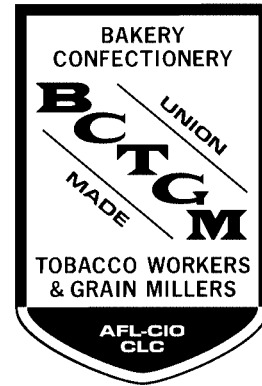


Welcome From President Frank Hurt



Dear Brother/Sister,

Welcome to the BCTGM International Union. You are now part of a proud tradition of unionism in the baking, confectionery, tobacco, grain milling and other food processing and manufacturing industries. Men and women throughout the United States and Canada who work under similar conditions and perform essentially the same job responsibilities as you do are united through the BCTGM to achieve better working conditions and a voice in the workplace.

Our organization includes local unions, which organize workers in our industries in specific geographic areas. The local union you have joined is as strong as the unity and solidarity you have with your co-workers.

I encourage you to become an informed and active member, and work with us to bring dignity, justice and respect to the workplace.

This booklet has been produced to give you a brief overview of the BCTGM. We are happy to have you as one of our members!

Sincerely and fraternally,

A handwritten signature in cursive script that reads 'Frank Hurt'.

Frank Hurt
International President

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become an informed
and active member, and
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respect to the workplace.*