

# BCTGM

## *News*

SEPTEMBER/  
OCTOBER 2010

VOLUME 12  
NUMBER 5

*"The last election was about  
changing the guard.  
This election is about  
guarding the change."  
- President Barack Obama*

**VOTE ON NOVEMBER 2**



# *the* PRESIDENT'S MESSAGE

## VOTING FOR PROGRESS

### Standing Against Hate And Greed

As you receive this edition of the *BCTGM News*, the 2010 elections will be only days away. Because all elections have significant consequences for working families, the BCTGM is always very actively involved in the political process. This year's elections are no different.

In 2006 and 2008, the labor movement was the driving force behind the historic and vital political change that took place in the United States with the election of Barack Obama, a President dedicated to improving the lives of working men and women, and stronger pro-worker majorities in the U.S. Congress. I am very proud that the BCTGM played a major role in the success of the Labor 2006 and 2008 programs.

As important as those elections were in changing the direction of the country, what happens this November 2 will have an even greater impact on our future. This year's elections are about much more than which political party controls Congress, the statehouses and the governors' mansions.

Voters this year will determine whether America continues forward on a path toward greater social and economic progress for working families or lurches backward by returning to power the very same people who are responsible in the first place for the brutal unemployment and severe economic hardship so many Americans have been facing.

Voters will decide whether our government will continue to pursue policies that close the economic gap between the wealthy and working people or return to those policies that allowed the rich to get richer and working people and the poor to fall further and further behind.

Confronted by a President and congressional leaders who are standing up to corporate power for the first time in decades, the captains of industry, unleashed by a pro-business majority on the Supreme Court, are furiously dumping tens of millions of dollars into the political process to return to power politicians who will carry their anti-worker, anti-union, anti-regulation, pro-outsourcing water for them in Congress.

America is divided. Our politics have become more mean-spirited than ever before. Ultra-conservative politicians, tea party zealots and hate talk radio and hate television bullies feed on the economic fears of working people in order to regain power, advance a dangerous right-wing agenda and improve their ratings.

Day in and day out on their own network, Fox News, these phony patriots blame the economic problems in this country on union members, the poor, the disabled, the elderly, immigrants—any group except those truly responsible for the hardship—shameless corporate bosses, big bankers and Wall Street insiders whose greed knows no limits.

It is very discouraging knowing that so many working people accept as gospel the lies and distortions of multi-millionaire hucksters on hate talk radio and hate television. These self-serving liars laugh all the way to the bank as they shill for multinational corporations that

ship our jobs overseas and flood the airwaves with venom spewed at anyone in public life or any institution that dares stand up for fairness and opportunity for working men and women and protections for the most vulnerable in our society.

Make no mistake, if the Republicans are allowed back in power, their agenda will be even more extreme and harmful to working families and the social fabric of America than it was during the Bush era. The Republican Party is now controlled by individuals committed to outsourcing more American jobs, privatizing and raising the eligibility age for Social Security, gutting Medicare and eliminating workplace health and safety standards, unemployment compensation, the minimum wage and civil rights.

President Obama and congressional leaders have been making the tough but correct decisions. They saved the country from a catastrophic economic meltdown and have put in place reforms that will help prevent a future financial crisis. They are moving the nation forward in a way that benefits working people despite fierce opposition from Republicans and their bosses in the corporate boardrooms.

There is still much more to be done to put people back to work and rebuild the standard of living of the middle class. This can only be accomplished if citizens vote for progress over hate and greed on November 2.

**Frank Hurt**  
*BCTGM International President*





Official Publication of the Bakery, Confectionery, Tobacco Workers and Grain Millers International Union  
10401 Connecticut Avenue, Kensington, Maryland 20895-3961  
(301) 933-8600  
[www.bctgm.org](http://www.bctgm.org)

**CALM...**  
**ACPS**

**Frank Hurt**, Editor  
**Corrina A. Christensen**, Assistant Editor



**BCTGM General Executive Board**  
**President Frank Hurt • Secretary-Treasurer David B. Durkee**  
**Executive Vice President Joseph Thibodeau • Vice Presidents**  
 Steve Bertelli • Anthony L. Johnson • Sean Kelly  
 Micheal T. Konesko • Arthur Montminy  
 Robert Oakley • Randy Roark

**BCTGM General Executive Board Members**  
 Joyce Alston • Thomas Bingle • Edward Burpo  
 Butch Henley • Barry Jenkins • Johnny Jackson  
 Paul LaBuda • Richard Lewis • Danny Murphy  
 Vester Newsome • Ron Piercey • Donna Scarano  
 Brad Schmidt • Doyle Townson

BCTGM News (ISSN 1525-4860) is published bi-monthly by the Bakery, Confectionery, Tobacco Workers and Grain Millers International Union, 10401 Connecticut Avenue, Kensington, MD 20895-3961. Periodicals postage paid at Kensington, MD and at additional mailing offices. Subscription to new members only. Postmaster: Send address changes to BCTGM News, 10401 Connecticut Avenue, Kensington, MD 20895-3961.



# 'America Is One Nation and We Signify that Nation'



An estimated 175,000 union members and activists participated in the One Nation Working Together rally in Washington D.C. on Oct. 2<sup>nd</sup>.

On October 2, BCTGM members were among the estimated 175,000 union members and allies in the human rights, faith and workers' rights communities who converged on the Lincoln Memorial for the One Nation Working Together march and rally in Washington D.C.

More than 1,400 buses of union members from 17 states arrived in nation's capital for the rally. The union members joined civil, human, community, faith and environmental activists from more than 400 groups that endorsed the rally, "to restore economic justice and renew the American Dream for all of us."

Ed Schultz, the host of MSNBC's "The Ed Show," served as one of the event's master of ceremonies. "We are together. This march is about the power to the people," said Schultz. "It is about the people standing up to the corporations. Are you ready to fight back? This is a defining moment in America. Are you American?" Schultz asked the activists. "This is no time to back down. This is time to fight for America!"

Speaking to the crowd that spread from the steps of the Lincoln Memorial to the World War II Memorial, AFL-CIO President Richard Trumka

surveyed the vast crowd and told marchers, "America is here today. America is One Nation and we signify that nation."

Behind the voices of fear and hatred that have risen to dominate our national conversation, Trumka said, are the forces of "greed, the moneyed powers that put us in the economic mess we're in today. And we've got a lot of work to do to repair the damage that greed did to our country."

"Sisters and brothers, we come together today because America needs jobs. Good jobs, jobs that support families—all families. Jobs that give our young people paths of opportunity, not obstacles. Jobs that allow people to retire with dignity."

At a pre-rally gathering, AFL-CIO Secretary-Treasurer Liz Shuler congratulated the crowd for being motivated and mobilized to travel to the nation's Capitol for the One Nation event. "I hope you'll pledge to march again on 11-2-10—to the voting booths—and take your friends. And

cast your ballots for the economic patriots who believe America's best days are ahead, not behind us. Who believe in you. Who will invest in good jobs, in your future. Who will fight for you. For us," said Shuler.

Meanwhile, while the One Nation march and rally for jobs and economic justice was taking place in Washington D.C., thousands of other union members across the country were knocking on union family doors and volunteering to get out the vote on November 2. Hundreds of BCTGM members in battleground states knocked on doors and distributed fliers to spread the word that November 2 is about jobs and the candidates who will fight for jobs to rebuild the economy.

For more information on the One Nation Working Together movement visit, [www.onenationworkingtogether.org](http://www.onenationworkingtogether.org).



BCTGM participants included L. 358 (Richmond, Va.) Pres. Ray Daniels, Intl. Exec. Vice Pres. Joe Thibodeau, Asst. to Intl. Pres. Harry Kaiser, as well as Intl. staff and family members.

# BCTGM Protests American Capital's Greedy Strategies

**O**n September 15, BCTGM Executive Officers, BCTGM and AFL-CIO staff rallied outside the shareholder meeting of American Capital Ltd. in downtown Washington, D.C. to protest the company's investment strategies. In particular, the leveraged buyout of New England Confectionery Co. (NECCO), a company that has been under BCTGM contract for more than 50 years.

More than 500 members of BCTGM Local 348 (Framingham, Mass.) are employed at the NECCO plant in Revere, Mass. Union members produce the company's famous NECCO Sweethearts, the colored conversation candy hearts emblazoned with "Be Mine" or "Love U" that are popular on Valentine's Day. Other BCTGM NECCO products include Clark Bars, NECCO Wafers, Mary Jane, Mighty Malts, Haviland Thin Mints, Candy House Candy Buttons, and Squirrel Nut Zippers.

In 2007, American Capital purchased NECCO where members of Local 348 had made concessions to help keep the company afloat. While American Capital invested only \$100,000 in equity in NECCO Holdings, it has saddled the

company with nearly \$10 million in debt. The BCTGM believes this high debt level threatens NECCO's financial stability as a company as well as the jobs of Local 348 members it employs.

Since the acquisition, the fair value of American Capital's

**BCTGM Executive Officers and staff protested the "not so sweet" investment strategies of American Capital Ltd., the private equity firm that owns the BCTGM-represented NECCO plant in Revere, Mass.**

investment in NECCO Holdings declined from \$12.9 million in December 2007, to \$1.6 million as of June 30, 2010. American Capital restructured its debt after it had breached its financial covenants and its auditors had questioned American Capital's ability to continue.

American Capital is unique among leveraged buyout firms, explains BCTGM International Secretary-Treasurer/Director of Organization David B. Durkee, as it is publicly held and thus its leaders are accountable to shareholders and outside investors. The BCTGM holds shares in the firm and thus, was permitted to attend the meeting and voice concerns about the company's debt load.

Inside the shareholders' meeting, Durkee delivered a letter to from AFL-CIO President Richard Trumka to American Capital Chairman and CEO Malon Wilkus.

In the letter, Trumka argues that American Capital has borrowed too much money at exorbitant rates and workers will pay the price if the company doesn't get back on solid financial footing. He writes, "I strongly urge you to develop a new approach to financing American Capital's portfolio companies that will strengthen, not weaken, our country's economy. Highly leveraged capital structures that strain companies financially are especially counterproductive in these uncertain economic times. Debt should be used prudently as a supplement to a solid equity base, not as an alternative to it in the form of junk bonds with exorbitant interest rates. What was once common business sense needs to become so again," wrote Trumka.

Rallying outside the shareholders meeting, from left to right, is Asst. to Intl. Pres. Harry Kaiser, Dir. of Research & Education Ray Scannell, Intl. Sec.-Treas./Dir. of Organization David B. Durkee, Intl. Exec. Vice Pres. Joe Thibodeau and various AFL-CIO staff members.



# Working Families Benefit from New Health Care Rules



September 23rd marked the six-month anniversary of the day President Obama signed the landmark health care reform law and also the start date for several important provisions that will make quality health care more accessible and affordable for working families.

For Americans who purchase or join a new plan on or after September 23, 2010, insurance companies must:

**Cover recommended preventive services without charging out of pocket costs:** Services like mammograms, colonoscopies, immunizations, pre-natal and new baby care will be covered, and insurance companies will be prohibited from charging deductibles, co-payments or co-insurance.

**Provide an opportunity to appeal coverage decisions:** Consumers will be guaranteed the right to appeal insurance company decisions to an independent third party.

**Guarantee enrollees their choice of primary care provider:** Consumers will have their choice

of provider within the plan's network of doctors, including OB-GYNs and pediatricians, without a referral, as well as out-of-network emergency care.

Also, early retirees with high cost cases will have assistance from a new program that will allow plans to continue to provide benefits for 55 to 64 year olds. And rates for Medicare drug plans and Medicare Advantage will remain stable in 2011, compared with 15 percent increases this year.

Speaking at a health care gathering in Northern Virginia on September 22, Obama said, "All these things are designed not to have government more involved in health care. They're designed to make sure

that you have basic protections in your interactions with your insurance company; that you're getting what you pay for; that you have some basic measures of protection in interacting with the health care system, which means that you're not going to go bankrupt, you're not going to lose your house if, heaven forbid, you end up having an accident, and you're able to get the quality care that you need."

According to the White House, these three provisions will benefit up to 88 million people by 2013.

"Today we are one step closer to achieving quality, affordable health insurance for everyone in America. The legislation will help people who were previously uninsured and strengthen the protections offered to those who are already insured," says AFL-CIO President Richard Trumka.

For detailed information on health plans and updates on the new law, visit [www.healthcare.gov/](http://www.healthcare.gov/).

[www.healthcare.gov/](http://www.healthcare.gov/)





Since Tasty Baking Company in Philadelphia was founded in 1914, workers have been without a union. That all changed in August when Tasty Baking Co.'s bakers, warehouse workers, food-safety technicians, auto mechanics, and vending drivers voted to become members of BCTGM Local 492 (Philadelphia).

The company closed its old non-union North Philadelphia bakery and transferred production to a newly-built "green" facility located in the Philadelphia Naval Yard. According to the company, they took the abandoned industrial site and re-used the buildings as foundation material for the new bakery, which avoided clearing a forest and reduced construction waste. Additionally, the new bakery was built with features to obtain LEED-Silver certification. (LEED stands for Leadership in Energy and Environmental Design and acts as a report card for the environmental friendliness of a building.)

"When they transferred over to the new building, some of the workers didn't like the way it was handled as far as their seniority," notes BCTGM

International Representative Jimmy Condran, who assisted Local 492 in their efforts to organize the new bakery. "They felt they needed some security."

Newly-elected Local 492 President John Lazar has been aggressively involved in organizing campaigns during the last year

and his efforts finally paid off with Tastykake, notes Condran. Lazar says that this victory he has inspired him to continue the local's organizing efforts.

Condran characterized the campaign on both sides as professional, with neither management nor the union engaging in the kind of tough, no-holds-barred behavior that can accompany organizing. Neither side, he said, filed unfair labor practices against the other.

"There were the usual management meetings," he said, "but there wasn't a lot of bad blood."

Tasty Baking employs 870 people, including sales and corporate staff, as well as nonunion workers at a Chester County plant in Oxford, Pa.

As a native of Philadelphia, Condran said he was looking forward to buying Tasty Baking products—especially Peanut Butter Kandy Kakes, a longtime favorite that was forbidden in his home because the company did not employ union bakers.

"The Condran household now proudly welcomes TastyKakes," he concluded.

## Tasty Baking Workers Say "BCTGM YES!"



## What Makes a Green Bakery?

The LEED standards that certify the BCTGM-represented Tasty Baking plant as a Green facility are:

- A white, reflective roof, which minimizes heat-absorbing surfaces that contribute to global warming.
- No-mow, drought-resistant grass that uses less water.
- All wood doors and half of the wood used in the building come from certified sustainable sources that work to conserve trees.
- Paints and carpeting with low chemical content that reduce ear, nose and throat irritation.

- Refrigeration equipment uses environmentally friendly refrigerants to minimize emissions that contribute to global warming.
- Covered parking lot lights that reduce light pollution; bike racks and access to public transportation that reduce vehicle usage and pollution.
- Solar panels on the roof that provide power.
- A heat-recycling system, which reduces the amount of energy needed to produce products.

All of Tasty Baking products are packed in recyclable cartons and cases that save trees.



# 'I Would Join a Union'

An Op-Ed by AFL-CIO  
President Richard Trumka

**M**ore than 70 years ago, President Franklin Roosevelt said, "If I were a worker in a factory, the first thing I would do would be to join a union."

Barack Obama recently referenced FDR's statement and took it further:

*I think that's true for workers generally. I think if I was a coal miner, I'd want a union representing me to make sure that I was safe and you did not have some of the tragedies that we've been seeing in the coal industry. If I was a teacher, I'd want a union to make sure that the teachers' perspective was represented as we think about shaping an education system for our future.*

Like Roosevelt's, Obama's words were spoken in the midst of painful economic upheaval—the recession that almost became the second Great Depression.

So why are the benefits of joining a union so clear to presidents when the bottom falls out of the economy?

Several reasons.

In both cases, the revered financial sector failed our country and left working families with the disasters of joblessness, destruction of wealth and little hope for climbing out.

In both cases, the presidents realized that stimulating the economy—reviving consumption—was essential at a critical moment. And unions, which enable working

people to bargain fairly with employers for decent wages and family-sustaining benefits, make that possible.

In both cases, presidents knew that if the powerful minority continued to grow more powerful and the rich minority grew richer while people who work for a living suffered horribly, the fundamentals of our nation would not be sustainable.



AFL-CIO President Richard Trumka

They knew what unions are—people. People who come together to improve their workplaces, improve their lives, strengthen their communities and have a real voice for social and economic justice in public policy.

They knew unions could build and now rebuild the middle class, the engine of democracy and of national prosperity.

They knew unions could make "Made in America" a symbol of national pride and an imprimatur that means quality.

They knew unions could bring balance to our workplaces

and win protection from abuse—whether it was federal prohibition of child labor in Roosevelt's day or crackdowns on dangerous coal mine operators and Wall Street rogues today.

I did work in a coal mine—so I know first hand how right President Obama was. In 1890, the mine workers who came together in Columbus, Ohio to form their union were black and white, they spoke more than a dozen native languages. They had dirty, dangerous jobs. Bosses cheated them on paychecks, charged them for the tools they used and placed less value on their lives than on the lives of the mules hauling the coal.

But when they joined together as workers who shared a common fate, they began to build a better life. And when they built a better life for themselves, they helped build a better life for everyone in America. When they sent their children to college, America got a better education.

That's what a union meant a hundred years ago, 70 years ago. And it's what a union means today.

Working people coming together to build a better life. To build a middle class. To build opportunity for the next generation. To foster social and economic justice at work and in our society. To strengthen democracy and spread prosperity throughout America.

Today's unions—that's who we are.





**It was 1909 when Swiss immigrant Alfred Nickles** began counting his nickels and dimes as a one-man bakery-shop operator in Ohio. Today, the company he founded, Alfred Nickles Bakery, is one of the largest independently owned bakeries in the United States.

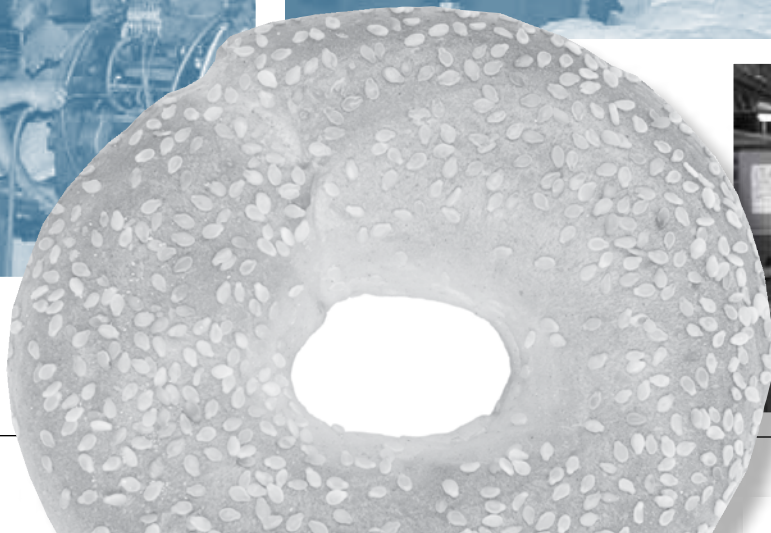
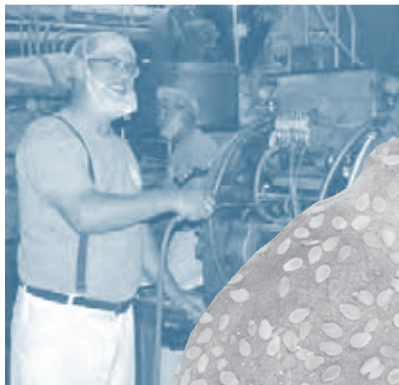
Since 1965, the workers at Nickles' bakeries in Navarre and Lima, Ohio have been represented by BCTGM Local 19. Bakers at the company's Martins Ferry, Ohio location ratified their first union contract in 1971. Local 19 represents production and thrift store workers at all three locations as well as drivers at the Martins Ferry bakery.

Alfred Nickles Bakery makes and delivers fresh-baked goods—bagels, bread, breadsticks, dinner rolls, hoagies, hot dog and hamburger buns, cakes, pastries, sweet rolls and donuts—to retail food and foodservice operations in the Midwest.

The photos here are of Local 19 members at all three locations.



# Rising Union







# Pride in Ohio



# California Adopts First Diacetyl Standard in North America

**O**n September 16, the California Occupational Safety and Health Standards Board adopted a new standard to protect workers from irreversible lung disease caused by exposure to diacetyl, a butter flavoring used in many food products, including microwave popcorn, snack cakes, baked goods and other snack products. Exposure to diacetyl can cause the debilitating lung disease, bronchitis obliterans, and it can be life threatening. The disease is commonly referred to as ‘popcorn lung’ after several healthy, non-smoking, microwave popcorn production workers were diagnosed with the disease in the 1990’s. Several of those workers died from it.

The BCTGM, along with other unions in the food industry, have been fighting to have diacetyl regulated for more than a decade.

With this standard, California becomes the first state to regulate the use of diacetyl and other butter flavorings. Twenty-five states administer their own occupational safety and health programs; the remaining states are regulated under federal OSHA, which is part of the Department of Labor.

The new standard will apply to all places of employment where food products or flavorings are manufactured, processed or used and one or more of the processes use diacetyl at one percent or more by weight. The standard will also apply to any food or flavoring manufacturer using diacetyl or other butter flavoring—at any

concentration—when an employee has been diagnosed with work-related fixed obstructive lung disease.

Over the last two decades, the National Institute for Occupational Safety and Health (NIOSH) conducted several studies that confirmed the link between occupational exposure to artificial butter flavoring and

**“This is a long time coming, and while the standard is not everything we wanted, it certainly is a good start.”**

BCTGM International  
President Frank Hurt

lung diseases. In 2000, they issued recommendations to a Missouri microwave popcorn plant about protecting workers from this hazard, and in 2003 they sent an alert recommending safeguards to 4,000 businesses that might use or make butter flavoring. In 2004, NIOSH issued a report definitively identifying diacetyl as a cause of bronchitis obliterans.

Almost immediately, concerned scientists, victims groups and labor unions, including the BCTGM, began asking federal OSHA to issue an emergency standard. OSHA refused.

Following OSHA’s refusal to issue an emergency standard,

Congresswoman Lynn Woolsey (D-Calif.) introduced legislation that would require OSHA to set an interim and final standard (within six months and two years, respectively) for occupational exposure to diacetyl. In a letter to members of Congress before the legislation was voted upon, BCTGM International President Frank Hurt wrote, “Congressional action is needed immediately” because OSHA, under President Bush, had failed to respond to the crisis. The House passed the legislation on September 26, 2007. The Senate has yet to act on this issue.

At the same time, several unions petitioned Cal/OSHA to issue an emergency standard for diacetyl until a permanent standard could be established. While the agency declined to issue an emergency standard, it immediately began work on a permanent standard. The BCTGM, along with other labor organizations, submitted official comments to Cal/OSHA for consideration when drafting the standard.

“This is a long time coming, and while the standard is not everything we wanted, it certainly is a good start”, said BCTGM International President Frank Hurt. “It is our hope that other states and the federal government will follow suit.”

OSHA, under the guidance of President Obama-appointee David Michaels, has made regulating diacetyl a priority.



# NLRB Rules Stella D'Oro Workers Owed Back Pay

**B**CTGM Local 53 (New York, N.Y.) members who lost their jobs when Stella D'oro shuttered its Bronx biscuit plant last October could get millions of dollars in back pay and benefits as a result of a recent decision by the National Labor Relations Board (NLRB).

In a 2-1 ruling, the labor board affirmed a June 2009 decision of an administrative law judge, who ruled that Stella D'oro violated federal labor law when it refused to furnish detailed financial statements to the BCTGM during contract negotiations last year to back up claims that it needed concessions in order to survive.

The company's "unlawful refusal to provide the union with requested relevant information



Stella D'oro workers returned to their jobs at the Bronx bakery in July 2009 after an 11-month strike only to learn the company was sold and production was being moved to a non-union bakery.

precluded a lawful bargaining impasse," the ruling said.

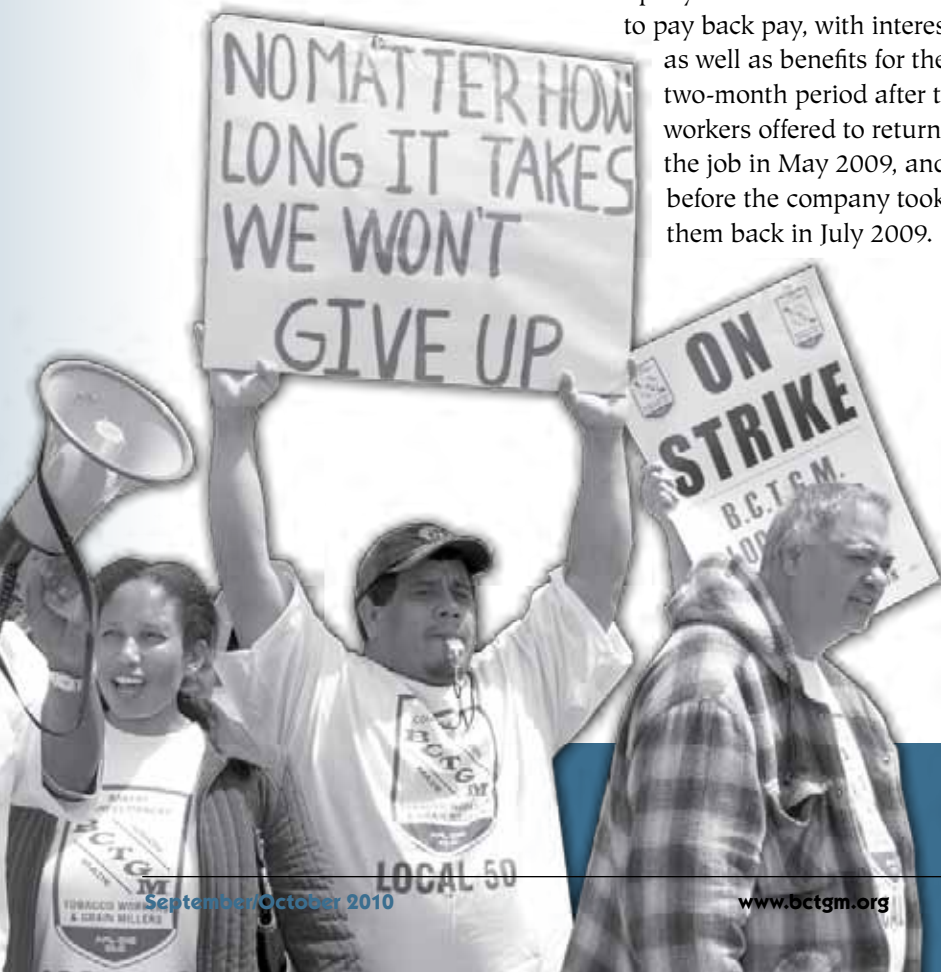
The ruling confirms that the 136 members of Local 53 were forced into a year-long strike by the company and orders Stella D'oro to pay back pay, with interest, as well as benefits for the two-month period after the workers offered to return to the job in May 2009, and before the company took them back in July 2009.

## Bitter Struggle

In July 2009, after an 11-month strike, the Stella D'oro workers returned to their jobs producing cookies and breadsticks only to learn the company was sold to Lance Inc. and production was being moved from its 78-year home to a non-union bakery in Ohio.

The closing of the factory followed a bitter struggle between the Local 53 and Brynwood Partners, a Connecticut-based private equity firm that bought Stella D'oro in 2006 for \$17 million. The Local 53 workers went on strike in August 2008 after management demanded steep wage and benefit cuts.

The amount owed to workers could total between \$3 million and \$4 million. Incidentally, there's a documentary about the workers' strike in the works for HBO. The factory remains empty with a \$30 million sale price.





## NLRB Decision to Streamline Process for Unlawfully Fired Workers

**O**n September 30, the National Labor Relations Board (NLRB) took an important step toward leveling the playing field in America's workplaces—a step that couldn't come soon enough for working families. The agency has outlined a plan to streamline its process to seek federal injunctions when employers unlawfully fire workers during union organizing campaigns. This

approach will at least ensure that illegally fired workers can get back to work without delay.

There's no question that this NLRB initiative is both sorely needed and critical to ensuring that the law is effectively enforced. According to recent studies, over one in three employers fire workers for their support of a union during NLRB election campaigns. Far too often, fired workers have had to wait months or even years for justice because of procedural delays

that unscrupulous employers use to their advantage. And for every worker fired with no recourse to swift reinstatement, 395 coworkers get the message: they could be next.

"I commend the NLRB for taking this first step to restore balance in our workplaces, and look forward to more progress for workers' rights in the coming months and years. We protect workers' rights to form a union and bargain collectively for a brighter future," notes BCTGM International President Frank Hurt.

## Former AFGM President Larry Jackson Dies

**Larry Jackson, former president of the American Federation of Grain Millers (AFGM), died on August 28 in his native Omaha, Neb. He was 69.**

Jackson served as president of the AFGM preceding the January 1, 1999 merger between the Bakery, Confectionery and Tobacco (BCT) International Union and the AFGM, creating the BCTGM.

Jackson graduated high school in 1959 and joined the union when he went to work at Kellogg in Omaha. From union steward, Jackson rose to general president of the AFGM. He was inducted into the Nebraska State AFL-CIO Labor Leaders Hall of Fame in 2009.

"He was as well-liked by membership as he was by management teams. He had the same sort of respect from the companies he worked with," said his son, Joe Jackson.

The American Federation of Grain Millers has roots stemming back to the 1800s. In 1936, the National Council of Grain Processors was formed when federal grain milling unions agreed to unite as a national union under the AFL in 1941, the council was renamed the American Federation of Grain Processors and in 1948 was granted an international charter as the AFGM. Shared goals and industries caused the merger between the BC&T and AFGM.

In addition to Joe, survivors include his wife, Jean M. Jackson of Omaha; sons Rick of Coppell, Texas, and Rob of Omaha; and four grandchildren.



## 2011 BCTGM International Scholarship Program

The BCTGM International Scholarship Program will award ten \$1,000 one-time scholarship awards in 2011. One of the scholarships is reserved for a Canadian and up to three of the 10 are designated for active members of the BCTGM. The deadline for applications is January 31, 2011.

To learn more about this special BCTGM membership feature, you can find the official rules and regulations for the 2011 BCTGM International Scholarship Program and the application on the International's website, [www.bctgm.org](http://www.bctgm.org).





# Canada Bread Workers in Quebec Join BCTGM



Like most organizing campaigns, there were a lot of ups and downs for the workers of Aliments Martel, a new subsidiary of Canada Bread in Gatineau, Quebec. Workers at the facility make sandwiches, subs and wraps.

When workers at the Gatineau facility approached BCTGM Local 55 (Montreal, Quebec) in 2009 about joining the Union, the worker's spirits were high. They knew that the BCTGM represented Canada Bread workers across Canada and had a long, stable relationship with the company. That seemed to bode well for the workers at Martel, which Canada Bread had acquired in 2008.

But despite that relationship, as well as favorable labor laws in the province of Quebec, Aliments Martel management did what they could to keep their workers from joining the BCTGM.

Immediately after the company found out about the organizing campaign, workers at the plant were told that if they joined the union, the plant would be closed. Workers were also told that if they signed authorization cards, they

would be fired. Predictably, support for the organizing effort waned substantially.

However, a few months into 2010, the campaign was revived. According to BCTGM International Organizer Sylvain Gagne, a new plant manager had decided not to wage an anti-union campaign. "To be sure, he did not want his employees to unionize, but he did not threaten workers like the previous plant manager had," said Gagne.

With a more level playing field, Gagne and the Local 55 leadership, including Business Agent Éric Dumoulin, Financial Secretary Martin Cayer and local secretary Josée Sigouin, moved the organizing drive into high gear. The organizers began by helping workers in the plant form an organizing committee. The committee helped educate other workers about the benefits of joining the BCTGM and clear up any misunderstandings some workers may have had about unions.

According to David B. Durkee, BCTGM International Secretary-Treasurer and Director of Organization, having an active organizing committee in the plant is absolutely vital to the success

of an organizing drive. "Having a dedicated inside organizing committee is the difference between success and failure," said Durkee.

By May, a majority of workers in the plant had signed authorization cards which Local 55 immediately submitted to the Quebec Labour Board for certification. Quebec's provincial labor laws have "card-check recognition" which certifies the union if a majority of workers sign authorization cards.

Initially, the workers were elated. However, the Company contested the make-up of the bargaining unit and a hearing was scheduled for June. In July, the Quebec Labour Board certified Local 55 as the official representative of the workers at the Gatineau plant and negotiations on a first contract was scheduled to begin in October.

"It was an intense campaign, but thanks to the resolve of the Martel workers, the commitment of Local 55, and the support of the International, we prevailed," said International Vice President Sean Kelly.

Canada Bread is one of Canada's largest baking companies with facilities throughout Canada. The BCTGM represents over 2,000 Canada Bread workers in North America.





## BCTGM-PAC

On June 19th BCTGM L. 114 (Portland, Ore.) held its 10<sup>th</sup> Annual Golf tournament. The tournament was first organized in 2000 by former Bus. Agt. Gene Beaudoin and Mike Marchand, a L. 114 member at Kroger Clackamas Bakery. The

annual event raises money for BCTGM-PAC. The tournament is sponsored by American Income Life (all Union Insurance Benefit company) and Sunrise Dental (all Union Dental Offices). Pictured here are participants in this year's event.

## New GEB Member

During the 81<sup>st</sup> session of the BCTGM International General Executive Board (GEB) in Washington, D.C. on May 22, BCTGM L.36G (Buffalo, N.Y.), Bus. Agt. Thomas Bingler was elected by acclamation to fill the GEB position in Region 1 vacated by L. 50 (Greater New York, N.Y.)



President Narciso Martas. Bingler was sworn in at the 82<sup>nd</sup> session of the GEB in Las Vegas on July 25. Pictured here, Intl. Pres. Frank Hurt (left) administers the oath of office to Bingler (right).

## Labor Day

Nearly 200 BCTGM L. 342 (Bloomington, Ill.) members and families participated in the 2010 Labor Day parade in Bloomington. Nestlé donated candy and its "Willie Wonka" costume to the local to add fun and excitement to the annual event. L. 342 Trustee Jake Johnson donned the costume while handing out candy to the crowd. Pictured here (left to right) during the parade are L. 342 members Patsy Buchanon, Johnson as "Willie Wonka" and Kim Winsted.

## Cinco de Mayo

BCTGM L. 1 (Chicago) Rec. Secy. Beth Zavala accompanied her husband, Moises Zavala, Dir. of Organizing for UFCW L. 881 (Chicago), to a special Cinco de Mayo celebration hosted by President Obama and First Lady Michelle Obama in the White House Rose Garden on May 5. Among the guests at the invitation-only event included Secretary of Labor Hilda Solis, former AFL-CIO Exec. Vice Pres. Linda Chavez Thompson, Mexico's Interior Secretary Fernando Gomez Mont, various Members of Congress, and Cabinet Members. Pictured here in the Rose Garden is Chavez Thompson (left), Zavala (center) and Solis (right).





# SAVE on College Test Preparation from BCTGM

The rising costs of education are a hurdle for working families. But thanks to a new BCTGM Power/Union Plus discount, as a union member, you and your children can now afford the preparation needed to get the college edge. Save up to 60 percent on The Princeton Review's college preparation classes with your BCTGM Power/Union Plus College Test Preparation Discount.



## Save on SAT and ACT Online and Classroom Courses

Prepare your high school students for their college entrance exams with the BCTGM Power/Union Plus College Test Preparation **60 percent discount on the SAT Online course**. This popular self-paced course provides 20-30 hours of highly interactive lessons with the convenience of an online course. Discounts are also available on in-person classes or personalized tutoring.

## College Affordability and Admissions Courses Lessen the Stress

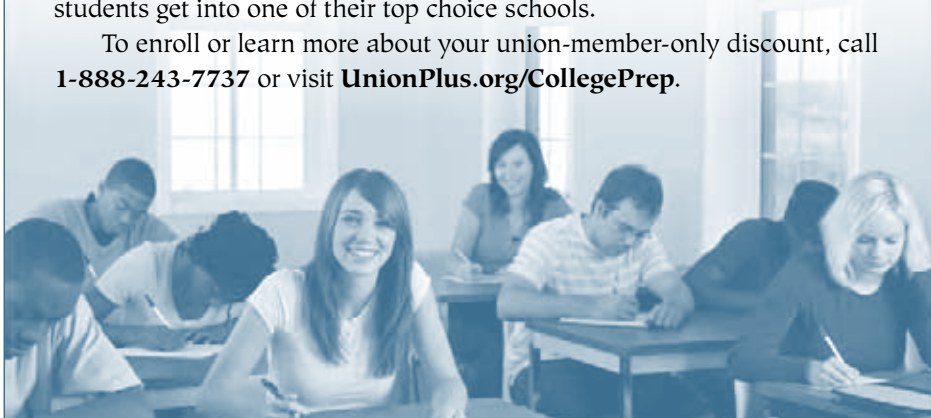
When you have questions about financial aid or applying for college, who can you go to for help? The Princeton Review provides answers so you don't make costly mistakes as you navigate the college research, application and financial aid processes. Union members can **save 50 percent on online College Affordability and Admissions Courses** by visiting [UnionPlus.org/CollegePrep](http://UnionPlus.org/CollegePrep).

## Graduate School Tests

Union families can **save 20-50 percent on GRE, GMAT, LSAT or MCAT test prep**. The Princeton Review's expert teachers will help you master the content and gain test-taking skills.

The Princeton Review has been a trusted advisor for college readiness since 1981 and with the new Union Plus College Test Preparation Discount, you and your immediate family can be sure you'll be at your best on test day. In fact, 90 percent of The Princeton Review's students get into one of their top choice schools.

To enroll or learn more about your union-member-only discount, call **1-888-243-7737** or visit [UnionPlus.org/CollegePrep](http://UnionPlus.org/CollegePrep).



## BCTGM Local 22 Daughter Awarded BCTGM POWER Scholarship

**Stephanie Bates of Chaplin, Minn., the daughter of Local 22 (Minneapolis, Minn.) member Orville Bates, has been awarded a \$500 Union Plus scholarship.**

While most teenagers her age were thinking about getting hired for their first job, Bates started her own nonprofit organization when she was only 14 years old. Thanks to her father's long BCTGM membership, Stephanie has grown up valuing job stability, health care coverage and good wages.

In addition to Stephanie Bates, 121 students representing 42 unions were selected from more than 5,000 applicants to receive scholarships from Union Plus.

Union Plus Scholarship awards are granted to students attending a two-year college, four-year college, graduate school or a recognized technical or trade school. Recipients are selected based on academic ability, social awareness, financial need and appreciation of labor.

Visit [UnionPlus.org/Education](http://UnionPlus.org/Education) for 2011 applications and benefit eligibility.

# This election is about one thing. We need **GOOD JOBS NOW**



**We are in a jobs crisis.** While Wall Street has gotten richer, too many workers have lost their jobs or fear a pink slip may be coming at any time.

Corporate CEOs and management lobbyists—the same greedy people who wrecked our economy—are spending more than \$100 million in this election cycle to make sure their favorite corporate politicians protect business as usual.

Now isn't the time for working families to bow out. **It's time to fight back!**



This election cycle, if our elected officials and candidates want our support, they're going to have to support a strong Working Families Agenda.

- Create jobs and put people back to work.
- Protect public—and private—sector jobs.
- Invest in vital public services and infrastructure projects.
- Rebuild our manufacturing sector.
- Fund unemployment and COBRA assistance.
- Hold Wall Street accountable for its greed.

Support candidates who **REALLY** support working families.