

BCTGM *News*

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Voices *in Unity* ☆☆☆
STRENGTH *in Solidarity*

INSIDE: Delegates-Elect to the 38th Constitutional Convention



the PRESIDENT'S MESSAGE

Setting the Course

For more than a year, the International Union's Executive Officers and Headquarters staff have been busily preparing for the BCTGM's 38th Constitutional Convention. Arranging for speakers, communicating with local unions and working out the multitude of details with the hotel staff and technical production crews are a few of the many activities that have been taking place on a daily basis to ensure a high quality, successful Convention.

All of this work takes place because, as the above section of the Constitution reminds us, the Convention sets the course for our International Union. Every four years, this rule-making body convenes to elect the officers who will lead the Union for the next four years, discuss the goals and aspirations for the organization and, most importantly, chart a clear path for achieving them.

I truly believe that delegates to the Convention take this responsibility very seriously, as evidenced by the strong competition among members to get elected as delegates.

We know that the membership has entrusted the delegates to the Convention with the very future of the organization they depend on every day to defend their rights and protect the standard of living of their families.

The Convention also provides a valuable opportunity for local union officers to connect with their fellow officers from across the two countries and from the broad spectrum of industries and companies we represent.

This interaction among delegates and the responsibilities they share create great energy and enthusiasm at each BCTGM Convention. As a result, officers and delegates leave the Convention site every four years with a renewed vigor and sense of purpose.

This year, nearly half of the delegates will be attending their first Convention. This is encouraging because it is evidence of the organization's vitality and the broad interest among the membership in the future of our Union.

For me, meeting and interacting with first-time delegates is one of the most enjoyable aspects of every Convention. They provide a unique perspective on the Convention process which I value a great deal.

While the upcoming Convention will focus on our organization's future, it is helpful to take a look back and assess our progress since the previous Convention.

Four years ago, we met at a time of unprecedented challenge and uncertainty for working people and the labor movement. We were confronting a relentless assault by governmental leaders who were determined to help the ultra-rich become even wealthier by putting the financial squeeze on working families and to make corporate interests even more powerful by harassing and stifling the work of labor unions.

Officers, delegates and staff left the 37th Constitutional Convention firmly dedicated to achieving one goal above all others—to do everything within our power to defeat the anti-worker, anti-union politicians who were running the country and replace them with people who would pursue policies that improve the lives and opportunities for working men and women.

Through tireless and highly-effective political work across this Union in 2006 and 2008, the BCTGM played a vital role in the historic labor effort that changed this country's political leadership.

This change has, no doubt, improved the situation for working people and organized labor. Some progress has been made in a number of areas such as health care reform and reigning in Wall Street and the big banks.

"All of the sovereign power, including the legislative, executive, administrative and judicial, of the Bakery, Confectionery, Tobacco Workers and Grain Millers International Union shall be vested in its Convention when in session."

Article III, Section 1 of the BCTGM Constitution

Further, Administration appointments at the Department of Labor, National Labor Relations Board, OSHA and other agencies affecting workers and the workplace have been positive particularly when compared with the bitter antagonism at these agencies under the previous Administration.

Nonetheless, we head into the 38th Constitutional Convention not fully satisfied with the level of aggressiveness and support from those we helped put in office on the legislative issues that matter most to working people. So much more needs to be done to put people back to work, create new, high-wage manufacturing jobs in North America and stop companies from giving our good jobs to low-wage workers around the world.

We are extremely disappointed that there has been no meaningful action in Congress on the Employee Free Choice Act. This legislation is vital if we are to organize more workers in our industries, protect the wage and benefit standards our contracts have set and build a larger, stronger union.

So, despite recent major electoral successes, the fight for economic and social progress continues because of the virtual stranglehold big business has on Washington policies and politicians. Massive campaign contributions have enhanced corporate influence in government and impeded labor's efforts to advance a pro-worker policy agenda for the country.

The upcoming 38th Constitutional Convention will tackle this new challenge head on. We will devise a plan to force these politicians to do the right thing more quickly and more often.

I have every confidence that we will be successful because history shows that when BCTGM delegates come together in Convention, we get the job done, and done right for the membership.

Frank Hurt
BCTGM International President





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President Hurt Meets with Ohio Senator Sherrod Brown

When meeting Ohio Senator Sherrod Brown for the first time, one is immediately struck by his down-to-earth, warm and enthusiastic energy. A true champion of working families, Brown has spent his career fighting for social justice and working class

rules are enforced so that workers get a fair shake. If we are going to do what needs to be done to bring employment back to this country, it means restarting our manufacturing base so that we can keep and grow union jobs in the United States,” notes Brown.

I am working with the Obama Administration to establish a real manufacturing policy so that trade laws are enforced and we don't see jobs go to Mexico.

values. In May, the Senator invited BCTGM International President Frank Hurt to his office to discuss issues of importance to the BCTGM.

Known on Capitol Hill as a “passionate progressive,” Brown is a critic of U.S. free trade policies that have caused the decline of the U.S. manufacturing industry and the elimination of American jobs. When asked by President Hurt what can be done to save the manufacturing industry, Brown said, “I look around this country and see that manufacturing is a ticket to the middle class. It creates wealth and gives people opportunities to build a middle class life. So I am working with the Obama Administration to establish a real manufacturing policy so that trade laws are enforced and we don't see jobs go to Mexico.

“America needs a manufacturing policy where the

As a member of the U.S. Senate Committee on Health, Education, Labor, & Pensions, the Senator continues to push for the passage of major labor law reform in the form of the Employee Free Choice Act.

“The Employee Free Choice Act goes to the heart of working families’ fight to reap the benefits of the productivity they helped create,” says Brown.

“We simply cannot give up on labor law reform. Just as manufacturing is the ticket to the middle class—carrying a union card is a ticket to the middle class. You look around America and you talk to people who got to go to college because their parents carried a union card—people who could afford to buy a decent car, live in a decent neighborhood, people who didn't have to worry as much about their future because

they had health care, they had a pension—all because they had a union card,” Brown told Hurt.

When Hurt asked Brown about the future of the Employee Free Choice Act he said, “We've got to do a better job as Democrats in the Senate, as union activists, and allies of the union movement, to speak out and educate the public on the importance of unions. My daughter is a union organizer—and to me personally, there is no higher calling than us working together to make sure more and more American workers have the opportunity to join a union.

“My commitment—and I know Chairman Harkin's commitment, is to find a way in the months ahead to make sure we can reform labor



law fairly. We're not asking for automatic authorization and union enrollment for everybody—what we are asking for is a level playing field, because the deck has been stacked against union organizers and workers trying to join a union for far too long in this country,” concludes Brown.

Brown was elected to the U.S. Senate in November 2006 after serving seven terms as a member of the House of Representatives.

Master Agreements Reached with General Mills and Pillsbury

On April 24, 2010 the BCTGM General Mills Bargaining Conference agreed to two new four-year master agreements that cover more than 2,400 members at General Mills and its subsidiary, Pillsbury. The two master agreements, which expire in 2014, are separate contracts, but were negotiated simultaneously.

The Conference is made up of delegates from all participating General Mills locals. The negotiating committee itself consisted of Tony Johnson, International Vice President; Blaine Williams, International Representative; Frank Mager, President Local 316G (West Chicago, Ill.); Tom Bingler, Business Agent Local 36G (Buffalo, N.Y.); Brad Schmidt, Financial-Secretary, Local 218 (Kansas City, Mo.); Tony Castro, President Local 59G (Lodi, Calif.); and Roger Miller, President Local 33G (Louisville, Ky.). Johnson acted as Chairman.

Preparations for the negotiations began in early 2009. With assistance from the International Research & Education Department, research and analysis was prepared for the lead negotiators and the bargaining conference. In April 2009, the General Mills Bargaining Conference met in Atlanta to strategize, share information,



Pictured here (front row, left to right) is negotiating committee members: Brad Schmidt, L. 218; Intl. Rep. Blaine Williams; Roger Miller, L. 33G; Tom Bingler, L. 36G; Region 4 Intl. V.P. Tony Johnson; Frank Mager, L. 316G; Tony Castro, L. 59G. Center, left to right, is Policy Committee members Jerry Ockenfels, L. 22; Juan Ramirez, L. 389G; Mark Lee, L. 57; Lillie Clark, L. 33G; Jeff Edwards, L. 59G; Charles Lake, L. 59G; John Highsmith, L. 59G, Conrad Boos, L. 218. Pictured in the back row are Policy Committee members (left to right) Rich Evans L. 33G; Tim Cox, L. 109G; Felipe Lopez, L. 37; Sid Smith, L. 389G; Rob Saksa, L. 109G; Theo Key, L. 389G; Ethan Weeks, L. 36G; Don Marciniak, L. 36G; Ken Hofert, L. 316G; Rich Henderson, L. 316G; Bob Kwosek, Jr., L. 316G.

analyze data, and evaluate possible proposals.

The Conference determined that one of the primary objectives should be further improvements to the pension plan, which had been significantly improved during the last round of negotiations. According to Johnson the membership wanted their pension to be a priority. "For the second straight bargaining cycle, we really focused in on pension—with great success," said Johnson. To that end, the negotiating committee was able to increase the pension multiplier by \$9.00 over the course of the contract.

The agreement also features an increase in the accident and sickness benefit, a pension multiplier increase in the event of a plant closing, an increase in dental coverage, renewal of the disability bank, and an increase in disability pension.

Of significant importance to the membership, the Company agreed to maintain all health benefits at no cost to the members. Wages are negotiated at the Local level.

According to Johnson, the key to the success of the negotiating committee was the time and energy that went into preparing for the negotiations. "We began preparing well over a year before we ever sat down at the bargaining table. It's fair to say our negotiating committee knows as much about General Mills as the company's executives do," said Johnson.

The General Mills agreement affects facilities in Avon, Iowa; Buffalo; Great Falls, Mont.; Kansas City; Lodi, Calif.; Los Angeles; Minneapolis and West Chicago.

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

BCTGM LOCAL FIGHTS BACK

To counter a bold anti-union campaign by its largest employer, the leadership at BCTGM Local 348 (Framingham, Mass.) embarked on an ambitious internal organizing campaign to educate, mobilize and strengthen its members at the New England Confectionery Company (NECCO).

In 2007, NECCO, maker of NECCO Wafers and Sweethearts Conversation Hearts, was acquired by private

equity firm, American Capital Strategies (ACAS). The new owners immediately began to attack the union, targeting the collective agreement's pension plan, successorship language, and wages.

To answer this offensive, the local union, with help from the International Union, reached out to its membership, held education seminars for stewards and activists, trained stewards on internal organizing tactics, and educated the membership about private equity. Local leadership also reached out to community organizations, and local and state politicians to inform them about what ACAS was doing.

One of the challenges the local union faced was communicating with the diverse nature of the workforce. According to Local 348 Business Agent, Wayne Matthews, ensuring that all employees

communicate with all the employees in the area of the plant for which they were responsible.

In addition, the Local recently held a BCTGM Workers' Rights Seminar featuring speakers that spoke on issues of great importance to many of the members in the NECCO plant. Speakers included Carlos Matos, Assistant Director, U.S. Department of Labor; Jose Antonio Aleman, General Consul, El Salvador; Anthony Zuba, Executive Director, Interfaith Worker's Justice Committee; Gladys Vega, Director of Organization, Chelsea Collaborative;



understood what was at stake was an absolute necessity. "Instead of seeing the language barrier as an insurmountable challenge, we saw it as an opportunity," said Matthews.

Local leadership began by translating its newsletters into several different languages including Spanish and Creole. It also tried to make certain that stewards could

Roberto Diaz, Union organizing committee chairperson, J.J. Cassone Bakery (New York, N.Y.); Edwin Argueta, Jobs with Justice; William Pena Lopera, WUNR 1600 Radio Am.

The Local raffled off prizes from local businesses, and a group of volunteers from NECCO made homemade food for the event. Over 100 NECCO workers attended the event.

"This seminar was part of our strategy of helping our membership both in and outside of the plant," said Matthews.

Supreme Court Sides with Employers

IN NLRB CASE

In a 5-4 decision on June 17, the U.S. Supreme Court ruled that the National Labor Relations Board (NLRB) cannot decide cases when it consists of just two board members. For more than two years the NLRB operated as a two-person board with three seats unfilled. The two-member board—made up of one Democrat and one Republican—issued nearly 600 decisions. Before the Court's decision, five federal appeals courts ruled that cases decided by the two-member board were valid.

Rhinehart. “By the barest of majorities, five justices rewarded New Process Steel and other corporations who challenged the two-member NLRB decisions as a delay method to avoid respecting workers’ rights.

“Workers in these cases now face further delay as the NLRB is forced to sort out and deal with the impact of the court’s decision. We regret that as a result of the court’s decision, workers in these cases will have to wait longer still for justice,” concludes Rhinehart.

delegated Board decision making powers to a designated group of three or more members [which the Board did in December of 2007], two members of that group may exercise the delegated powers....”

In his dissenting opinion Justice Anthony Kennedy wrote, “the objectives of the statute, which must be to ensure orderly operations when the Board is not at full strength as well as efficient operations when it is, are better respected by a statutory interpretation that dictates a result opposite to the one reached by the Court.”

Kimberly Freeman Brown, Executive Director of American Rights at Work, says the ruling, “after fierce corporate pressure, adds insult to injury for thousands of workers across America.... Decisions in cases already decided by the NLRB will have to be re-opened, needlessly delaying finality for workers who were led to believe they already had it.

“Notwithstanding today’s developments, the NLRB must still address serious issues faced by workers in this economy by enacting tougher remedies on lawbreaking employers, demanding swift justice for illegally fired workers, and protecting workers’ rights to a first contract to the fullest extent of the law.”

Justice John Paul Stevens wrote the court’s opinion, and was joined by Chief Justice John Roberts and Justices Antonin Scalia, Clarence Thomas and Samuel Alito. Justices Ruth Bader Ginsburg, Stephen Breyer and Sonia Sotomayor joined with Justice Kennedy’s dissent.

“... after fierce corporate pressure, (the ruling) adds insult to injury for thousands of workers across America ...”

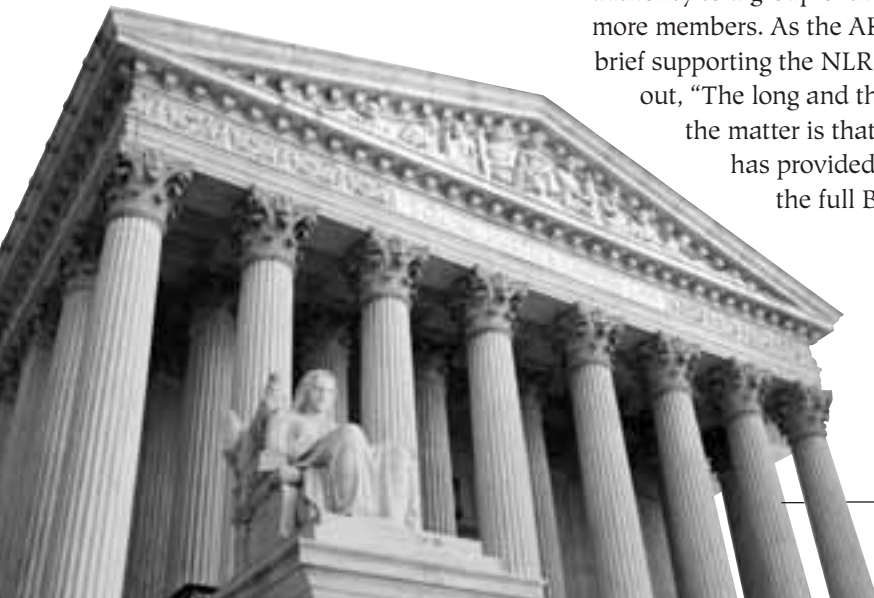
In March, President Obama used recess appointments to fill two seats after Republican senators blocked President Obama’s nominees for months.

Several employers objected to the two-person decisions and the Supreme Court agreed to review the issue in a case brought by New Process Steel.

“As has become the norm, workers are once again penalized by corporate stall tactics,” notes AFL-CIO General Counsel Lynn

According to BNA’s Daily Labor Report in March 2003, the Justice Department’s Office of Legal Counsel issued a memorandum finding that “if the Board delegated all of its powers to a group of three members, that group could continue to issue decisions and orders as long as a quorum of two members remained.”

In December 2007, when the NLRB had four sitting members and the terms of two of them were set to expire, it delegated its authority to a group of three or more members. As the AFL-CIO brief supporting the NLRB points out, “The long and the short of the matter is that Congress has provided that once the full Board has



BCTGM Local 114 Organizes Safeway Sanitors

On Thursday, June 3rd, sanitation department workers at the Safeway Clackamas Bread Plant in Portland, Ore. voted 10 to 2 to join BCTGM Local 114 (Portland).

The sanitation workers at this location endured an extensive anti-union corporate campaign by Safeway to convince the workers they were better off union-free.

The company brought in a human resource manager from California and local managers from other stores to subject the workers to numerous “voluntary” management meetings, some of which lasted two hours. Among other things, management informed workers that they would start from zero if they voted for the union, when in fact Federal law mandates that employers cannot take anything away once there is a vote to join the union.

After two decades of being non-union, the sanitation crew saw their numbers decline from 25 sanitors to 14 sanitors. Their jobs were replaced by low-paid temporary agency workers, while



their duties increased. The workers never knew what their next schedule would be, and they were regularly reminded by management that they were “employment at will” employees. Being non-union, the crew had no say in any of their working conditions.

Now, as part of BCTGM Local 114, the sanitation crew will negotiate to protect their jobs and have a say in their working conditions. The sanitors had their

first contract proposal meeting on Saturday, June 12th, and elected Steve Littleton as their first shop steward. The union has set negotiation dates with Safeway for mid July.

Local 114 Secretary Treasurer Terry Lansing thanks Local 114 Business Agent Shad Clark, International Representative Eric Anderson, and Sanitor Steve Littleton for advancing the rights of these workers.

Northwest Oregon Labor Council Honors Local 114 Retirees

BCTGM Local 114 Retirees Gene Beaudoin and Brenda Kenderdine were honored at the recent Labor Appreciation Night hosted by the Northwest Oregon Labor Council.

Beaudoin was honored for his 34 years of union membership, including his 18 years as a Local 114 Business Agent. In part, the award honoring Beaudoin read, “He had the talent of knowing all the jobs our members did, the talent of being able to enforce our contracts with our employers without generating adversity, and the talent of doing all with good humor and respect.”

Kenderdine was honored for her 24 years of union membership. Brenda began her baking career with Fred Meyer in Grants Pass, Ore. and retired from Oroweat in Beaverton, Ore. Kenderdine was also Local 114 Chairperson of the Local’s Trustees. In part, the recognition read, “You

are a person of the highest integrity with good old fashioned common sense. For that reason, you became our Chairperson of the Local Trustees.”



Pictured above are (from left to right): BCTGM L. 114 Office Manager Jan Almond; Business Agent Shad Clark; Gene Beaudoin; Brenda Kenderdine; and Secretary Treasurer Terry Lansing.

IT'S NO WONDER

Hostess Worker's Pride Shines in Philadelphia



While the name outside the Philadelphia Hostess Brands bakery has changed several times in the last few decades, the hard work and dedication of BCTGM Local 6 (Philadelphia)

members has remained constant as they continue to proudly produce some of

America's best known and loved products.

The bakery, located at 9810 Blue Grass Road, in an industrial corner of the city, has been under union contract since 1958. The facility was originally owned by Horn & Hardart Company—a food services company noted for operating

the first food service automats in Philadelphia and New York City. It was bought by the Penn Fruit Company (The Penn Fruit Company was a regional grocery chain in the Philadelphia and Baltimore areas that operated from 1927 until 1978) and used as a warehouse until it was acquired by Acme Markets in the early 1960s. The facility was bought by Continental Baking in 1988 and converted into a one of the largest wholesale bakeries on the East Coast. In 1995, when Interstate Brands Corp. acquired Continental Baking, the production of Hostess and Wonder brand bread and cakes began.



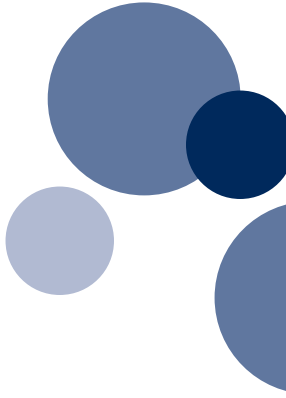
Local 6 workers employed at the bread and cake bakery produce Wonder, Nature's Pride, Hostess, and Drake's Cakes brand products. The Local 6 members take a great deal of pride and ownership in the products they make and the jobs they perform.

Tony Marone, who is the assistant chief steward, says "These are good people. We make a good living and we work hard." Marone has been a member of the union for 28 years and has been working at the bakery, "Since Wonder Bread came to Philly" 22 years ago.



Colleen McKinney, who is head packer for the HoHo Lines, has worked at the bakery for 22 years. At 71 years old, McKinney could retire at any time but chooses to continue to work because, "I like it here. This has been an excellent job. These people are like family to me."

A majority of the current workers have witnessed the many changes the bakery has gone through since the 1980s—most recently, the company's emergence from bankruptcy and its new name, Hostess Brands. Don Devlin, a machine operator on the HoHo Line who has worked at the plant since 1987, says, "We've lived through it all to fight another day."








Interstate Brands Corp. (IBC), a company originating in Kansas City, Missouri, was founded in 1930 by baker Ralph Leroy Nafziger. Nafziger came from a family of bakers, and he produced wholesale bread loaves packaged in a distinctive country-gingham wrapper, which were resold in grocery stores. Seven years after its incorporation, Interstate merged with another, much better established Kansas City baker, the Schulze Baking Company, Inc., which had been founded in 1893.



This move was the first of a series of acquisitions and mergers that Interstate undertook over the course of the next several decades, as the bread baking industry changed from a highly fragmented field, made up of a large number of small, independent, local operations, to a more consolidated industry, with a few big producers of national brands.



In 2009, upon emerging from bankruptcy, the company changed its name to Hostess Brands. As one of the nation's largest wholesale bakers, it employs about 21,000 workers, among them more than 6,000 BCTGM members.



L. 125 stewards share experiences from the shop floor during the educational conference.

California Stewards Hone Union Skills

On March 22 and 23, BCTGM Local 125 (San Leandro, Calif.) shop stewards attended a training program designed to strengthen and build their skills as local union representatives.

The educational conference was conducted by International Representatives Marco Mendoza and Eric Anderson. During the training, stewards focused on developing their union skills in grievance handling, arbitration, health & safety, collective bargaining and organizing. Working collectively, the stewards brainstormed common problems in the workplace and developed strategies to take back to their shop floor following the programs conclusion. Mendoza provided translation for the Spanish speaking stewards.

According to Local 125 Financial Secretary Donna Scarano, the training was well attended. "Our stewards are hard working, dedicated union men and women. They are always eager to learn how to better represent their fellow workers," notes Scarano.

"This was a great group of union members," recalls Anderson. "They especially enjoyed discussing individual workplace problems and coming up with common solutions. In all, I think they learned a lot that will help them back in the workplace."



L. 125 stewards listen carefully to the labor law presentation.



Above: Intl. Rep. Eric Anderson (left) and L. 125 retired officer Kenneth Young (right) explain how to file a grievance.



Left: The L. 125 stewards celebrated the end of the successful educational conference with a BCTGM made cake.

Supporting Workers' Friends in Congress



BCTGM throughout the U.S. have generously supported policy makers who continue to fight for working families. Pictured here are BCTGM local union leaders presenting pro-worker, pro-union candidates running for office with BCTGM PAC donations.

On April 2, BCTGM members were among several Idaho unions to meet Keith Allred, the Democratic candidate for Idaho Governor. The union members had the opportunity to discuss issues directly affecting union workers in Idaho. According to L. 283G (Twin Falls, Idaho) Steward Mark Schuckert, Allred "is a breath of fresh air for Idaho." Pictured here, from left to right, is BCTGM L. 283G President Brent Rambough, BCTGM L. 282G (Heyburn, Idaho) President Silas Smith, Christine Allred, Keith Allred and BCTGM L. 283G Financial Secretary Ken Wiesmore.



Above: BCTGM L. 62G President Kent Williams (right) presents U.S. Congressman Tim Walz with a BCTGM-PAC check to aid in his re-election campaign. Walz is currently serving his second term representing Minnesota's First Congressional District. The First Congressional District spans the southern part of Minnesota—from the South Dakota border in the west to the Wisconsin border in the east.



International Vice President Mike Konesko (left) and L. 326 (Detroit) Business Agent Nikee Craine (right) present a BCTGM-PAC check to U.S. Representative Gary Peters (D-Mich). Congressman Peters serves Michigan's 9th Congressional District in Oakland County.

Walk in My Shoes



The Union Label & Service Trades Department wants to know—what's your story?

"We want rank and file members to help us to illustrate the rich, diverse tapestry of hard working men and women who make up the American labor movement. They are proud of their work and proud of the contributions they make to their communities," explains Union Label Department President Richard Kline. "We want to demonstrate to American consumers and businesses that union labor gives added value in quality and reliability to products and services that are bought and sold."

In 150 words or less—accompanied by a picture of you at work—describe your life

as a union member and worker. The pictures and stories will be published in the Union Label Letter and posted on the Department's website—and may be used in posters and other promotional materials.

E-mail a Walk in Your Shoes to: ULSTD@unionlabel.org, or send by regular mail to:

Walk In My Shoes
c/o Union Label & Service Trades Dept. (AFL-CIO)
815 16th St. NW
Washington, DC 20005

2010

BCTGM Scholarship Winners



The BCTGM International proudly announces the winners of the 2010 BCTGM International Scholarship Program. Ten \$1,000 one-time awards were presented to the below students. The winners were chosen from a total of 171 applicants from the U.S. and Canada.

The BCTGM International Scholarship Program is an example of the union's commitment to higher education at a time when college costs continue to soar out of reach for many working families. Since 1962, the International has helped fulfill the educational dreams of students representing BCTGM families throughout North America.



Megan Thilmony, daughter of BCTGM L. 347G (Danville, Ill.) member Terry Learned, employed by Quaker Oats. Megan will attend the University of Illinois, Urbana-Champaign.



Christina Kata, daughter of BCTGM L. 3 (New York, N.Y.) member Jan Kata, employed at Pechter's Baking. Christina will attend Brown University.



Zachary Taylor, son of BCTGM L. 19 (Cleveland, Ohio) member Jerome Sudhoff, employed by Dannon. Zachary will attend the University of Alabama.



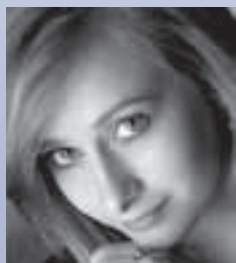
Eleanor Chang, daughter of BCTGM L. 31 (Long Beach, Calif.) member Lili Chang, employed by Von's. Eleanor will attend the University of Los Angeles.



Anna Vasylytsya, daughter of BCTGM L. 118 (Washington D.C.) member Viktoriya Vasylytsya, employed by Safeway. Anna will attend American University.



Michael Di Cenzo, son of BCTGM L. 19 (Cleveland, Ohio) member Danny Di Cenzo, employed by Alfred Nickles Bakery. Michael will attend Wheeling Jesuit University.



Olivia Scarlett, daughter of BCTGM L. 58G (Toledo, Ohio) member Robert Scarlett, employed by J. M. Smucker. Olivia will attend the University of Akron.



Melinda Bucher, daughter of BCTGM L. 19 (Cleveland, Ohio) member Brian Bucher, employed by Schwebel Baking. Melinda will attend the University of Akron.



Annetta Wright, a retired member of BCTGM L. 26 (Denver, Colo.) will attend the Community College of Denver.



Magdalena Horbacz, a member of BCTGM L. 426 (Toronto, Ont.), will attend Humber College.



Secure Retirement for Canadians: Enhance CPP

by Canadian Labour Congress President Ken Georgetti, as published in the Toronto Star on June 13, 2010

The countrywide campaign waged by the labour movement and citizens' groups for improvements to the Canada and Quebec Pension Plans is paying off.

We have been telling political leaders repeatedly that an improved CPP is far and away the best way to guarantee retirement security for Canadians, and our leaders are getting the message.

Federal, provincial and territorial finance ministers have been talking about pensions for a year now and will meet in Prince Edward Island today and tomorrow to consider their next move. We are pleased that some of the ministers have now announced that indeed they will support improvements to the CPP. Jim Flaherty, the federal minister, and Dwight Duncan, Ontario's finance minister, both said last week that they support CPP enhancements and have conveyed those sentiments to their fellow ministers.

The CLC's proposals also received a boost recently when mayors and councillors passed a resolution at their recent Federation of Canadian Municipalities convention calling for an expanded system of public pensions in Canada.

These leaders, including Mayors David Miller of Toronto and Gregor Robertson of Vancouver, as well as mayors and councillors from Alberta and elsewhere, are closer to their constituents than politicians at any other level of government. The mayors know first-hand how tough it is for their communities and their budgets when seniors are living in poverty. That's why they support labour's proposal.

We do have a pensions crisis in Canada. Most of us are not saving enough

to live comfortably in retirement. One-third of Canadian workers aged 24-64 have no personal retirement savings at all, and 61.5 percent of workers (11 million) have no workplace pension. There are 1.6 million seniors living in poverty.

Although the situation is serious, there are solutions at hand. An improved CPP is the safest, easiest and most secure way for Canadians to save for their retirement needs. The CPP is financed entirely by premiums paid by workers and their employers. The plan covers all working Canadians and it is portable no matter where we work or how often they change jobs.

It is financially solid and investment decisions are made by an independent board. The fees are the lowest pension administration fees in the country—less than 0.5 percent. Contrast that to the 2.5 percent management fees on most mutual funds and there is simply no comparison. Over a contribution lifetime, the two percent higher administration fees on mutual funds will eat away 40 percent of an investor's contributions. Where would you rather place your money?

The CPP will be there for us when we retire and for our children when they retire. The problem is that when the plan was introduced in the 1960s, it was designed to replace only about one-quarter of a worker's wages in retirement. The private sector was supposed to offer workplace pension plans as top-ups. Not surprisingly, they didn't live up to their part of the bargain.

The current average wage in Canada is approximately \$41,000 per year, and the maximum CPP benefit is about \$11,500. Our proposal to expand CPP benefits over time to more than \$21,000 a year is financially sound and a practical solution to the retirement security crisis. Expansion of benefits would be phased in and financed by a modest increase in the premiums paid by workers and employers. For someone earning \$30,000 a year, the increase would amount to just 6 cents per working hour annually.

Young workers would benefit the most, but middle-aged and older workers would benefit as well. An enhanced CPP, along with Old Age Security benefits and an improved Guaranteed Income Supplement for lower-income seniors, would significantly improve incomes for people in retirement today.

The finance ministers should not let this golden opportunity slip away. We know that the banks and financial services companies on Bay Street are lobbying hard to ensure that they don't lose out to an expanded public system based on an improved CPP.

These special interest groups have dominated the pension debate for too long. The challenge is to make sure that the voices of ordinary Canadians are heard and that their views prevail over those of a financial industry that has a vested interest in maintaining the status quo.

This is an important moment in Canadian history, much like the debate on health care in the 1960s. Canadians can either be forced to go it alone in planning for retirement security using the high fee products served up by the RRSP industry, or we can enjoy the benefits of an enhanced system of public pensions based on the financially solid and proven CPP. Let's hope our finance ministers get the message. There is no longer any excuse for delaying pension reform.



Union Made

Customers from throughout Oregon's Willamette Valley regularly drive to the small town of Stayton to buy Mike's Award Winning Sourdough brand bread. The man behind the dough is BCTGM L. 114 (Portland, Ore.) member Mike Cunial, who has been a union member for 21 years. Cunial began his career at the legendary Le Boulanger Bakery in the San Francisco Bay Area before moving to Oregon and going to work at Roth's Fresh Market in Stayton. He brought with him a 100-year-old sourdough starter given to him by the owner of Le Boulanger. The starter is from the same dough that won the Grand Prize Award for Best Sourdough at the San Francisco Fair and Exposition three years running from 1983 – 1985. Cunial has won several awards for his sourdough bread, including the National Retail Bakers Association award for the best bread in the Northwestern U.S. Pictured here is L. 114 member Debbie Woods (left) and Cunial.



Worker Day Rally

On May 1, BCTGM Local 1 participated in a march and rally commemorating May Day, also known as International Workers' Day. May Day is the commemoration of the 1886 Haymarket Massacre in Chicago, when Chicago police fired on workers during a general strike for the eight hour workday, killing several demonstrators and resulting in the deaths of several police officers. May 1 is a national holiday in more than 80 countries. Pictured here at the rally (back row, from left) is L. 1 Business Agent Rochelle Ross, L.1 Ex. Board Member Jorge Lamas, (front, from left) friends of L. 1 Angelica Lamas and Brian Lamas, L. 1 Rec. Secy. Beth Zavala and friend Karina Franco.



40 Years of Service

BCTGM L. 62G (Mankato, Minn.) recently honored members celebrating 40 years of union membership. Pictured here are award recipients (from left to right) Rick Gruber, Ken Determan, Dave Schultz, Bill Freeberg and Dan Williams. Not pictured is 40 year member Bruce Johnson.

George Meany Award

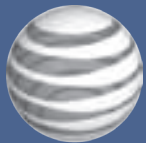
On June 15, BCTGM L. 25 (Knoxville, Tenn.) Fin. Secy./Bus. Agt. David Woods was presented the George Meany Award in a special ceremony conducted by the Knoxville-Oak Ridge Area Central Labor Council. The Award is organized labor's highest recognition for service to youth through Boy Scouts of America. The Labor Council has only presented this award six times in the last 35 years. Woods plays an important role in Troop 255 in South Knoxville and has served in various leadership positions. He has been a key trainer for the American Labor Merit Badge Clinic sponsored by the Labor Council. Pictured here at the awards ceremony is Woods (center) with his father Harold Woods (left) and his son Steven (right).



BCTGM

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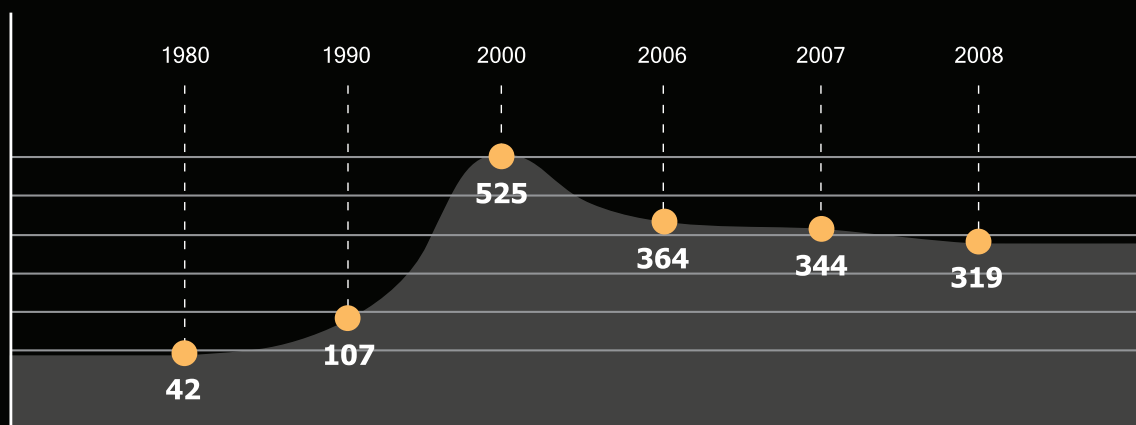


EXECUTIVE PAYWATCH

A chief executive officer of a Standard & Poor's (S&P) 500 index company was paid, on average, \$9.25 million in total compensation in 2009. At the same time, millions of workers lost their jobs, their homes and their retirement savings in the worst financial crisis since the Great Depression.

Executive pay has taken center stage since the \$700 billion government bailout of financial institutions. Americans expressed outrage as big banks helped create the financial crisis, took billions in taxpayer bailouts, paid out billions in pay and bonuses and are now lobbying on financial regulatory reform.

AVERAGE CEO TO AVERAGE WORKER PAY RATIO



Visit the Executive PayWatch site:

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where you can find CEO compensation data for some of the country's largest companies; learn how you, as a shareholder, can have your "Say-on-Pay"; and find out what you can do to ensure re-regulation of the financial system.