. In addition, the new contract also includes a buy-out provision for senior workers, and extensive military leave benefits.

However, according to one new member, the most important change to celebrate is the fact that Dannon workers in Ohio are now covered by a legally binding contract, protected by federal law.

According to BCTGM International President Frank Hurt,



▲ Members of the Dannon negotiating committee make final preparations before calling the ratification meeting to order.

the new contract is the culmination of a comprehensive organizing strategy that included extensive work in the Ohio community, as well as support from allies overseas. "This was a global struggle, one that included our brothers and sisters in Europe and Asia," said Hurt.

The Dannon Company is owned by the French food giant, Groupe Danone, which has unionized facilities throughout the world. The workers in Ohio received far-reaching support from Danone's unionized workers during the initial organizing drive.

The Local 19 bargaining committee was assisted by International Representative John Price.



▲ Members of the Dannon negotiating committee included Jimmy Long, Scott Barga, James Walterbush, Greg Meir, Bob Steinke, Bob Hall and Greg Rindler. Also pictured are stewards David Heuing and Derek Regula.

solidarity has paid off with a first collective bargaining agreement.

In October, more than 250 workers at Dannon Company's Minster facility ratified a five-year agreement. The pact contains standard contract provisions such as a grievance procedure, seniority rights, job bidding and vacations, along with annual wage increases, and inclusion in the Local 19 Health & Welfare Plan which will



▲ The Dannon workers review their first contract before voting for ratification of the agreement.



ENJOY A BCTGM-MADE



Holiday Season

Delight your friends and loved ones with holiday treats made by hard-working BCTGM members! Listed here is a sampling of the union-contracted companies that produce seasonal specialties.

Annabelle Candy Company

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

BCTGM Local 125 (San Leandro, Calif.)

Brown & Haley

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

BCTGM Local 9 (Seattle)



Concord Confections, Inc.

Double Bubble Bubble gum and gumballs in festive packages.

BCTGM Local 264 (Toronto, Ontario)

Dare Foods Limited

Holiday varieties of gums, jellies, hard candy and gift tubs including festive bags with "To/From" gift tags.

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.)



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.

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.)

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)

SHOP UNION & NORTH AMERICAN-MADE

for the holidays



Everyone is looking for unique items to give this Holiday Season, and there are few things as thoughtful to give the union member on your list than a union-made, North American-made gift. All of the below listed gift ideas are featured on ShopUnionMade.org, a website endorsed by the Union Label & Service Trades Department of the AFL-CIO.

Justice Clothing: The Race to the Bottom Ends Here

Justice Clothing's mission is to support democratic principles, workers' rights and economic sustainability through the sale and distribution of goods manufactured by workers protected by collective bargaining agreements.

Justice Clothing believes that workers have a right to earn a living free of the conditions that permeate many workplaces, including: unpaid or underpaid labor, sexual harassment, physical and psychological abuse, conditions dangerous to the worker's safety and health, coercion, threats of reprisal for exercising the rights guaranteed by the United Nations Convention on Human Rights, and threats of reprisal based upon workers' demands that the standards outlined by the International Labor Organization be met.

Justice Clothing purchases goods from factories located in the United States and Canada.

"If you don't mind buying clothing made by slaves, children, indentured servants, or workers who are paid pennies a day, we are not your kind of store."

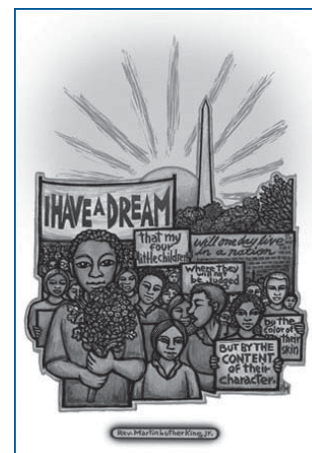
www.justiceclothing.com

Northland Poster Collection

Visit Northland Poster Collective for hundreds of ready and custom organizing products and materials celebrating Labor's culture and history and social justice.

"The posters, buttons, bumper stickers, and everything else we create are about hope. Hope is what makes change possible; change is what makes hope possible. You can count on us to find the words and images that will demonstrate that even the toughest challenges can be faced. Our task as artists, organizers, and educators is not to pretend that there is hope but to find it and make it visible."

www.northlandposter.com



USA Coffee Company

Only American workers and American jobs are involved when you buy any of the many types of coffee from the USA Coffee Company, which grows all of its coffee in Hawaii. From the growers and pickers and packers and shippers, to the freight and delivery and packaging and materials, the USA Coffee Company 100 percent American. And since the workers are union employees, you can be sure they are well-represented and their concerns for safety and working conditions are addressed.

www.usacoffeecompany.com



Voters **REJECT** Corporate Lies About Employee Free Choice

Voters last November 4 soundly rejected the misleading anti-union corporate campaign opposing the Employee Free Choice Act and overwhelmingly backed candidates who support working families.

A poll by Peter D. Hart Research Associates commissioned by the workers' rights advocacy group American Rights at Work shows that anti-union advertising was among the least important factors in determining voters' choices for U.S. Senate and that they continue to support making it easier for workers to join unions.

"No matter how hard corporate interests tried to mislead voters, it just didn't work. State by state, millions were spent, but the fact remains, the Employee Free Choice Act never became the wedge issue corporate interests sought," said American Rights at Work Chair David Bonior.

Six newly-elected senators expressed strong support for the bill, despite the millions of dollars the U.S. Chamber of Commerce and the business community spent to try and defeat them. The new senators—Rep. Mark Udall of Colorado, Jeanne Shaheen of New Hampshire, Rep. Tom Udall of New Mexico, Kay Hagan of North Carolina, Mark Warner of Virginia

and Jeff Merkley of Oregon—could play a key role in passing the legislation.

The bill did not come to the Senate floor last year after senators failed by nine votes to invoke cloture. The atmosphere also is different at the White House. While President Bush had promised to veto the bill, President-elect Barack Obama co-sponsored the bill in the Senate and has said he will work to pass the bill once he takes office.

Here are the main findings of the poll:

- Nearly two-thirds (60 percent) of voters believe it is important to pass the Employee Free Choice Act, and nearly one-third (31 percent) of voters strongly believe it should be a priority for Congress.
- When told about proposed legislation in Congress that would "make it easier for workers to form unions by allowing employees to be represented by a union when a majority of their co-workers sign cards saying they want to join that union," voters favor the Employee Free Choice Act by nearly two to one (55 percent favor; 28 percent oppose).
- Voters "are more than twice as likely to say big corporations

having too much power (50 percent) create a bigger problem for people like them than big labor unions having too much power (23 percent)."

- Overall, 55 percent of voters in these states say they approve of labor unions, compared with just 27 percent who say they disapprove.

"We have only seen the beginning of the fight to restore workers' rights in this country as we can expect more sound and fury from opponents of this bill. But voters have clearly spoken. In our current economic climate, the American public is hungry for measures to strengthen the middle class, and our new Congress should heed this call and make it a priority to pass the Employee Free Choice Act," concludes Bonior.

Workers are supporting the Employee Free Choice Act because it gives working people the freedom to make their own decision about whether and how to form a union. Working people are struggling to make ends meet and the Employee Free Choice Act will allow more people to bargain for better wages and working conditions—which in turn helps rebuild our middle class and create an economy that works for all.

It's Time to **Restore Workers' Freedom to Form Unions**

America's working people are struggling to make ends meet these days and our middle class is disappearing. The best opportunity working people have to get ahead economically is by uniting to bargain with their employers for better wages and benefits. Recent research has shown that some 60 million U.S. workers would join a union if they could.

But the current system for forming unions and bargaining is broken. Every day, corporations deny workers the freedom to decide for themselves whether to form unions to bargain for a better life. They routinely intimidate, harass, coerce and even fire workers who try to form unions and bargain for economic well-being.

The Employee Free Choice Act (H.R. 800, S. 1041), supported by a bipartisan coalition in Congress, would level the playing field for workers and employers and help rebuild America's middle class. It would restore workers' freedom to choose a union by:

- **Establishing stronger penalties** for violation of employee rights when workers seek to form a union and during first-contract negotiations.
- **Providing mediation and arbitration** for first-contract disputes.
- **Allowing employees to form unions** by signing cards authorizing union representation.

To: The New President and Congress

I urge you to enact the Employee Free Choice Act immediately. This crucial legislation will protect workers' freedom to choose a union and bargain, without management intimidation. Allowing more workers to freely join unions and bargain with their employers will help rebuild the middle class by expanding health care, improving retirement security and raising the standard of living for America's working families. My bargaining rights are worth working for and voting for!

Join the Million Member Mobilization

Sign the Million Member Mobilization for the Employee Free Choice Act and add your voice to this growing movement.

Help us deliver one million signatures to our new President and Congress in 2009!

Sign the Petition: www.freechoiceact.org/bctgm

★ Union Voters Help Drive

(Washington D.C., November 5)—Union voters played an important role in President-elect Obama's historic victory, delivering a critical bloc of support in swing states that helped propel Obama and other working family candidates to big wins, election-night polling released by the AFL-CIO shows.

Calling the victory in the presidential race and the expansion of majorities in the House and Senate a working families' mandate for broad-based economic change, BCTGM International President Frank Hurt joined with other AFL-CIO leaders in a promise to continue the large-scale mobilization to push through broad economic reform.

"The overwhelming victory of President-elect Barack Obama and the expanded Democratic majorities in the U.S. House and Senate mean a sea change has taken place in the American political process," BCTGM International President Frank Hurt said. "It represents the beginning of a leveling of the

field for working men and women in this country after eight years of devastating corporate control of our nation's political and legislative process. Led by a candidate with an uncommon ability to inspire hope, we reclaimed our country from those who are serving corporate interests and the privileged at the expense of everyone else," AFL-CIO President John Sweeney said.

Thousands of BCTGM members mobilized to support Obama. Local union members in Virginia, Nevada, Pennsylvania, Ohio, Colorado, Indiana, Minnesota, Kentucky, New Mexico, Illinois, Georgia, California, Oregon, Maine, and Mississippi spent countless nights and weekends knocking on doors, leafleting workplaces and phone banking.

The 2008 campaign was the largest, broadest and most targeted effort in AFL-CIO history. The program reached union members, members of union households, retirees and members of Working America, the AFL-CIO's community affiliate for workers who don't have a union on the job. In all, the AFL-CIO's program reached out to more than 13 million union voters in 24 battleground states. The AFL-CIO was engaged in 13 Senate races, 60 House contests as well as the presidential race.

More than 250,000 AFL-CIO volunteers—including BCTGM members—devoted themselves this campaign to talk to co-workers, neighbors and other union members about the stakes in this election.

BCTGM Local 42 (Atlanta) members from every plant represented by the local union volunteered to help with Labor 2008, according to Local 42 Business Agent Isaac Gobern.



L. 42 (Atlanta) members were joined by Georgia State Senator Nan Orrock outside the Kraft/Nabisco plant. Pictured here (left to right) is Stew. Darrell Lane, L. 42 Bus. Agt. Isaac Gobern, Orrock, and L. 42 Fin. Secy. Ruby Thomas.

Local 33G (Louisville, Ky.) Vice Pres. J.D. Howard (left) member Tony Williams and Pres. Roger Miller distribute fliers outside the General Mills plant.



At the L. 42-represented Unilever plant in Atlanta, hundreds of campaign fliers were distributed. Pictured here, from left, are Atlanta CLC members: Kenny Bradford and Chrisangela Kitts, Chf. Stew. Troy Thomas, Leadman Greg Smith, and member Fred Turner.

Historic Victory for Obama



“This election had the spirit and cooperation of our full membership and it was the member-to-member contact and rank-and-file engagement that yielded success,” notes Gobern. “I am so proud that Local 42 was able to contribute to the overall labor effort and represent working people. The detail and effort that went into Labor 2008—from national to state to CLC’s down to individual local unions—was nothing short of incredible,” adds Gobern.

Over the course of the campaign, volunteers made 76 million phone calls, knocked on 14 million doors and delivered 29 million fliers at worksites.

“We must all continue to work hard until the laws are in place that will ensure all working people their legitimate opportunity to form a union and negotiate a high-quality collective bargaining agreement with their employers,” Hurt concluded.



L. 42 Stew. Darrell Lane (left) and L. 42 Fin. Secy. Ruby Thomas (center) join Ga. State Senator Nan Orrock outside the Nabisco plant to pass out campaign literature. Before running for office, Orrock was an active BCTGM member employed at the Nabisco plant for 17 years.



L. 33G (Louisville, Ky.) Chf. Steward Glenda Clark (left) gives member Troy Breezy a Barak Obama flier outside the plant gates.



L. 167G (Grand Forks, N.D.) member Mark Froemke prepares for a Labor Walk.



From the left are L. 42 Stew. Darrell Lane, Atlanta CLC members Kenny Bradford and Chrisangela Kitts, L. 42 Bus. Agt. Isaac Gobern, and retired L. 42 Bus. Agt. Ronnie Jackson.



L. 57 (Columbus, Ohio) member Janie Griffin participates in a Labor 2008 phone bank.



Outside the Keebler plant, L. 42 Chf. Stew. Tyrone Walker passes out fliers.

L. 464 (Hershey, Pa.) member Kris Mills (right) takes a leaflet from L. 464 political coordinator Jake Long outside the BCTGM-represented Wilbur Chocolate plant in Lititz, Pa.



Notable Quotes

"It's good to have a president again. The last couple of years we haven't had one—or rather we have one who decided to give up after failing badly. This has been an especially painful vacuum during the collapse of the economy, and in the face of our diminished reputation in the world. There's been no one to reassure the country, and no sign that a leader was actually tending to the national well being."

—New Republic editor Franklin Foer

"It is the duty of the next Congress to write meaningful healthcare legislation that provides coverage for all Americans. We have a duty to enact it in law this year."

—Senate Finance Committee Chairman Max Baucus (D-Mont.), prior to meeting with Senator Ted Kennedy (D-Mass.), who has vowed to move a healthcare overhaul in 2009.

"Unless we restore the power of working people to bargain with their companies for a better life, economic growth will not be broadly shared and income inequality will not diminish."

—AFL-CIO Executive Council Statement, "Turn Around America: Enact the Employee Free Choice Act" (November 13)

"We saw more candidates campaigning on fair trade than in anytime in history. It's become a national priority."

—Senator Sherrod Brown (D-Ohio), a critic of the Bush Administration's free-trade agenda.

"What I find deeply concerning is that we are not here by accident. We are in this credit crisis because of a failed philosophy and a failed set of priorities that have rewarded greed."

—Senator Debbie Stabenow (D-Mich.) on the current financial crisis.

"Obama's gift is that he understood America's great secret, that Americans have a deep and abiding need to love one another, and that we only lack the courage to do so."

—Adam Serwer at American Prospect's Tapped blog



PAY EQUITY

a Focus for Canadian Labour

Unionized women earn 93 percent as much as unionized men, while non union women earn just 75 percent as much as non union men.

Many people see the issue of economic equality for women as rather outdated, although statistics show there is cause for concern. After many years of progress through the 1970s and 1980s, the gender wage gap in Canada has remained stuck since the mid 1990s at one of the highest levels in the advanced industrial world. The Canadian Labour Congress (CLC) wants to change that.

According to a recent CLC report “*Women in the Workplace: Still a Long Way from Equality*,” the pay gap has grown rather than narrowed even as women have become more highly educated than men, and even as most women have decided to have fewer children, later in life. According to the report, fully half of women aged 25 to 44 now have a post secondary qualification, compared to 40 percent of men, and women are participating in the paid labour force at higher levels than ever before. And yet, over the past decade the pay gap has grown.

Provincial governments have taken different approaches to this issue; some provinces have pro-active pay equity laws covering private sector workers (Ontario and Quebec), while others only protect public sector workers. Astonishingly, British Columbia, Saskatchewan, Newfoundland and Alberta have no pay equity laws whatsoever.

According to the CLC’s report, unions have made a significant difference to the gender pay gap. Unionized women earn 93 percent as much as unionized men, while non union women earn

just 75 percent as much as non union men. Unionization has improved wages and benefits for many working women, especially lower-paid women. However, unionization rates for women in the private sector are low, and lower than among men (14 percent compared to 23 percent.) Organizing women into unions and bargaining for greater equality must be part of labour’s efforts to close the pay and opportunity gap.

The OECD has found that the gender pay gap is lowest in countries like France and the Scandinavian countries which provide affordable, quality public child care services, and also the most family-friendly workplaces. In Canada, Quebec has led the way by not only launching a major child care program, but also by legislating a right to leaves from work to take care of family responsibilities, and greater rights for part-time and temporary workers.

The CLC has made several recommendations that would help ease the pay gap. Public policies that could help close the economic opportunity gap between working women and men span a wide range, from child care programs and pay equity laws, to Employment Insurance and public pension reforms, to improved minimum employment standards. The recent proposals of the Arthurs Report on federal employment standards included rights to unpaid leaves from work, rights to vary hours to meet family needs, equal treatment for part-time workers, new rights for temporary workers, and higher minimum wages.



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, 2007 through December 31, 2007. 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, 2007 were \$5,300,187.

Basic Financial Statement

The value of plan assets, after subtracting liabilities of the plan, was \$212,991,823 as of December 31, 2007, compared to \$202,142,481 as of January 1, 2007. During the plan year the plan experienced an increase in its net assets of \$10,849,342. 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 \$52,821,321 including employer contributions of \$25,282,002, employee contributions of \$172,477, realized gain of \$89,206 from the sale of assets, and earnings from investments of \$12,775,578.

Plan expenses were \$41,971,979. These expenses included \$5,087,013 in administrative expenses and \$36,884,966 in benefits paid to participants and beneficiaries. A total of 38,992 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. 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 \$14,388,690 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, 2007 through December 31, 2007. 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 \$509,385,238. These expenses included \$28,697,272 in administrative expenses and \$480,687,966 in benefits paid to participants and beneficiaries. A total of 119,246 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 \$6,449,805,912 as of December 31, 2007, compared to \$6,190,535,955 as of January 1, 2007. During the plan year the plan experienced an increase in its net assets of \$259,269,957. 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 \$657,030,979 including employer contributions of \$186,336,568 realized losses of (\$30,678,902) from the sale of assets, and earnings from investments of \$499,406,441.

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. information regarding any common or collective trusts, pooled separate accounts, master trusts or 103-12 investment entities in which the plan participates; and
5. 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 \$1,966,872.

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, 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.; Steven V. Bertelli, 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.; Dan Craig, Vice Pres., Labor & Employee Relations, Sara Lee North America; Thomas G. Kirchner, Sr. Director of Labor Relations, Kraft Foods; Lou Minella, Vice Pres., Labor Relations, Stroehmann Bakeries; John Wagner, Vice Pres., Labor Relations, The Kroger Co.



Stella D'Oro Strike

On August 14, 121 members of BCTGM Local 50 went on strike at the Stella D'Oro bakery in Bronx, N.Y. The striking workers have received tremendous support from labor, politicians and the community. A massive rally for the



Local 50 members was recently held outside the bakery to further raise awareness for the workers' struggle for dignity and respect. Pictured (left) are some of the striking workers and L. 50 Pres. Joyce Alston (far left) thanking the crowd for their solidarity and support.



Union Pride

BCTGM Local 351 (Albuquerque, N.M.) promoted the importance of BCTGM-made goods and union jobs at the New Mexico State Fair. Sara Lee Bakery donated bread and buns and Smith's Food and Drug donated decorated cakes for the local union to be given away to fair participants in an hourly drawing. According to L. 351 Pres./Bus. Agt. Earl Reed, the local union also passed out job applications and promoted the baking industry as good employment option for young people. Pictured here is Reed proudly displaying the Local 351-made goods.



Local 37 Educates

BCTGM Local 37 (Los Angeles) stewards pose for a photo following a successful shop stewards training seminar conducted in city of Commerce, Calif. in late September. The training was facilitated by L. 37 Pres. Danny Polanco, Secy.-Treas. Felipe Lopez, Bus. Agt. Robert Tercero and Bus. Agt. Phil Gonzalez. The two-day workshop was taught by Intl. Reps. Marco Mendoza and Blaine Williams.

SAVE-MY-HOME Hotline

Lots of people are facing hard choices because of the uncertain housing market, but union members and their families have an advantage that others don't have. You have the ear of knowledgeable, resourceful financial experts at the **Union Plus Save My Home Hotline**.

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.

The HUD-certified credit counselor can advise you on restructuring your payments, and may be able to find ways to free up enough money in your budget to keep your home. If you simply cannot make your payments, your counselor may have advice for working with the lender.

ADVICE DESIGNED ESPECIALLY FOR YOU

Fully-trained, HUD-certified counselors will discuss your individual situation and offer advice and guidance that is personalized for your situation. Save My Home Hotline housing counselors can:

- Provide a free budget and spending analysis to assess your current financial situation
- Explain how best to work with your lender and understand all of the options available to help you retain your home and prevent foreclosure.
- Protect you from future credit problems before you get too far behind on mortgage payments.
- Provide a written plan of action you can follow.
- Offer referrals to other resources, including credit and bankruptcy counseling, if appropriate.

IT'S FREE AND CONFIDENTIAL

Counseling offered by the Save My Home Hotline is confidential and free. The counselors at Money Management International (MMI), the nation's largest and most trusted full-service nonprofit credit counseling agency, are ready to help. MMI and its family of Consumer Credit Counseling Services agencies have helped consumers nationwide for more than 46 years by providing high-quality, comprehensive credit counseling, and education and debt management assistance.

In addition to telephone counseling, face-to-face counseling at more than 100 local offices in 22 states and the District of Columbia is also available.

MORTGAGE ASSISTANCE GRANTS

MMI has created a Preserving Homeownership And Savings Education Strategies (PHASES) program through a \$1 million grant from HSBC, the provider of the Union Plus Credit Card. PHASES grants can assist qualified homeowners in participating states who are experiencing temporary financial distress and who are past due on one or two mortgage payments. Grants are available to homeowners in 15 states: Arizona, California, Connecticut, Florida, Illinois, Maryland, Massachusetts, Michigan, Nevada, New Jersey, New York, Ohio, Pennsylvania, Texas and Virginia. Hotline counselors can determine if you are eligible.





Joseph Thibodeau
Executive Vice President



Frank Hurt
International President



David B. Durkee
Secretary-Treasurer and
Director of Organization

Happy Holidays!

Wishing all our members a happy and safe holiday season!