

NOVEMBER/  
DECEMBER 2009

# BCTGM *News*

VOLUME 11  
NUMBER 6



*Happy  
Holidays*  
to our  
**BCTGM**  
*Family!*



# *the* PRESIDENT'S MESSAGE Time For Congressional Backbone

*"Now is the time to act boldly and wisely – to not only revive this economy, but to build a new foundation for lasting prosperity."*

—President Barack Obama  
to a joint session of Congress, February 2009

Every day, BCTGM members across our Union get up and go to work in physically demanding jobs in order to provide for their families. All that these good, hardworking men and women ask from the politicians who represent them in Congress is to go to work every day and fight for working families and against the powerful corporate interests that have controlled Washington for far too long.

Last year, working people rose up and demanded a new direction for America. Union members in every state volunteered countless hours and donated hard-earned money to elect candidates who would support a bold agenda for change.

And when the polls closed and the ballots were counted, it appeared as if we were successful beyond our wildest dreams—the most pro-worker President in 50 years and stronger pro-worker majorities in the House of Representatives and Senate.

One year later, despite the best efforts of President Obama to move decisively on a strong progressive agenda, we find a Congress struggling to enact the critical legislation needed to turn around this country.

The blame for this can be placed squarely on the backs of the Republicans who defend in lockstep corporate interests at all costs and the so-called "Blue Dog" Democrats, most of whom were elected by working people, who cannot muster enough backbone to stand up to the corporate lobbyists, the health insurance companies and the big banks and do the right thing for the majority of the American people.

Every piece of legislation that would help working people and the middle class has been an unnecessarily long, drawn-out struggle wasting valuable time as companies continue to lay off workers at a relentless pace and good jobs flow out of our country by the tens of thousands.

After months and months of hearings and debate, health care reform finally squeaked through the House of Representatives by the narrowest of margins in November and awaits an uncertain fate in the Senate. Senate Republicans are unanimous in their opposition to any meaningful reform and have vowed to use every tactic to delay a final vote.

A handful of Senate Democrats also cannot seem to be able to escape the grip of the insurance companies and overcome their fear of right-wing extremists such as Rush Limbaugh, Sean Hannity and Glenn Beck thereby jeopardizing effective health care reform.

Worse yet, organized labor is being forced to expend valuable resources to keep Congress from taxing our members' health care benefits to pay for health care reform. This proposal is outrageous and should not even be on the table for consideration in a Congress where Democrats are in the majority largely because of the historic grassroots effort of union members across the country in the last election.

The Employee Free Choice Act, labor's top priority, is on hold, at least until Congress completes work on health care reform. Over the past year, we have watched Republicans and dozens of Democrats wilt under pressure from the business community. Organized labor will have to redouble our efforts with the very same people we elected to see this legislation become the law of the land.

In many ways, Washington was not ready for the dynamic, aggressive approach to fixing this country's problems that President Obama promised and has demanded. It is time for those who were elected by working people to get on board.

Once health care reform is completed, Congress must quickly move on the Employee Free Choice Act, followed by a comprehensive economic development program that creates millions of new manufacturing jobs for American workers; a reform of the tax code that currently rewards corporations for moving jobs out of this country; significant changes in NAFTA, CAFTA and other trade laws that have cost this country millions of good jobs; new restrictions on outrageous executive compensation which bleeds companies and an end to the taxpayer bailouts of Wall Street and the big banks and insurance companies which have done nothing to improve the employment situation in the country.

This is the bold, decisive government action our members had in mind last year when they joined union brothers and sisters all across the country going door-to-door, making phone calls and pounding yard signs to change the government in Washington.

The BCTGM will continue to work hard every day in the legislative process for the goals and vision of the America we want to see. We will hold politicians accountable for their action or inaction, particularly those we've supported in the past.

For those in Congress who stand with us and fight for our agenda, they will have no stronger advocate than the BCTGM. For those who cannot find the backbone to choose workers over corporate interests, they will have no fiercer adversary.

It is our sincere hope that the New Year brings many more of the changes in government policies that workers and our nation so desperately need. I am confident that as long as the labor movement stays steadfast in its commitment to providing backbone for Congress next year will be a better one for workers and their families.

**Frank Hurt**  
BCTGM International President





Official Publication of the Bakery, Confectionery, Tobacco Workers and Grain Millers International Union  
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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.

# PERUVIAN AMERICAN NATIONAL COUNCIL Presents Calderon with Award

**BCTGM International Representative Cesar Calderon is an activist for not only the BCTGM, but also the Peruvian American community. His dedication was recognized this summer by the Peruvian American National Council (PANC), which presented Calderon with a prestigious award.**

The Peruvian American National Council is a non-partisan, non-profit organization of Peruvian Americans in the United States that promotes equity, social justice, civic participation, and respect for diversity. The primary goal of the organization is to advance the interest of the Peruvian American



Congressman Hildebrando Tapia (Peruvian government) congratulates Intl. Rep. Cesar Calderon after his speech at the Organization of American States (OAS) event.

community on economic, social, cultural, and political issues in the United States.

Calderon was presented with an award during the Peruvian Independence Day celebration to commemorate the 188th anniversary of Peru's Independence Day on July 23, 2009 in Washington, D.C. During his trip to Washington D.C., Calderon met with the Peruvian Consulate, the Mexican Consulate and representatives of Organization of American States (OAS).

Calderon was selected to receive an honorary award, "as a symbol of how proud we are of your outstanding work in the labor scene in the United States; your hard work and dedication is an inspiration to many young Americans of Peruvian origin throughout the United States and Peru," stated Kilder Fuentes, PANC president and CEO, in the official invitation to Calderon.

Calderon was accompanied by his father, Fausto Calderon and Roberto Diaz of the J.J. Casonne organizing committee in Port Chester, N.Y. Calderon asked Diaz to attend the event "as a witness that our struggle for dignity, justice, respect and equality is fought on many different fronts," he said. BCTGM International Secretary-Treasurer/Director of Organization



At the AFL-CIO headquarters in Washington, D.C. is (left to right) Intl. Rep. Cesar Calderon, former AFL-CIO Pres. John Sweeney, J.J. Casonne worker Roberto Diaz and Fasuto Calderon, Cesar's father.



Calderon was a guest speaker at the Organization of American States (OAS) meeting in Washington, D.C. held as part of the Peruvian Independence Day celebration.

David B. Durkee and Assistant to the International President Harry Kaiser also attended the awards gala.

The ceremony was attended by representatives of Congress, military officials and diplomats from various Latin American countries, and civic leaders from across the United States.



At the Peruvian American National Council (PANC) gala dinner and gala (left to right) is Kilder Fuentes (PANC President), BCTGM Intl. Secy.-Treas./Dir. of Organization David B. Durkee, Peruvian Congressman Hildebrando Tapia, Texas State Rep. Roberto R. Alonzo, BCTGM Asst. to the Intl. Pres. Harry Kaiser and Fausto Calderon (Cesar's father).

**M**ore than two-thirds of injured or sick workers in a recent survey feared employer discipline or even losing their jobs if their injuries were reported, a new study from the Government Accountability Office (GAO)

revealed on November 17.

The GAO surveyed more than 1,000 occupational health practitioners and found:

- More than two-thirds observed worker fear for reporting an injury or illness.
- A third said they were pressured by employers to provide insufficient treatments to workers to hide or downplay work-related injuries or illnesses.
- More than half of practitioners said they were pressured by an employer to downplay an injury or illness so it wouldn't be reported to the Occupational Safety and Health Administration's official log that tracks workplace injuries and illnesses.

BCTGM International President Frank Hurt says the GAO report confirms what rank-and-file workers, local union safety activists and workplace safety professionals have long said. "Employer policies and practices that discourage the reporting of workplace injuries and illnesses are widespread. This union has fought long and hard against such destructive and discriminatory patterns to keep our members safe," notes Hurt.

## Employers Pressure Doctors, Workers to Stay Mum on Workplace Injuries

Injury and illness records help OSHA allocate its resources, accurately target its inspections and evaluate the success of efforts to improve workplace health and safety. Employers underreport injury and illness rates because lower rates likely lead to fewer inspections, improve their competitiveness when bidding for new contracts and lower their workers' compensation costs.

The report also confirms a recent survey of local unions by the AFL-CIO and national unions that found many employer "safety" programs actually discourage reporting and recording of workplace injuries.

More than half of local union leaders surveyed reported there were safety incentive programs, injury discipline programs, absenteeism policies with demerits for injuries and/or post-injury drug testing policies in their workplaces and that these policies discouraged the reporting of workplace injuries by workers.

"Employer policies that discourage the reporting of injuries not only undermine the completeness and accuracy of workplace injury data and the Bureau of Labor Statistics surveys. More importantly, they prevent injured workers from receiving

needed medical care and prevent hazardous conditions that injure workers from being identified and corrected," states AFL-CIO President Richard Trumka.

Labor Secretary Hilda Solis says OSHA will hit hard employers who underreport injuries and illnesses, noting, "Many

of the problems identified in the report are quite alarming, and OSHA will be taking strong enforcement action where we find underreporting."

The GAO report was requested by Sens. Tom Harkin (D-Iowa) and Patty Murray (D-Wash.) and Reps. George Miller (D-Calif.) and Lynn Woolsey (D-Calif.) The four are the chief sponsors of the Protecting America's Workers Act, which would give OSHA additional tools to combat underreporting of injuries and illnesses by employers.

"We cannot allow the lack of accurate information to permit hazardous working conditions to go unaddressed, putting workers' health and lives at risk," states Miller, chairman of the House Education and Labor Committee states. "The GAO report underscores the need for OSHA to have all the tools they need to eliminate incentives that result in underreporting injuries," Miller concludes.

**"This union has fought long and hard against such destructive and discriminatory patterns to keep our members safe," notes BCTGM International President Hurt.**



BCTGM Local 48G, 80G, 100G and 103G members march outside the Federal Courthouse in Peoria, Ill.

# BCTGM Activists Continue Push for Health Care

BCTGM members across the nation are making calls, writing letters and rallying across the country to let their senators know what real health care reform means for them—and that we can't wait any longer. BCTGM members are among those who have made more than 240,000 phone calls and sent more than 380,000 letters to Congress this year.

On this page are BCTGM members from Locals 48G – Keokuk, Iowa; 80G – Crete, Neb.; 100G – Cedar Rapids, Iowa; and 103G – Decatur, Ill. who handed out leaflets on health care reform outside the Federal Courthouse in Peoria, Ill. where Illinois District 18 Republican Representative Aaron Schock has offices.

In Hope, Arkansas, BCTGM Local 111 (Dallas) members at the Southern Bakeries plant made phone calls to Congress and distributed health care reform fliers outside the bakery.

## Senate Votes to Proceed with Debate

On November 21, the Senate voted 60-39 to open up debate on health care reform legislation, with Majority Leader Harry Reid (D-Nev.) winning the 60 votes needed to pass the measure.

The Patient Protection and Affordable Health Care Act currently:

- Requires employers, with at least 50 full time employees, that offer no health coverage to pay a penalty of \$750 per employee, if one or more full-time workers qualify for a government subsidy in the health insurance exchange. The union movement continues to press for a full employer mandate covering all workers in all firms, but this at least creates a serious penalty for free rider employers.
- Would cover 94 percent of Americans while reducing the deficit by \$130 billion over the next 10 years.
- Includes a public insurance plan option that will help bring down costs by keeping insurance companies honest and forcing them to compete.
- Would also hold insurance companies accountable by ending the practice of denials and raising premiums because of preexisting conditions or gender.
- Includes a provision that will cut the rate of growth in Medicare spending in half, according to the Congressional Budget Office, through a powerful new Medicare Commission.

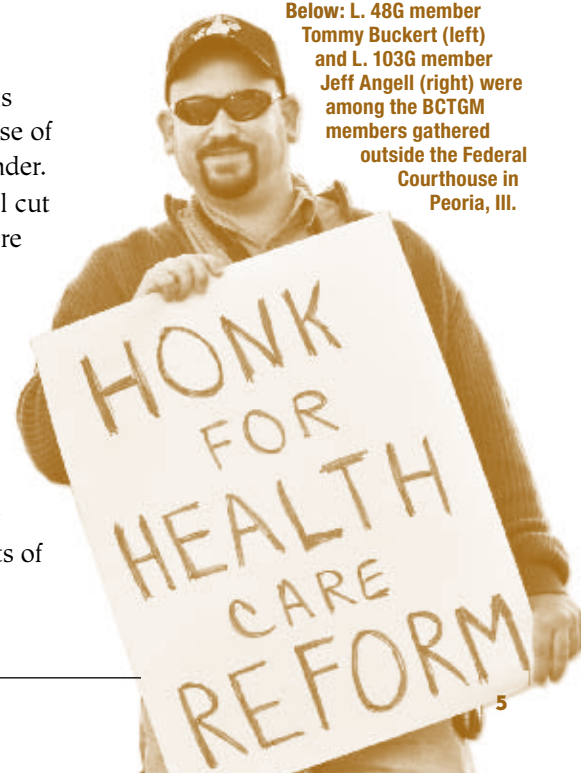
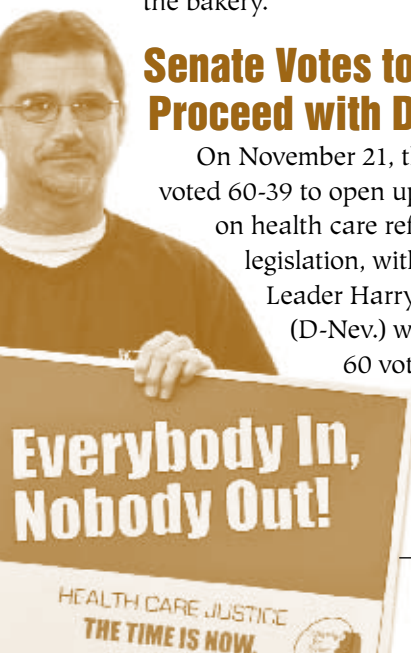
While progress has been made, BCTGM International President Frank Hurt says the bill needs work, especially its provision taxing the benefits of middle-class families.

According to Hurt, the Senate bill's strong cost cutting measures go further than any previous health care legislation. However, the bill must be improved in important areas. "Any plan to tax working families' benefits should be eliminated—taxes on the middle class are the wrong way to pay for health care," said Hurt.



Above: Members of BCTGM L. 111 distribute informational fliers on health care reform outside the Southern Bakeries plant in Hope, Ark.

Below: L. 48G member Tommy Buckert (left) and L. 103G member Jeff Angell (right) were among the BCTGM members gathered outside the Federal Courthouse in Peoria, Ill.



**O**n November 17 at the Economic Policy Institute (EPI) in Washington D.C., AFL-CIO President Richard Trumka and other leaders joined together to call for urgent action to create jobs and rebuild the economy.

The scale of the jobs crisis is obvious: Since the beginning of the recession, more than eight million jobs have been lost. The official unemployment rate is at 10.2 percent, with more than 26 million unemployed or underemployed.

President Wade Henderson; and Deepak Bhargava, executive director of the Center for Community Change.

Trumka laid out five critical points that must underlie a new jobs agenda:

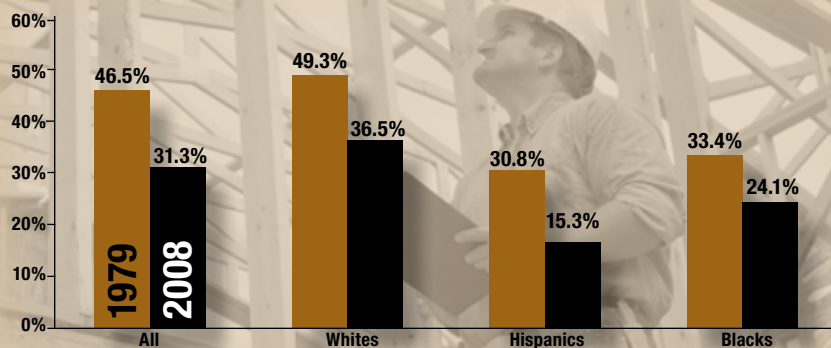
# America Needs **Jobs Now!**

In a live webcast panel discussion, the consensus was clear: Without quick action, an entire generation could be mired in economic turmoil. The nation can, and must, put people back to work—while addressing critical needs for the future of our communities.

These figures are even more severe among African American and Latino communities. Young people are at risk of permanently stunted opportunity, and the jobs crisis is rebounding throughout the country with increased hunger and poverty, massive numbers of home foreclosures and diminished access to health care.

- Extend the lifeline for jobless workers.
- Rebuild America's schools, roads and energy systems.
- Increase aid to state and local governments to maintain vital services.
- Fund jobs in our communities.
- Put TARP funds to work for Main Street.

**Share of male workers in Good Jobs, 1979 and 2008**



Source: Author's analysis of U.S. Bureau of Labor Statistics data.



**Unemployed:  
Help  
Now!**

In addition to Trumka, participants in the discussion included NAACP President Benjamin Jealous; National Council of La Raza (NCLR) President Janet Murguía; Leadership Conference on Civil Rights (LCCR)

Trumka said that the coalition will push the White House and Congress to act on these recommendations immediately, starting at President Barack Obama's December 3 Jobs Summit. "We can not afford to do nothing," Trumka said. "And we can't afford to go back to an economy built on stagnant wages, inequality and consumer debt. We need to create good jobs that support families and communities."

Henderson said the nation's jobs crisis requires urgent attention—because it's not just an economic imperative to put people to work, it's a moral responsibility. "Make no mistake, for us this is the civil rights issue of the moment. Unless we resolve the national job crisis, it will make it hard to address all of our other priorities," said Henderson.

Murguia added that we need specific programs to make sure all communities, especially those that have been disadvantaged, get the opportunities, training and assistance they need.

**10.2%**  
**Double-digit unemployment**

The jobless rate rose sharply in October, surpassing 10% for the first time since 1983.

"There are people who need work in our communities and there is work to be done rebuilding the country," Bhargava said. "By investing now, we can make real, needed improvements and we can give people the jobs they need.

"But to do that," Bhargava added, "we need to break through the 'shell of complacency' around too many legislators in Washington. We need to organize communities around an economic agenda that really helps them."

All of the leaders affirmed their commitment to building grassroots pressure on Congress to act now on job creation. "Families across the country know we need solutions that are at the scale of the serious problems we're facing," Trumka said. "They will be looking

to see whether lawmakers are listening to them or just acting on behalf of Wall Street."

Trumka criticized the fact that small minorities in the Senate can hold America hostage by blocking much-needed change and promised that union members would fight hard against elected officials who are obstructing progress.

"The way things are is not the way they have to be," Trumka said. "We need action now to create jobs, and we have the resources to do it.

"No one needs to tell America's families that unemployment and underemployment are at crisis levels. We need jobs—and we need them now," Trumka added.

"Wall Street has gotten its bailouts. Now it's time for Main Street to get some immediate help," he concluded.

The AFL-CIO is calling on Congress and the Obama Administration to take five steps now to care for the jobless and put America back to work.

## 5 Critical Steps for **Jobs Now!**

- 1. Extend the lifeline for jobless workers.** Unless Congress acts now, supplemental unemployment benefits, additional food assistance and expansion of COBRA health care benefits will expire at the end of the year. They must be extended for another 12 months to prevent working families from bankruptcy, home foreclosure and loss of health care. Extending benefits also will boost personal spending and create jobs throughout the economy.
- 2. Rebuild America's schools, roads and energy systems.** America still has at least \$3 trillion in unmet infrastructure needs. We should put people to work to fix our nation's broken-down school buildings and invest in transportation, green technology, energy efficiency and more.
- 3. Increase aid to state and local governments to maintain vital services.** State and local governments and school districts have a \$178 billion budget shortfall this year alone—while the recession creates greater need for their services. States and communities must get help to maintain critical frontline services, prevent massive job cuts and avoid deep damage to education just when our children need it most.
- 4. Fund jobs in our communities.** While workers go without jobs, important work is left undone in our communities. We should put people to work restoring our environment, providing child care and tutoring, cleaning up abandoned houses and more. These are not replacements for existing public jobs. They must pay competitive wages and should target distressed communities.
- 5. Put TARP funds to work for Main Street.** The bank bailout helped Wall Street, not Main Street. We should put some of the billions of dollars in leftover Troubled Asset Relief Program funds to work creating jobs by enabling community banks to lend money to small- and medium-size businesses. If small businesses can get credit, they will create jobs.

America's jobs situation would be even more dire without the economic stimulus program President Obama and Congress enacted, which has saved or created one million jobs. But the depth of this crisis demands that we do more—and that we do it now, before more people lose their jobs, their homes, their health care and their hope.

For more information on the AFL-CIO's Jobs Now campaign, visit:

[www.aflcio.org/issues/jobseconomy/jobs/americanneedsjobsnow.cfm](http://www.aflcio.org/issues/jobseconomy/jobs/americanneedsjobsnow.cfm)

# Enjoy a BCTGM-Made *Holiday Season*



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

## Annabelle Candy Company

Holiday seasonal specialties and bag candy including union-made candies like Rocky Road, Abba Zaba, Look, Big Hunk and U-No.  
**BCTGM Local 125 (San Leandro, Calif.)**



## Brown & Haley

Holiday gift boxes, baskets, tins and packages filled with the company's renowned Almond Roca, Cashew Roca, Mocha Roca, Sugar Free Almond Roca and Candy Cane Roca.  
**BCTGM Local 9 (Seattle)**

## Concord Confections, Inc.

Double Bubble Bubble gum and gumballs in festive packages.  
**BCTGM Local 264 (Toronto, Ontario)**



## Dare Foods Limited

Ten holiday varieties of gums, jellies, hard candy and gift tubs including festive bags with "To/From" gift tags. New varieties include "Icy & Spicy" Mints, "Snowdrift" Mints, a range of festive colored Ju Jubes and Dare's Scotch Mints.  
**BCTGM Local 264 (Toronto, Ontario)**

## Frankford Candy & Chocolate

Holiday candy toys, gift baskets, tins boxes and packs filled with gums, jellies, hard candy, molded filled, hollow and solid chocolate under the Frankford name.  
**BCTGM Local 6 (Philadelphia)**

## Ghirardelli Chocolate Company

Holiday chocolate gift baskets, tins, boxes and packs filled with Ghirardelli brand chocolate.  
**BCTGM Local 125 (San Leandro, Calif.)**



## Hershey Foods Corp.

Assorted holiday candy, lollipops, molded hollow and solid foil wrapped chocolate, holiday novelties and tins filled with Hershey-brand chocolates.  
**BCTGM Local 464 (Hershey, Pa.)**

## Jelly Belly Candy Company

Holiday gift boxes, tins, packs; Christmas tree taffy, gums, jellies and other seasonal novelties under the Jelly Belly brand.  
**BCTGM Local 125 (San Leandro, Calif.)**



## Just Born, Inc.

Holiday Marshmallow Peeps in tree and snowman designs. The Peeps Decorating Kit lets kids and adults alike decorate their own Peeps Marshmallow Trees.  
**BCTGM Local 6 (Philadelphia)**

## New England Confectionery Company (NECCO)

Holiday tins and bags filled with BCTGM-made treats including: NECCO Wafers, Clark bar, Sky Bar, Candy Cupboard Chocolates, Masterpiece Chocolates, Wrapped Foil Mints, Mary Jane Bags, Peanut Butter Kisses,

Haviland Thin Mints, Chocolate Covered Peanuts, Raisins and Bridge Mix, Chocolate Peanut Clusters, Chocolate Nonpareils, Mighty Malts Malted Milk Balls, and more.  
**BCTGM Local 348 (Framingham, Mass.)**



## Nestle Chocolate

Holiday hard candy, molded solid chocolate, tins and festive packages filled with Nestle Treasurers, Laffy Taffy, Flips Pretzels, Kathryn Beich specialty candy, Baby Ruth, Butterfinger, BB's and Pearson's Nips.  
**BCTGM Local 1 (Chicago) and Local 342 (Bloomington, Ill.)**

## Pearson's Candy Company

Holiday tins, bagged and chocolate mints including The Nut Goodie Bar, Salted Nut Roll, Pearson's Mint Patties, and Flurries.  
**BCTGM Local 22 (Twin Cities, Minn.)**

## Sconza Candy Company

Red, White & Green Chocolate Jordanetts, Christmas Bell Jellies and Rings, Reindeer Corn, Red, White & Green Boston Baked Beans, Sprinkled Christmas Tree Pretzels.  
**BCTGM Local 125 (San Leandro, Calif.)**

## See's Candies

Holiday tins, baskets, boxes with hard, soft and nut chocolate candies, peppermint twists, fudge and foil chocolate.  
**BCTGM Local 125 (San Leandro, Calif.)**



## Tootsie Roll Industries, Inc.

Tootsie Roll brand candies  
**BCTGM Local 1 (Chicago)**



# Shop Union & American-Made this *Holiday Season*



Everyone is looking for unique items to give this Holiday Season, and there are few things as thoughtful to give the union member on your list than a union-made, American-made gift. All of the below listed gift ideas are featured on the AFL-CIO's Union Shop Online store where you can shop for great books, union pride gear, CDs and more: [www.aflcio.org/shop](http://www.aflcio.org/shop).

## Rosie the Riveter 10-inch Clock

Rosie the Riveter, the cultural icon of working women since World War II, is now displayed on a colorful 10-inch round clock. The Rosie the Riveter clock proudly states, "A Woman's Place Is in Her Union."

The battery-operated, union-made-in-the-USA clock is perfect for the home, office or dormitory.



## Christmas Tree Holiday Ornament

This beautiful Christmas tree-shaped holiday ornament proclaims "JOY & Solidarity."

Union-made in the U.S.A., the green and gold metal ornament makes a great addition to your holiday assortment or a union-made gift for a friend or family member. The ornament comes in a small pull-string black bag.



## What's Your Union? Key Ring

Don't ask, What's your sign? Ask, What's Your Union? with this brushed brass key tag.



## American Flag



Show your pride in the U.S. with this union-made, extra-strength, cotton-weave American flag. Features densely embroidered stars, sewn stripes and left-side grommets for flagpole hanging. 2 x 3 feet in Manhattan.

## Fiesta Disc Pitcher

Seventy years ago, Frederick Hurton Rhead combined art deco styling and bold, bright colors to design Fiesta Dinnerware, one of the most collected and beloved china products in the world—still union-made, lead-free, in the U.S.A. by Homer Laughlin China Co. One of the most popular items

in the Fiesta line is this 67 1/4-ounce disc pitcher, available in Peacock, Persimmon, Sunflower, Cinnabar, Cobalt, Evergreen and Turquoise.



## Lunchtime on Top of a Skyscraper Sculpture

Lunchtime on Top of a Skyscraper sculpture, by Sergio Furnari, 11 men, each man is approximately 5 1/4 inches high, sitting on beam 30" long by 3 3/4 inches high. Lunchtime on Top of a Skyscraper, by New York sculptor Sergio Furnari, was inspired by one of the most famous images of Americans at work—the 1932 photograph depicting 11 ironworkers eating lunch while sitting on a steel girder 900 feet off the ground during construction of the RCA building.



# BCTGM Continues Lobbying for Country of Origin Labeling

**A**midst rising food imports by some of the country's largest food processors, the BCTGM is continuing its effort to have comprehensive country-of-origin labeling (C.O.O.L) legislation passed by Congress. Over the past decade imports of candy, chocolate products, cereal, cookies and crackers and salted snacks from well-known food processors like Kraft, Hershey, Nestle, Frito-Lay and Kellogg's, have increased dramatically. Much of this production was done in North America by BCTGM members before it was shipped to Mexico, South America and Asia.

In response, the BCTGM has been advocating for legislation that would require country-of-origin labeling for all processed foods, for all ingredients of processed food items (to be listed on a company's corporate website), and clearer labeling for domestically produced food products. Polls suggest that over 90% of American's want country-of-origin labeling.

The latest effort by the union involves food safety legislation that has been working its way through Congress in the wake of several high profile food recalls. Earlier in the year, the House of Representatives passed the 'Food Safety Enhancement Act of 2009' which included country-of-origin labeling for processed food.

On the Senate side, the Health, Education, Labor and Pension Committee (HELP) was responsible for drafting food safety legislation.

In a letter to members of the HELP Committee BCTGM International President Frank Hurt stated that the dramatic rise in food imports had resulted in "the closure of viable food manufacturing facilities, the loss of tens of thousands of jobs, including BCTGM members, an over-whelmed FDA, a confused public, and an overall decline in consumer confidence in the current food safety system." In November the Committee passed the 'FDA



**The last Fig Newton processed in the United States rolled off the line in Chicago in June.**

Food Safety Modernization Act' which is similar in some respects to the House bill, but does not include country-of-origin labeling. The bill is slated to go to debate on the Senate floor in the next few months.

According to International President Frank Hurt the BCTGM will continue to plead their case for COOL. "We're disappointed the bill coming out of the HELP committee does not contain the COOL provision, but there are still several ways the final bill could include this important piece," said Hurt.

The issue of rising food imports came to a head earlier in the decade when the Hershey Company announced it was closing a half-dozen production facilities in North America and moving a majority of production to a new plant in Monterrey, Mexico. BCTGM members at several facilities were laid off as a result. Soon after the move, border agents for the FDA refused to allow several shipments of Hershey Kisses from Mexico to enter the country because of salmonella contamination.

Another high profile case involved Kraft Foods decision to move all production of Fig Newtons to one of its Mexican operations. This move was phased in over the past decade as production of Fig Newtons ceased at Kraft's Fairlawn, New Jersey plant and more recently, the last Fig Newton processed in the United States rolled off the line in Chicago in June. Both plants are represented by the BCTGM. Kraft has also moved, or is in the process of moving, several other brands to Mexico, most recently their Grahams lines.

"These companies are looking for cheap labor, cheap ingredients and a low-regulatory environment. Plain and simple. The American consumer and the American worker be damned," said Hurt.



## Canada's Experts Skewer Shoddy Study on Employee Free Choice

Opponents of the Employee Free Choice Act often claim the legislation would hurt employment. They base that falsehood on a study paid for by the U.S. Chamber of Commerce and its cronies, which purports to examine the effects of majority sign-up on the labor market in Canada.

Now, a devastating new critique shows the bought-and-paid-for “study,” by consultant Anne Layne-Farrar, is “misleading and poorly supported.” *Just Labour*, the Canadian labor-studies journal, features a series of articles on the Layne-Farrar piece by the experts who know Canada’s labor market best.

Among them, Noreen Pupo, director of the Center for Research on Work and Society at York University, says, “We refute efforts by business lobbyists opposing the [Employee Free Choice] Act to manipulate Canadian data and experience for purposes of defeating any strengthening of collective bargaining systems in the U.S. The vested interest of these business lobbyists in the continued erosion of collective bargaining in America has led them to misrepresent the Canadian experience.”

This comprehensive look at U.S. and Canadian labor law examines the

assumptions, analogies and claims that underlie opposition to the Employee Free Choice Act. More than 120 participating economists, historians and professors say union membership has had a positive impact on workers in Canada and that workers’ freedom to bargain has real benefits to wages across the economy.

In particular, they note that—contrary to Layne-Farrar’s claims in her nonpeer-reviewed study, which is based on limited data—there is no evidence that higher levels of union membership are correlated with unemployment. Indeed, the simple fact is Canada’s unemployment rate is lower than the U.S. rate.

In one article, “Should Congress Pass the Employee Free Choice Act? Some Neighborly Advice,” three business professors say the Employee Free Choice Act will safeguard workers’ freedoms and allow them to bargain their way to a better life. Labor law reform, these scholars say, will, “help to ensure that workers

can exercise their basic right to meaningful representation at work and, potentially, win well-deserved gains that many have long been denied—and which could prove effective...for reducing inequality and returning America to prosperity.”

**The Employee Free Choice Act will safeguard workers’ freedoms and allow them to bargain their way to a better life.**

This extensive analysis of Layne-Farrar’s research echoes an investigation by the Institute for Southern Studies, which called the Chamber-funded study, “shockingly weak—based on a thin set of old and irrelevant data that doesn’t even bear out her own conclusions.”

The next time you hear a pundit, politician or corporate lobbyist cite Layne-Farrar’s figures as fact, remember that even with the vast amount of money they have to spend, corporate front groups can’t buy their own truth.

The latest issue of *Just Labour* offers a powerful rebuttal to the corporate disinformation campaign and strong arguments in support of the Employee Free Choice Act.



# SUMMARY ANNUAL REPORT For the Bakery and Confectionery Union and Industry International Health Benefits Fund

This is a summary of the annual report of the Bakery and Confectionery Union and Industry International Health Benefits Fund, EIN 53-0227042, Plan No. 501, for the period January 1, 2008 through December 31, 2008. The annual report has been filed with the Employee Benefits Security Administration, U.S. Department of Labor, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

The Joint Board of Trustees of the Bakery and Confectionery Union and Industry International Health Benefits Fund have committed themselves to pay all non-insured claims incurred under the terms of the Plan.

## Insurance Information

The plan has a contract with UNICARE Life and Health Insurance Company, Inc. to pay Medicare Part D RX claims incurred under the terms of the plan. The total premiums paid for the plan year ending December 31, 2008 were \$5,726,847.

## Basic Financial Statement

The value of plan assets, after subtracting liabilities of the plan, was \$199,489,694 as of December 31, 2008, compared to \$212,991,823 as of January 1, 2008. During the plan year the plan experienced a decrease in its net assets of (\$13,502,129). This decrease includes unrealized appreciation and depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. During the plan year, the plan had total income of \$28,957,746 including employer contributions of \$24,699,346, employee contributions of \$148,379, realized losses of (\$13,811,835) from the sale of assets, and earnings from investments of \$3,147,609.

Plan expenses were \$42,459,875. These expenses included \$5,254,221 in administrative expenses and \$37,205,654 in benefits paid to participants and beneficiaries. A total of

37,556 persons were participants in or beneficiaries of the plan at the end of the year.

## Your Rights To Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

1. an accountant's report;
2. financial information and information on payments to service providers;
3. assets held for investment;
4. transactions in excess of 5% of the plan assets; and
5. insurance information, including sales commissions paid by insurance carriers.

To obtain a copy of the full annual report, or any part thereof, write or call the office of Steven D. Brock who is the Manager of Administrative Services, Bakery and Confectionery Union and Industry International Health Benefits and Pension Funds, 10401 Connecticut Avenue, Kensington, MD 20895-3960, (301) 468-3750. The charge to cover copying costs will be \$10.00 for the full annual report, or 25 cents per page for any part thereof.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the plan at 10401 Connecticut Avenue, Kensington,

MD 20895-3960 and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, Room N1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210.

## Additional Explanation

Additional Basic Financial Statement Information: The retiree contributions of \$14,660,150 were for extended health insurance under the plan.

## Información Adicional

Si tiene dificultad en la interpretación de este Sumario del Reporte Anual, por favor escriba o llama a la oficina de Steven D. Brock, que es el Director de los Servicios Administrativos de el Bakery and Confectionery Union and Industry International Health Benefits and Pension Funds, 10401 Connecticut Avenue, Kensington, Maryland 20895-3960, (301) 468-3750.

## Funds' Trustees

Following is a listing of the trustees currently serving on the boards of each Fund:

Union Trustees—Frank Hurt (Chairman), Intl. Pres.; David B. Durkee, Intl. Secy.-Treas.; Steven V. Bertelli, Intl. Vice Pres.; Anthony L. Johnson, Intl. Vice Pres.; Art Montminy, Intl. Vice Pres.; Robert Oakley, Intl. Vice Pres.; Randy D. Roark, Intl. Vice Pres.; Joseph Thibodeau, Intl. Exec.Vice Pres.

Employer Trustees—Richard B. Cook (Secretary) Vice Pres., Labor Relations, Interstate Brands Corp.; Dan Craig, Vice Pres., Labor & Employee Relations, Sara Lee North America; Thomas G. Kirchner, Sr. Director of Labor Relations, Kraft Foods; Jon McPherson, Vice Pres., Labor Relations, Kellogg Company; Lou Minella, Vice Pres., Labor Relations, Stroehmann Bakeries; John Wagner, Vice Pres., Labor Relations, The Kroger Co.

# Randy Fulk Appointed International Representative

**B**CTGM International President Frank Hurt has appointed Randy W. Fulk as a new International Representative in the Tobacco Sector.

“I am confident that Randy’s addition to our staff will be a great asset for the International Union, especially for our tobacco membership. Randy’s dedication and experience as local union leader prepares him for this position. I am confident in his abilities to represent our membership,” said Hurt.

Fulk, 55, has been a member of Local 317T (Greensboro, N.C.) union since 1973 when he went to

work at Lorillard Tobacco. He was elected shop steward in 1994 and has served on the local’s negotiation committee since 1997. In January 1999, Fulk was elected president of Local 317T for the first time and served as president of the local union for 10 years.

In March 2000, Fulk was appointed to serve on the BCTGM General Executive Board. He was re-elected to serve on the GEB in 2009.

Fulk has attended numerous union training classes and labor schools. In 2001 he was elected to serve as a Vice President of the North Carolina AFL-CIO, a position



he continues to serve as fifth ranking vice president. Additionally, Fulk serves on the N.C. AFL-CIO Workforce Development Board.

## New Officers Train for the Future

**L**ocal Union leaders from the U.S. and Canada gathered at the George Meany Center for Labor Studies in Silver Spring, Md. in October for an intensive one week educational conference. The training, administered by the BCTGM Research & Education Department, focused on developing the leadership skills of newly elected local union officers.

According to BCTGM International President Frank Hurt, the purpose of the training is to ensure that BCTGM local leaders represent their members to the best of their abilities. “We give them the tools to negotiate great contracts, organize new members and administer their local union; once they get back to their Locals it is up to them to put it into action,” notes Hurt.

The daily seminars, made up of workshops, presentations, and guest speakers, focused on local union management, organizing, workplace health & safety, arbitrations, and preparing for negotiations. There was also a special session on the financial record-keeping responsibilities for the financial secretaries.

Local union officers were encouraged to share their own situations with the group and learn from the experiences of others. This was especially important when it came to discussing organizing strategies for both past and future campaigns. The participants agreed that this information-sharing was an invaluable part of the overall experience.



The group of local union officers poses for a photo following the week-long educational training at the National Labor College in Silver Spring, Md.



## Showdown in Chicago

BCTGM Local 316G (Chicago) members were among the more than 5,000 people to pack the streets of downtown Chicago on Oct. 27, chanting, marching and rallying against Big Bankers and financial institutions. The crowd marched to the Sheraton Chicago Hotel & Towers, site of the American Bankers Association meeting, to protest the banking industry's greed and irresponsibility that crippled our economy, leaving millions of workers behind. Pictured here are members of L. 316G at the rally.



## BCTGM NEWS Online

Did you know that you can read *The BCTGM NEWS* directly on the International Union's website? Every issue that has been published since 2002 is available online to view and/or download. Once you download the file to your computer, you can print and make copies when you or your local union appears in the magazine to distribute to friends, family, co-workers or just drop in the lunchroom at your plant. Never miss an issue again! Check out the online BCTGM NEWS: [www.bctgm.org/news/news\\_bctgm.html](http://www.bctgm.org/news/news_bctgm.html)

## 100 Years of Life

BCTGM Local 24 (San Francisco) retiree Berthold Herpe celebrated his 100th birthday on November 7. A German baker, Herpe resided in Frankfurt, Germany until 1938 when he was imprisoned in the Nazi concentration camp Dachau. After three months, Berthold was able to renounce his German citizenship and obtain passage to Shanghai, China. Berthold resumed his career as a baker and soon immigrated to the U.S. and settled in San Francisco. Berthold's baking career included jobs with the Langendorf Baking Company, the Fairmont Hotel and finally the Orowheat Bakery, where he retired his union career at age 65. A U.S. citizen, Herpe was active in his community and his union – even hosting the neighborhood polling booth in his garage.



## 2010 BCTGM International Scholarship Program

The BCTGM International Scholarship Program will award ten \$1,000 one-time scholarship awards in 2010. 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, 2010.

To learn more about this special BCTGM membership feature, you can find the official rules and regulations for the 2010 BCTGM International Scholarship Program and the application on the International's website, [www.bctgm.org](http://www.bctgm.org).



# BCTGM

# POWER

## AT&T Wireless Discounts

**Now you can save on your monthly wireless plan from AT&T with a 10 percent discount when you sign up for a new or renewed two-year plan because of your union membership.**

This special 10 percent discount off the regular monthly rate for individual or family plans from AT&T is available only to union members and retired union members who are new and current AT&T customers. AT&T Mobility is the only wireless company that is virtually 100 percent union, with 40,000 CWA members under contract.

**Union-Friendly AT&T:**  
The network with the  
**FEWEST DROPPED CALLS** of any wireless carrier

**Unlimited Mobile to Mobile calling** to over  
62 million AT&T customers

**Rollover Minutes®**—AT&T is the only wireless carrier that lets you  
keep your unused Anytime Minutes  
from month to month for  
up to 12 months on select plans

### There are three ways to get the discount:

- 1 Call **1-800-897-7046** and use Discount FAN number **00113662**. You may be asked to fax proof of union membership.
- 2 Online at [UnionPlus.org/ATT](http://UnionPlus.org/ATT). You will be asked to provide your union name and local number.
- 3 Visit your local AT&T store and bring proof of union membership (a Union Plus Credit Card, union membership card, or copy of a paycheck showing union dues deduction) along with the AT&T union discount coupon found at [UnionPlus.org/ATT](http://UnionPlus.org/ATT) or FAN number 00113662.



Printed in the U.S.A.

# *Happy Holidays!*



**Joseph Thibodeau**  
Executive Vice President



**Frank Hurt**  
International President



**David B. Durkee**  
Secretary-Treasurer and  
Director of Organization

*We wish all BCTGM members a happy  
and safe holiday season!*