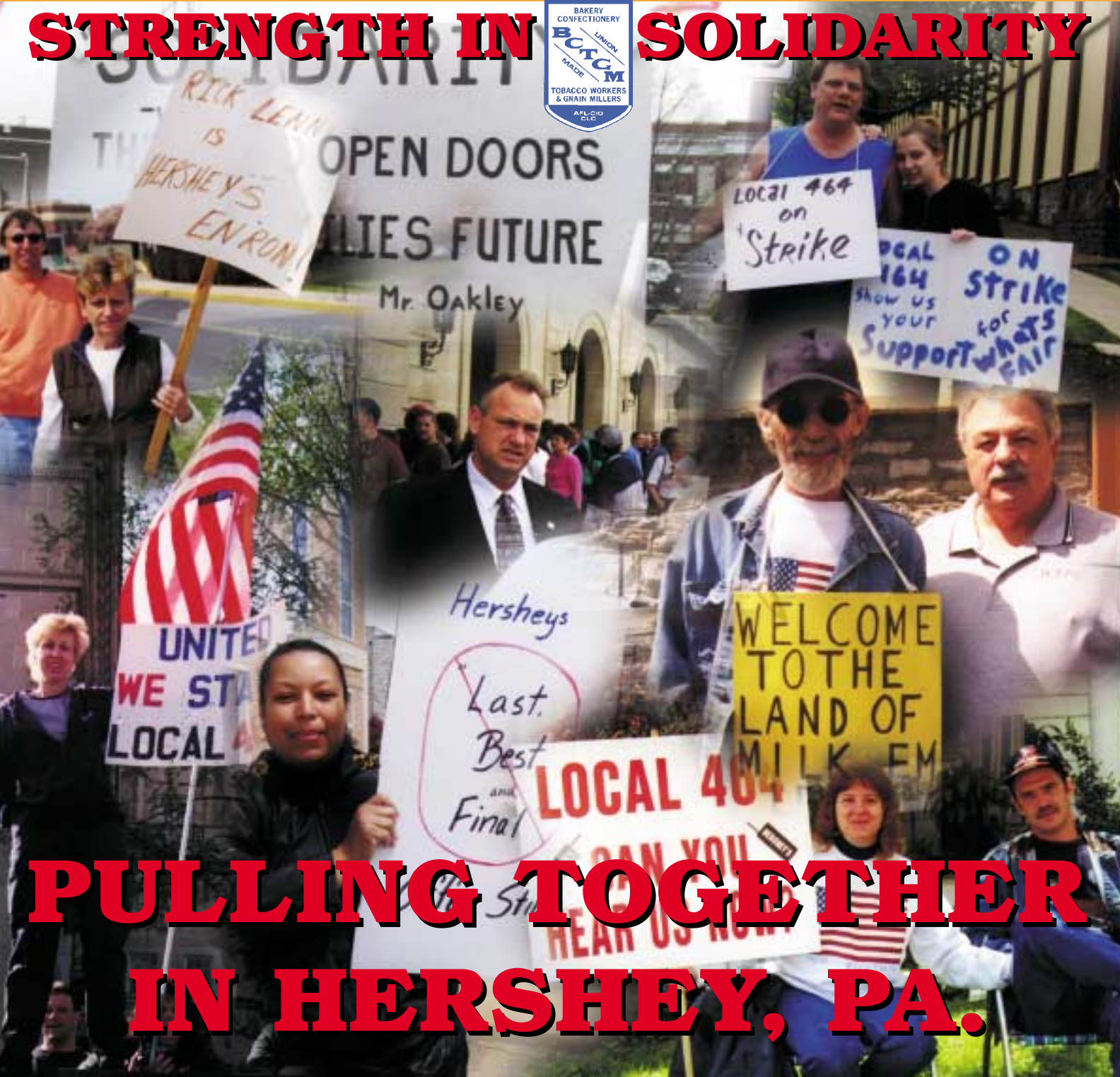


MAY/JUNE 2002

VOLUME 4
NUMBER 3

BCTGM *News*

STRENGTH IN SOLIDARITY



PULLING TOGETHER IN HERSHEY, PA.



the PRESIDENT'S MESSAGE

Hershey Victory: A Win for Every Worker

On June 8th, over 2,700 BCTGM members in Hershey, Pa. won an important victory, not only for this union, but for the entire labor movement. These workers successfully stood up to North America's number one confectionery company and told them they would not accept the company's proposal to shift more healthcare costs onto the workers. The striking workers, who received tremendous support from unions across the globe, stuck to their convictions and endured the longest strike in company history.

Throughout the 44-day ordeal, we continuously heard about the changing nature of the workplace; about how workers had to accept responsibility for the rising cost of health care. That was the message coming from the company, and the corporate community. Hershey's proposal would have shifted somewhere between half-a-million and a million dollars in additional health care costs onto the workforce in the first year, with escalating costs thereafter.

But there was another message being heard, this one coming from the picket lines. It went something like this: it is the workers who make Hershey products; it is the workers who have made Hershey the household name that it is; it is the workers who have made Hershey a safe bet on Wall Street; and it is the workers who make Hershey a very profitable company. And the workers were not going to fall victim to what they saw happening, not only in their own company, but to most workers in the United States. These striking workers understood that the declining levels of employer-provided health coverage and participation in job-based plans threaten to destroy the American system of work-related health insurance.

These courageous workers were not fighting solely for their own benefits, but also to send a message that unions are the last line of defense

for workers. If it was not for the union, those Hershey workers would have to pay 25 percent of their health care costs. The small percentage of workers in this country that pay little or no health care costs, are mostly union members. Their unions, like ours, has made it very clear that providing health care for employees is a cost of doing business.

This struggle has highlighted the good that unions can do for working families. We read in the newspapers that unions are obsolete and do not serve any practical purpose. We disagree. For as long as there are workers, there will be a need for them to be represented. As worker representatives, we are not against companies making a profit; every worker takes pride in the performance of their employer. But we cannot stand idly by if that profit is gained to the detriment of the workers. For that reason, the BCTGM remains motivated to ensure that all workers in our industries have representation.

Frank Hurt

BCTGM International President



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BCTGM Booth Shows Off America's Favorite Union-Made Brands



Minneapolis—For the 64th consecutive year, BCTGM-made products were displayed at the union's expansive booth during the AFL-CIO's annual Union Industries Show.



The BCTGM's exhibit featured thousands of notable union-made products from some of America's leading baking, confectionery and grain companies.

From candy, cakes and cereals to flour and sugar, more than 50 union contracted companies supported the BCTGM's participation in the event by donating products to be displayed, raffled and given away to the more than 200,000 show participants.



Worker Issues Remain on the Table as Congress Heads Toward August Recess

The U.S. Congress will have to pick up the pace dramatically if it is to complete action this year on a range of issues important to America's working families. The House and Senate are scheduled to take their traditional summer break during the month of August and return to work after Labor Day. Congress is then expected to adjourn for the year in early October.

The following is a legislative status report on various worker issues:

Minimum Wage—The Democrats in the Senate, led by Senator Kennedy (D-MA), will be pushing legislation to increase the nation's minimum wage for the first time in five years. Senator Kennedy's proposal would increase the hourly minimum wage from the current level of \$5.15 to \$6.65 by January 1, 2004. Republican leaders in the Senate and the House of Representatives have been opposed to a minimum wage increase.

Retirement Security/Pension Reform—As a result of the Enron collapse and scandal, Congress has been working on legislation to provide greater protections for workers' retirement savings. In April, the House passed a bill that makes some strides toward this goal, particularly in the area of 401(k) plans.

Unfortunately, the House Republican leadership rejected Democratic proposals that would give workers even greater protections and control over their retirement savings. Senate Democrats are currently working on a plan that is similar to the proposal put forth by House Democrats.

In assessing the Congressional agenda, BCTGM International President Frank Hurt explains, "The BCTGM will continue pressing for Congressional action on these and other issues that affect the standard of living and quality of life for our members and their families. We will work to see that the final legislative products adequately and effectively protect workers' interests.

"We know that employer organizations will be pushing hard for their agenda. That is why BCTGM members must make their voices heard with their Senators and Representatives. I continue to urge members to utilize the BCTGM web site to get this important job done."

Prescription Drug Benefit—The skyrocketing cost of prescription drugs is having a devastating impact on seniors and their families. Both parties have declared their commitment to pass legislation creating a Medicare prescription drug benefit. The House Republican leadership has proposed a plan that leaves many coverage gaps and high costs for beneficiaries to absorb. House and Senate Democrats have proposed plans that would provide broader coverage with lower costs to beneficiaries.

Democrats in both the House and Senate have also been pushing bills intended to curb the near double-digit increases in prescription drug spending and rapidly rising out-of-pocket costs for consumers.

Patients' Bill of Rights—Nearly a year ago, the House and Senate passed competing versions of Patients' Bill of Rights legislation. Since then, no significant action has taken place on this issue.

Senate Democrats have been attempting to force movement on this legislation. Both the House and Senate bills provide important new rights for patients such as the ability to choose their own doctors, access to emergency care at the nearest hospital and the ability to choose their own specialists.

However, the Senate version, which was passed shortly after the Democrats took control of the body, provides working families a much stronger right to take legal action against health plans that deny them proper care than does the House version.

Fourth Region Council Meets to Review and Plan

Biloxi, Miss.—Delegates representing locals in Alabama, Georgia, Florida, Louisiana, North and South Carolina, Oklahoma, Tennessee and Texas gathered in April for the annual Fourth Region Council meeting.

Local 149 President David Nichols opened the meeting and International Vice President Bobby Mercer chaired the event. Fourth Region International Vice President Tony Johnson and International Representatives Cesar Calderon, Barbara Fields, Herman Howard, Dale Nichols, Anthony Shelton and James Rivers also attended the council meeting.

Reflecting on the right-to-work laws of states within the Fourth Region, BCTGM International President Frank Hurt urged delegates “to draw upon their inner most strength to spread the message of how the BCTGM can bring non-union workers the benefits and protection of a union contract.

“There is no such thing as a free ride and we need to convince workers that they have to join with us in the fight to gain a

fair share of the pie. It will take our best efforts to overcome the power of the corporations and the anti-union forces in Washington who have an anti-worker agenda. The aim of those in power is to eliminate those of us who speak up and speak out against atrocities committed against workers. We must educate and get our members involved in the struggle,” he said.

Hurt presented a 50-year pin to Walter Shelton, a former General Executive Board member who is still a dues paying member. Shelton thanked President Hurt and said, “This union—especially my own local—has been good to me. The union has been our life!”

Secretary-Treasurer/Director of Organization David B. Durkee discussed the changes in the bread industry and the implications for workers in the plants. Durkee also noted the efforts in the Bush Administration to undermine workers and help America’s wealthiest.

“Kids, the uninsured, seniors and other folks are being hurt,

almost as if there is a domestic war on workers,” Durkee said. He referred delegates to the International Union’s web site www.bctgm.org as a “great place to get information to inform and activate your membership on what is really going on.”

Executive Vice President Joseph Thibodeau urged the delegates to become involved in the Alliance for Retired Americans, a new organization devoted to advocating legislative issues for retired workers.

Assistant to the President Bob Harbrant discussed the union’s political education program and the need for local union participation. He urged delegates to help get members registered to vote, signed up for BCTGM-PAC and educated on issues and what is at stake.

Lew Davis, Manager of the B&C Pension Fund, made a presentation to the delegates and updated them on changes, developments and activities concerning the pension plan. He answered delegate’s questions and reported on the fund’s success.



2002 Fourth Region Council

East Central Conference Sets Pattern

Union Says No to Health Care Co-Pays

Philadelphia—Negotiators who make up the union's East Central Bargaining Conference reached a new three-year agreement with their counterparts representing Interstate Bakeries Corporation (IBC). The settlement, which covers all IBC plants in the Northeast and as far west as Ohio, was ratified overwhelmingly by the membership of Local 6 (Philadelphia) in May.

Approximately 1,700 members are employed in seven IBC plants in the Northeastern U.S. The settlement also serves as the pattern for as many as 6,000 BCTGM members employed at wholesale bread and cake plants in the union's first and second regions. Those contracts—which include Stroehmans, Maier's and Schmidt Baking companies, as well as a number of small plants—will be negotiated over the next few months.

International Vice President Bob Oakley, who led the negotiations, noted that the agreement focused on a number of issues, which union negotiators were successful in addressing—increasing wages and pensions and maintaining health benefits.

BCTGM International President Frank Hurt praised the new contract and applauded the negotiating committee's efforts. "Clearly our negotiating committee was well prepared and knew exactly what the membership desired," said Hurt.

The new agreement stipulates that covered workers will receive \$1.10 in wage increases over the term of the contract. Under the

B&C Pension Plan, members will receive a \$50.00 increase to their pension benefit level, effective the 13th month of the contract. Another \$50.00 increase will go into effect in the 25th month.

One of the most significant gains, according to Oakley, is a three-cent-per hour increase to P-Plan benefit levels. Members will also have the right to purchase additional amounts of pension from wages. In addition, the committee won a new paid holiday (Martin Luther King Day).

Of critical importance is the fact the committee rebuked the company's efforts to institute health care co-payments. Oakley commended the committee's resolve when it came to the co-pay issue. "Our negotiating committee knew their members would not support a contract

with co-pays. It was that simple and the company understands it is a part of doing business."

International Vice President Art Montminy served as the Negotiating Committee co-chair. Also serving on the committee were—Secretary Vester Newsome (Local 57), John Cairns (Local 6), Joyce Alston (Local 50), and Oscar Hodgkins (Local 334).

Members of the Policy Committee included Barry Fields (Local 6), Tom Christ (Local 12), Chester Fox (Local 33), Tony Centi (Local 50), Raymond Mullens (Local 57), Gerald McAllaster (Local 68), Harold Bliss (Local 116), Al Haight (Local 118), Paul Williams (Local 334), Tim Benjamin (Local 348), Ray Richardson (Local 358), Bruce Hummel (Local 464) and James Short (Local 802).

Master Agreement Set With General Mills

More than 800 BCTGM members in three states will benefit from a new four-year agreement reached between the union and Pillsbury, now a subsidiary of General Mills. The Master Agreement covers Pillsbury employees from Locals 33G (Louisville, Ky.), 237G (Denison, Texas), and 346G (Martel, Ohio). The new contract features an increase of \$8 to the pension multiplier, an increase in the minimum disability pension to \$475 per month, an increase in accident benefits, an increase in life insurance, and a renewal of the 1,500 Hour Disability Bank. According to International President Frank Hurt, the new agreement, which features no health care co-payments, "is a victory for the hard-working men and women that make up the BCTGM." The new agreement is effective April 1, 2002. Local unions at each facility negotiate supplemental agreements that cover wages, work rules, seniority and other issues not addressed in the master agreement.

Organizing the Worker Next Door

Kansas City Local Builds Bargaining Strength with Internal Organizing

Recognizing that union strength is key to negotiating a good contract in a so-called right-to-work state, members of BCTGM Local 218 in Kansas City, Mo. set out to build union power leading up to contract negotiations with Frito Lay.

Missouri is among the 21 states with “right-to-work-for-less” laws in effect. Such laws give workers the right to hold a job without joining a union or paying union dues. The union must still represent all employees within its bargaining unit, regardless of whether or not the person is a dues paying member.

According to Local 218 Financial Secretary Brad Schmidt, about 70 percent of Frito Lay workers are dues paying members. Schmidt has seen his local fight for workplace improvements in the plant but recognizes that union strength depends upon numbers. “We needed to increase our membership before contract negotiations started,” notes Schmidt.

Internal organizing helps sign up members, strengthening the union’s voice in the workplace. Workers who get involved in internal organizing often do it for the same reasons as workers who form unions: to have a stronger voice in their workplaces,

lives and communities. The key to Local 218’s success, as in any organizing effort, is one-to-one contact—one worker talking with another.

“We tell folks, ‘We are workers here just like you are, and we are your voice,’” says Schmidt.

Schmidt first sought special training from the International in the 2000. After returning to his local, he mobilized existing members to spread the message of solidarity, recruited volunteers and developed a strategic organizing plan. In February 2001, months prior to contract negotiations with Frito Lay, committee members mapped the workplace, identified leaders and formed committees to tackle workplace problems.

When contract negotiations began in August 2001, the local was well prepared. And thanks to the preparations and the solidarity of the local, workers

remained strong during the months until the contract was finally settled—in March 2002.

Schmidt, who identified, planned and led the project, said the dedication and hard work of the local paid off with “forty-five new members who signed on and the best union contract we’ve seen since this plant was first organized in 1973.”

According to International Vice President Jeanne Graham, Local 218’s campaign is “the perfect example of what being prepared can do for a local union. The local union officers worked very hard and the membership knew this. The real key to this victory was the solidarity of the members and the unity of the officers,” concludes Graham.

Despite Missouri’s “right-to-work-for-less” laws, union membership at Frito Lay continues to grow, creating a

stronger unit that can speak with a louder voice at the bargaining table.

“We are growing, and that size means strength. The company can see our support growing and says to itself ‘We have to listen to what they say.’ Our hope is that members will continuously move to the next level of union participation,” concludes Schmidt.



Forty-five new members were added to the Frito Lay bargaining unit thanks to Local 218’s strategic organizing and preparation campaign.

How Sweet It Is! New Hershey



Hershey, Pa—BCTGM ratified a new contract after a strike against Hershey. Union negotiators led by president Bob Oakley, representing primary concerns of the workers.

“Our members in Hershey protect their hard work

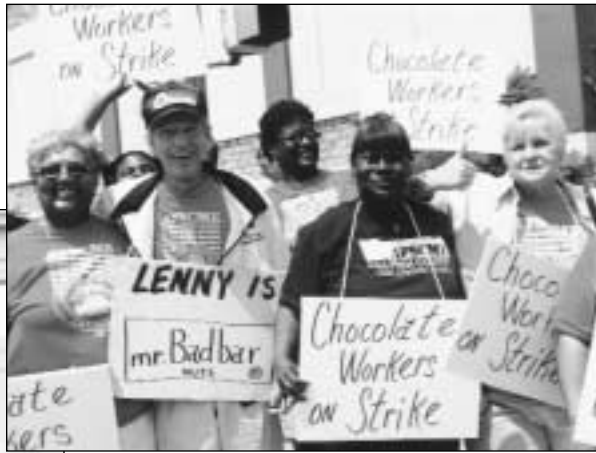
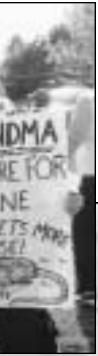
International President Frank Hurt. “Members showed what a union can do for working people: their benefits increased, and a company that understands the importance of solidarity listens to worker opinion and they were finally able to bring both sides to the table so business can return to normal.”

The new contract which runs until 2011 includes increasing the amount of co-pays for health care, a \$525.00 bonus, secured protection of the pension plan, and provided for wage increases of \$1.00 per hour.

“The company and the Union reached an agreement and pledged to work together and return to normal. We had mutual concerns to address and it was very hard to overcome those differences, but we came,” concludes Oakley.

The spirit of solidarity is alive and well.

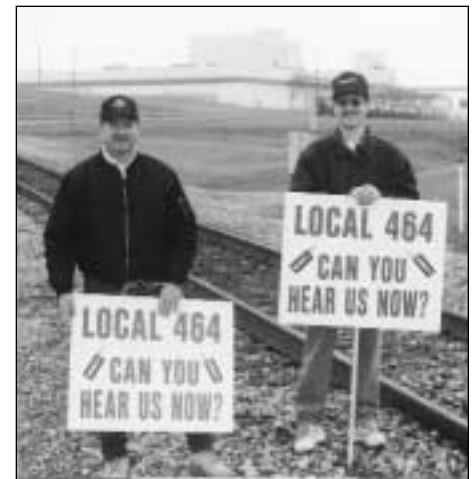
Hershey Contract Ends Strike!



M Local 464 members overwhelmingly
act 1,848 to 226 ending a 44-day
ey Foods, Inc. The company and
ed by BCTGM International Vice presi-
ached an agreement that protects the
members, especially health care.

Hershey did what they had to do to
on benefits," notes BCTGM
ore importantly, these workers
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new generation of workers now
ty. There were honest differences of
e bridged to the satisfaction of both
al," reflects Hurt.

October of 2005 held the line on
health care premiums, offered a
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81 over the life of the agreement.
ed across the table, shook hands and
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nd the company and the Union worked
s and we are pleased with the out-



well in Hershey, Pa.!

U.S. Tobacco Locals Ratify Contracts

Increased wages, improved benefits and additional holidays are among the contracts recently ratified by tobacco locals in Virginia, West Virginia and North Carolina.

Local 233T members employed at Lorillard Tobacco Company's Danville, Va. Storage and Reclaim Facility unanimously ratified a new three-year agreement on March 11. Highlights of the package include a \$2500 bonus in the first year, and a two percent increase in the second and third year. Union negotiators were also able to increase the pension by 12.5 percent.

The negotiating committee included Local 233T Pres. Edmonia Irvin, V.P. Mathew Sydnor, Rec. Secy. Jackie Witcher, and members Clarence Stewart and Walter Elliot.

Local 314T members employed at the Liggett Storage facility in Danville unanimously approved a new contract effective May 1, 2002. The new agreement includes a five percent wage increase for all classifications, an additional holiday

(President's Day). The company also agreed to increase its 401(k) match to five percent and reduce the probationary period to three months.

Assisted by Intl. Rep. Barry Baker, the negotiating team included Local 314T Pres. Wayne Lawson, Rec. Secy. Barbara Herndon, Chief Steward Floyd Breedlove, and member Charles Reaves.

Members of Local 270T employed by Standard Commercial Tobacco Company in Wilson, N.C. recently ratified a new three agreement.

Standard Commercial acquired Brown & Williamson's (B&W) Export Leaf facility in Wilson, and former Local 259T members now employed by Standard Commercial Tobacco Company merged into Local 270T and are now covered by the same collective bargaining agreement. Standard Commercial agreed to recognize the former B&W workers.

Standard Commercial also agreed to recognize employees who work as Quality Control Operators and Receiving Ticket

Clerks, both formerly salaried positions.

The package includes an additional holiday and health insurance coverage for seasonal employees; seniority provisions for shift preference, transfer, job postings and layoffs; wages increases; and, former B&W employees retain seniority for all benefits.

The new contract also provides for two new classifications defined as: New classification—Lead person with tasks with a 25-cent additional increase in the first year.

New classification—Firemen, CDL truck driver, technicians and assistant forklift mechanics with an increase of \$3.78 in the first year.

The negotiations committee included Local 270T Pres. Tracy Taylor, V.P. Willie Pitt, Fin. Secy. Thelma Applewhite, Chief Steward Jimmy Thompson (former Local 259T president), and members Oatis Martin and Marvin Lynch.

Local 2T secured a new three-year agreement with Swisher International of Wheeling, W.V. About 120 BCTGM members employed at the tobacco plant manufactures chewing tobacco and moist and dry snuff products.

Workers gained an across-the-board wage increase of \$1.58, a five percent increase to their pension plan in the second year, improvements to the company match in the 401(k) program, a Christmas bonus, additional life insurance and more.

The local negotiating committees were assisted by Tobacco Industry Vice President T.J. Warren and International Representatives Barry Baker and Bill Daunhauer.

The members of Local 2T (Wheeling, W.V.) negotiating committee pose for a photo following the ratification vote. Pictured here (first row, from left) are Pres. Richard Dillon, Intl. Rep. Bill Daunhauer, John Hudock, (second row, from left) Ted Welshans, John Duffy, Steve Leek and Brenda Thorngate.



BCTGM Women's Advisory Committee Meets for a Day of Action

International women's rights, quality child care and protecting Social Security were among the important topics addressed by BCTGM women and hundreds of activists during the Women's Equality Summit and Congressional Day of Action held in Washington D.C. April 7-9.

Members of the BCTGM Women's Advisory Committee were among more than sixty national women's groups within the National Council of Women's Organizations (NCWO) that participated in the summit. NCWO is a nonpartisan, nonprofit coalition of women's organizations across the nation collectively representing over six million men and women.

The event featured hundreds of grassroots' activists and leaders of the women's movement. BCTGM women attended plenary sessions with national leaders, advocacy skills training workshops, and issue briefings with political activists. The women also met face-to-face with Members of Congress and their staffs to advance a positive agenda for women and their families.

Topics covered at this meeting include:

- Advancing International Women's Rights
- Defending Women's Health
- Protecting Social Security
- Fighting for Economic Security

Additionally, BCTGM Women's Advisory Committee members met to review organizing, political and educational



Members of the BCTGM Women's Advisory Committee pose for a photo following their Congressional Breakfast on Capitol Hill during the Congressional Day of Action in April.

activities in 2001 and draft resolutions to submit for consideration at the BCTGM's 36th Constitutional Convention in July.

"It was a very productive and inspiring meeting," noted International Vice President Jeanne Graham who chairs the committee. "We were able to network with women leaders in labor, politics and numerous activist organizations from all over the country. Based on what we learned, we wrote three resolutions for submission to the Constitutional Convention this summer."

One of those resolutions concerns extending the benefits of the Family Medical Leave Act (FMLA) to include time off for parents who must care for a sick

child. For example, Graham noted that the child care needs of American women and their families have increased dramatically now that the majority of women with children are in the paid labor force. "According to the Department of Labor, over 70 percent of all women with children under 18 work outside the home. Because the majority of working women need to work in order to support their families, access to paid time off to care for a sick child is essential. Without it, women risk unplanned disruptions in their employment which can affect job performance, restrict opportunities for their advancement and result in lower wages or even job loss."

46th Annual Western Conference Convenes

Las Vegas—Delegates to the Western Conference tackled a busy agenda at their 2002 meeting held in April.

Conference President Doyle Townson opened the meeting with a moment of silence to honor the victims of September 11. Secretary Treasurer Laurel Koch called the roll and welcomed delegates.

BCTGM International President Frank Hurt addressed a myriad of topics with the delegates including the forthcoming convention, local union activities and news. Hurt also discussed the major bargaining and organizing activities and the impact the events will have on the delegates.

Hurt reflected on the changes the world has experienced since September 11, 2001, and the effects the tragedies had on all of our lives. He stressed the importance of BCTGM family and as working people we must stick together.

Secretary-Treasurer/Director of Organization David B. Durkee reviewed the changes being implemented by the U.S. Department of Labor, the Enron scandal, right-to-work laws and the “extended shelf life” of bread products.

Executive Vice President Joseph Thibodeau spoke on the National Alliance for Retirees and the importance of participa-

tion and involvement.

Assistant to the President Bob Harbrant outlined the legislative challenges faced by workers and the BCTGM political programs.

Delegates watched a spe-



Conference participants held a silent action for BCTGM-PAC. Pictured here, Local 9 (Seattle) Fin. Secy. Lillian Gainer (left) receives the prize of her winning bid from Local 85 delegate Norm Fouch.

cial video on Union Busting and discussed the specific problems they encounter with anti-union forces in their respective areas.

The Conference included meetings of the Retail Bakery Conference, The Law and Legislative Committee, The Pasta, Candy & Snack Committee, Strike and Boycott Committee, Organizing Committee, and the Public Relations and Union Label Committee.

The Conference ended on a

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festive note as delegates participated in a silent BCTGM-PAC auction. Throughout the meeting, various items were donated and put up for bid. The unique items were given to the highest bidder and the proceeds went into the union's PAC fund. According to Conference President Doyle Townson, everyone participated and had a great deal of fun.

The Western Conference includes all of Region 6 with local union representatives from Arizona, California, Colorado, Idaho, Montana, Nevada, New Mexico, Oregon,

Utah, Washington and Wyoming. The purpose of the Conference is to assist in authorized strikes; organizing campaigns; legislative activity; union label promotion; pasta, snack and candy activity. Officers of the Western Conference are Dolye Townson, president; Felisa Castillo, vice president; Laurel Koch, secretary-treasurer; Alfred Pitts, sergeant-at-arms; and trustees Danny Polanco, Cleatus Carlsake and Lillian Gainer.



Canadian Labour's Social Objectives

When the Ontario Superior Court of Justice ruled that the Ontario government did not have the proper legal authority to relinquish public control of Hydro One—the Ontario electricity transmission grid—it was a victory for the labour organizations and groups that vigorously opposed the privatization and deregulation of electricity in the province. The effort by organized labour to fight this privatization is but another example of the movement's ability to successfully mobilize around important social issues that affect a large majority of the population.

Since the late 1800s, Canadian unions have sought social, economic and legal changes that would benefit working families. Despite being challenged by a lack of legal status, the early Canadian labour movement fought for improved working conditions; laws that would regulate health and safety, the elimination of 'sweatshop' conditions, an end to the use of prison labour, the implementation of an eight-hour work-day and ultimately, the right to form a union. However, in addition to fighting for changes to the conditions of employment, unions were also

early advocates for a universal health care system, unemployment insurance, increased educational funding, and later, subsidized daycare.

"The social objectives of the BCTGM in Canada today are a reflection of the aims and desires of a large segment of the country's working population," says International Vice President Sean Kelly. BCTGM leaders and activists believe that the inter-

maintenance of a publicly funded universal health care system, subsidized childcare services, fair international trade standards, progressive tax policies, and the protection of important human rights; issues that affect every worker in Canada, regardless of gender, race, or religion.

As the Ontario Hydro example illustrates, organized labour can successfully be a part of creating positive changes in society that benefit all working families. But organized labour cannot do it alone. "Politicians at both the provincial and federal level have become either too comfortable with the status quo, or have been actively supporting legislation that is against the interests of working people," adds Kelly. BCTGM members and the labour movement in general, must mobilize workers, and not just in times of crisis, to actively con-

front the power brokers in Canadian society. Politicians make policy and pass laws. Politicians also respond to public pressure. "If the labour movement wants to repeat the successes it has had in the past—Medicare,

Canada Pension Plan, public education—then it must mobilize, educate, and insist that its views be heard and acted upon," Kelly concludes.



Since the late 1800s, Canadian unions have sought social, economic and legal changes that would benefit working families

ests of the labour movement are not restricted to conditions of employment and working conditions. Working with labour councils and provincial federations of labour, BCTGM members have vocalized their support for the

LOCAL *View*

Organize!



Recently members of Local 50 (New York, N.Y.) took part in a special organizing seminar led by Asst. to the Intl. Pres. Bob Harbrant and Intl. Vice Pres. Art Montminy. Pictured here, Montminy asks Bobbi White questions during a worker profile exercise. Locals 50 members discussed organizing targets, contract negotiations, plant diagrams, research and more during the two-day seminar.

Members of Local 446 (Halifax, N.S.) took part in the annual bowling tournament for Big Brothers and Big Sisters. Pictured here is Local 446 Pres. David LeBlanc surrounded by the proud team displaying their trophy. The BCTGM team, which raised \$6,500, has participated in the tournament for 26 years.



Bowl for Charity

Member Awards



Local 16 (Buffalo, N.Y.) recently held a special meeting to present members with 25 and 40-year membership awards. Pictured here (from the left) are Dennis Kotlowski, Nathaniel Harris, Gregory Kruszynski, Bertha King, Edward Kachelmeyer and Joseph Karpinski.



40 Years

Forty years of dedicated membership in the BCTGM is a proud accomplishment recognized with a special certificate. Pictured here, Local 406 (Moncton, N.B.) member Paul Cormier (second from right) is presented with a 40-year certificate by Intl. Vice Pres. Sean Kelly as Local 406 Pres. Ken Thompson (far left) and Secy.-Treas. Danny Murphy (far right) look on.



Proud Officers

Workers at the Earthgrains/Sara Lee Bakery in London, Ky. finally have a voice and local union officers. Elected by the membership of Local 531 are (from the left) Exec. Board member Harold Smith, Fin. Secy. Treas. Patricia Smith, Sgt.-at-Arms Joey Patterson, Exec. Board member Ramona Crawford, Pres./Bus. Agt. Daniel Baker, Bernice Martin and Vice Pres. Roy Combs.

BCTGM-PAC contributions ensure this union's voice is heard on Capitol Hill. Pictured here presenting a PAC check to Sen. Tim Johnson (D-S.D.) (center) is Intl. Rep. Dan Gust (left) and South Dakota AFL-CIO Pres. and State Senator Gil Koetzler.



BCTGM-PAC

BCTGM

POWER

Both Near and Far . . . Union Plus Travel Service Gives You More—FOR LESS!

The summer season is here, so start planning your vacation now! Whether you're planning to take in the sights by car, surprise your kids with a trip to Disney World or a tour of Europe, BCTGM Power Travel & Recreation Services can help you see more—for less!

Ready for a Road Trip?

With Union Plus, you drive in style for less! From luxury cars to sports utility vehicles, union members and their families can receive exclusive deals from Avis and Budget car rentals.

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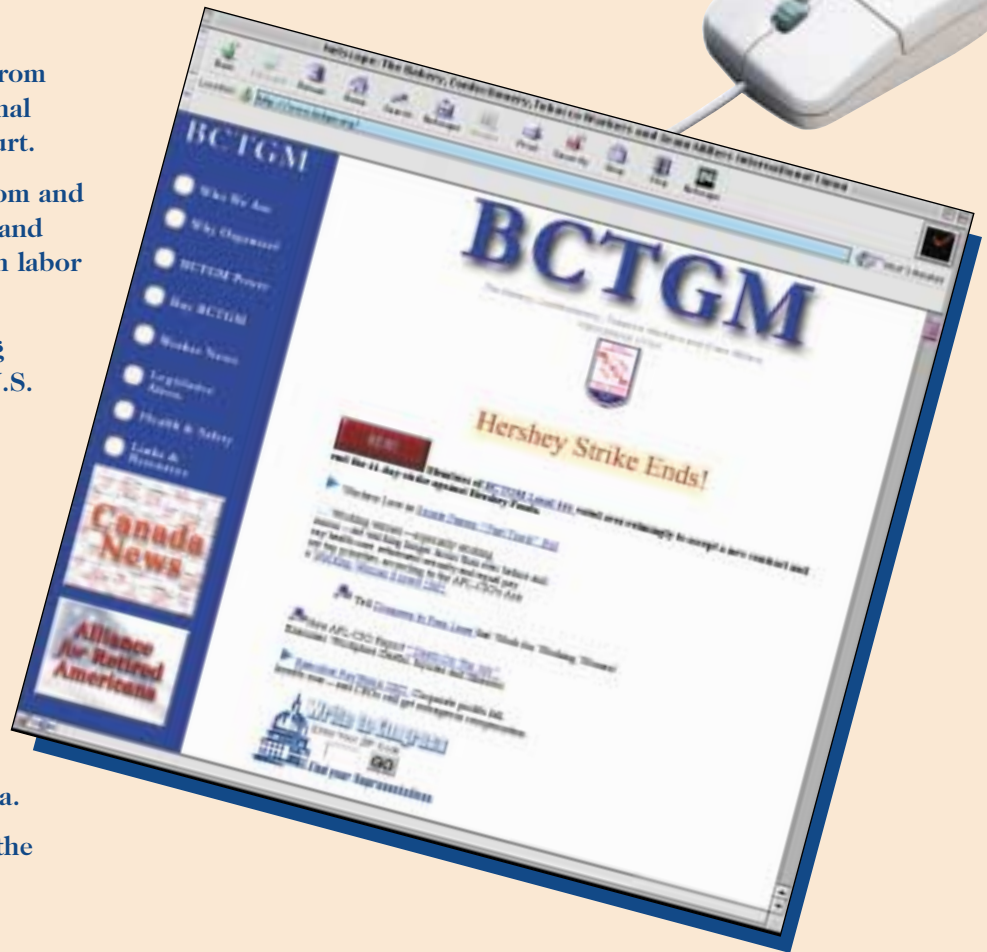
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Top 10 Reasons to Visit www.bctgm.org



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2 Regular updates from and about the BCTGM and the North American labor movement.

3 Monthly organizing updates from the U.S. and Canada.

4 BushWatch—keep track of the Bush Administration's actions on working families issues.

5 Solidarity Alerts and news about struggles faced by BCTGM members throughout North America.

6 Online editions of the BCTGM News.

7 Information and interactive tools on the BCTGM Power Program.

8 Labour news and updates from Canada, including a special Health & Safety section.

9 Regular legislative updates on important political issues. Also, e-activist campaigns with online interactive actions that make an off-line impact on Capitol Hill.

10 Links to special AFL-CIO online resources including CEO PayWatch and the "No More Enrons" campaign.