

# BCTGM *News*

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VOLUME 13  
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Time Delays

NLRB Rule Changes:

## Clearing the way to Fair Union Elections

Election  
Appeals

Costly Litigation

Lengthy Procedures

Employer  
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Board Reviews



# the PRESIDENT'S MESSAGE

## FIASCO in Washington

### Exposes True Priorities

The battle over the federal debt ceiling has left most Americans disgusted with politics in Washington. I share that sentiment. Despite the fact that politicians across the board declare day in and day out that the most important issue in America is JOBS, they do virtually nothing to put people back to work and restore economic opportunity and prosperity for average working families.

Sifting through all of the rhetoric and ridiculous back and forth that has gone on in Washington over the past several months, one thing has become very clear—the two political parties have sharply different policy priorities for the country.

The top priority of Congressional Republicans is to guard the tax cuts the Bush Administration gave to the wealthiest Americans and maintain the tax loopholes highly profitable corporations have been taking advantage of for years.

In an act of blatant political extortion, the so-called “Tea Party” Republicans, who now control the House of Representatives, were willing to bring down the entire American economy (and likely the world economy) in order to protect corporations like Exxon and General Electric from paying their fair share of taxes. These phony patriots were willing to see millions more Americans thrown out of work to protect millionaires and billionaires from paying their fair share as well.

At the same time as they lay across the railroad tracks for the privileged and corporate elite on taxes, Republicans in Congress attack every program that benefits the middle class, the elderly and the most vulnerable in our society. Earlier this year, they passed a budget that called for ending Medicare as we know it, privatizing Social Security, gutting Medicaid and slashing funding for public education and student loans.

Democrats in Congress have fought hard to protect these vital programs and other elements of the social safety net, including unemployment benefits. Often, the labor movement has had to step in and provide backbone to make sure that Democrats kept their priorities straight and did not waiver in protecting the interests of working people, retirees, the unemployed and the neediest Americans.

“Tea Party” Republicans got elected last year on the false promise that they would do something about the jobs crisis in our country. But they have not offered even a single piece of legislation to create jobs. Their only solution to the worst unemployment in 80 years is to push for even more tax giveaways to corporations, the supposed “job creators.”

Well, corporations are creating jobs, but not for American workers. Instead, they are taking their special tax breaks and hundreds of billions of dollars in record profits and creating jobs in China, Mexico, India, Malaysia and other low-wage countries around the world.

Nothing has been more devastating to the economy and the middle class than the rampant corporate outsourcing of good jobs to other countries. Unpatriotic CEOs who slash jobs in this country and ship them offshore—and the politicians who enable and encourage them—deserve the deep scorn of the American people.

Every day, the captains of industry turn their backs on American workers for one reason—GREED. The wellbeing of this country and its people carries little weight in the decision making process of most CEOs. Rather, their actions are geared exclusively to realizing a bigger, fatter payout for themselves.

This is a harsh assessment. But one that is based on what has been taking place in this country and the experience this Union has had with many of our employers over the last decade.

Millions of Americans are out of work, but yet roads and tunnels and bridges and schools and sewer systems throughout the country are crumbling and in dire need of repair. Lawmakers should immediately invest a portion of this nation's great wealth in meeting these critical construction needs. This will not please the phony patriots in the “Tea Party” but it will create hundreds of thousands of new jobs for our fellow citizens who are desperately trying to provide for their families.

Real economic prosperity and job growth also require the “job creators” to end the outsourcing of our jobs and instead invest their billions in profits in domestic plant, equipment and production. This may make their bonuses a little less obscene, but it will put people back to work and boost the country the “job creators” profess to care so much about.

In the end, the economic future of the country and the well being of our people will be determined by the priorities set by those who actually have the power to create jobs. As long as the priorities are being set by the “Tea Party” minority in the House of Representatives and corporate officials who put themselves before their country, the jobs crisis will haunt us for years to come.

Now is the time for political and corporate leaders who have become so prosperous and powerful because of this great country to step up and accept the challenge President Kennedy put before the American people during another perilous period in our history a half century ago. “Ask not what your country can do for you. Ask what you can do for your country.”

A strong dose of TRUE patriotism is exactly what is needed to heal this nation's economy.

**Frank Hurt**  
BCTGM International President





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# BCTGM Members Locked Out by American Crystal Sugar

**O**n August 1, 1,300 BCTGM members were locked out by American Crystal Sugar at sugarbeet processing plants in East Grand Forks, Crookston, and Moorhead, Minn.; Hillsboro

and Drayton, N.D.; and packaging and transportation sites in Chaska, Minn. and Mason City, Iowa. Workers at these facilities are represented by BCTGM Locals 167G (Grand Forks, N.D.), 265G (Chaska), 267G (Crookston), 269G (Mason City) and 372G (Hillsboro, N.D.).

Contract negotiations to replace the seven-year collective bargaining agreement began in May. On Saturday, July 31 union members overwhelmingly rejected the company's final offer—which included significant increases to workers' health care costs and major changes to seniority rights and job security language—including the right to outsource work. When workers reported to work on Monday, August 1, they were locked out. The contract expired at midnight Sunday.

Union members and supporters are maintaining a presence and distributing information outside each location. Scabs have been brought in by the company and are currently operating each location at which union members are locked out. The company has refused attempts by the union to return to the bargaining table.

"This is a premeditated fight: American Crystal Sugar began preparing for this lockout last year and knew our members would vote down a contract that demands



health care cost increases, takes away seniority rights and gives the company the right to contract out their jobs," notes BCTGM International President Frank Hurt.

"The company's proposal takes away benefits that have been achieved over many years. It was a 'take-it-or-leave-it' deal—if we didn't agree to their demands; union members would be locked out. These workers did not strike the company—the company struck them by locking them out. They cannot take away a worker's seniority rights and expect sympathy from anyone," Hurt adds.

American Crystal Sugar is a cooperative owned by about 3,000 shareholders who raise 500,000 acres of sugarbeets in the Red River Valley of Minnesota and North Dakota. According to

researchers at North Dakota State University, the Red River Valley produces more than 50 percent of the nation's sugarbeets.

The BCTGM represents workers at nearly all of the major sugarbeet producers in the United States, including Amalgamated Sugar Company, Michigan Sugar, Southern Minnesota Beet Sugar Co-op, Western Sugar Co-op, Wyoming Sugar, and American Crystal Sugar.

The importance of the sugarbeet industry has grown over the last two decades. In 1985, sugarbeet production comprised approximately 48 percent of total sugar production, compared to 52 percent for cane sugar. Today, sugarbeet production makes up almost 60 percent of total sugar production.

## What Locals and Members Can Do

▶ While about 90 percent of American Crystal products are sold for industrial use, various sugar products are sold in retail stores throughout the nation. Therefore, until this lockout is resolved and our members are back to work, tell your union members, family and friends: **DO NOT BUY Crystal Sugar brand granulated sugar, powdered sugar, light brown sugar and dark brown sugar.**

▶ Visit the American Crystal Sugar Lockout website and sign a petition to American Crystal Sugar CEO Dave Berg: [www.bctgm.org/ACS\\_Lockout.html](http://www.bctgm.org/ACS_Lockout.html)



# NLRB Proposes Rule to Make it

**O**n June 21, the National Labor Relations Board (NLRB) issued a proposed rule that would restore a measure of fairness to the union election process. As it stands, most workers who want to form a union will never get the chance. The current rules allow employers to drag out the process for months—in some cases years—while they wage a campaign in the workplace to mislead and intimidate their employees.

“For decades, the federal government has allowed big corporations to litigate workers’ efforts to death when they are trying to form a union and get a leg up in supporting their families,” notes BCTGM International President Frank Hurt. “Irresponsible companies typically delay the vote and often retaliate against employees who want to form a union.”

The NLRB’s proposed rule revises the representation process by removing unfair obstacles so that workers who petition for a vote on whether to form a union can have a vote. The NLRB changes are aimed at ensuring a fair process by cleaning up and modernizing a system paralyzed by delays, bureaucracy, and wasteful litigation.

The NLRB’s proposal focuses on two primary changes:

- **Employers will be required to provide union supporters with a list of eligible voters—with complete contact information—as soon as employees indicate their desire to hold an election aimed at forming a union.** This brings NLRB procedures in line with the laws governing elections for members of Congress or any other public office.

- **Legal objections to procedural or logistical aspects of the election will be heard after the election date if they affect less than 20 percent of potential voters.** All such claims are

guaranteed to be heard and adjudicated, and the election’s outcome will not be certified until they have been settled; but the date of the election will remain fixed, and will not be subject

## 3 Things the NLRB’s Proposed Rule DOES...

- 1** This rule DOES cut back on opportunities for delay during the NLRB hearing process, closing the loopholes businesses have exploited for decades. The current lengthy and protracted election process sacrifices workers’ interests in having an election and, instead, incentivizes coercive and illegal activity from employers.
- 2** This rule DOES cut back on unnecessary and costly litigation. The current process rewards employers who use litigation to stall an election date, often pursuing claims which are irrelevant or found to be without merit. Research shows that these delay tactics work: When employers pursue litigation, elections occur an average of 124 days after the petition was filed. By reducing choke points in the system, the rule will reduce frivolous, taxpayer-funded litigation.
- 3** This rule DOES standardize procedures for the NLRB’s regional offices. The rule incorporates existing practices already being used in many NLRB regional offices and addresses inconsistencies in procedures, ensuring a clear, consistent process for all parties.

## 3 Things the NLRB’s Proposed Rule DOES NOT DO...

- 1** The rule does NOT deny companies the opportunity to express their opinion about union representation. From the first day workers are hired, companies have full access and ample opportunity to make their views clear to workers. In fact, nearly half of charges of illegal conduct filed with the NLRB during organizing campaigns involve employer misconduct that took place before workers filed a petition.
- 2** The rule does NOT require that elections be held within a specific time period. It simply makes the process fair by removing opportunities to delay the vote. Employers and workers alike are entitled to a process that cannot be manipulated to gain unfair advantage and is clear, precise and efficient.
- 3** This rule does NOT hurt our economy or stifle business. On the contrary, a fair, efficient and predictable process saves time and resources for companies, workers and the government. In fact, if workers decide to choose a union, the economy benefits. Furthermore, unions help build successful partnerships between workers and corporations every day.

# Easier to Unionize

to manipulation for partisan advantage. This, too, brings NLRB procedures closer into conformity with the definition of free and fair elections under American democracy.

**This rule ensures workers have a basic right we hold dear in this country: the right to vote.**

“The proposed process is more uniform, transparent, predictable and efficient,” says Hurt. “This rule ensures workers have a basic right we hold dear in this country: the right to vote. Workers encounter delays of months and even years. Some never get to vote at all. This rule provides stability and a level playing field,” Hurt adds.

According to the NLRB, the median amount of time from the filing of a petition for an election to the actual balloting was 38 days in 2008. The average time was 57 days.

“The election process takes too long. Once the petition is filed for a secret-ballot election, it takes weeks for the election to be held. This gives management too much time to mount an anti-union campaign filled with worker intimidation, fear and threats,” notes BCTGM International Secretary-Treasurer/Director of Organization David B. Durkee.

## WORD ON THE STREET: NLRB Rule Changes

The National Labor Relations Board’s (NLRB’s) modest, common-sense proposed rule to remove roadblocks for workers who want to vote on whether to form a union has drawn praise from working men and women, political leaders and activists around the country. Here’s a sample of the comments:

Endless red tape shouldn’t get in the way of **allowing workers the freedom to decide** if they want to form a union. The new rules proposed by the NLRB will help ensure workers can hold fair elections in a timely manner.

*Sen. Al Franken (D-Minn.)*

This proposed rule change is about fairness—giving workers updated organizing tools they can use to **negotiate good wages and good benefits**.

*Sen. Jeff Merkley (D-Ore.)*

The proposed changes, while certainly not solving all the difficulties workers face when attempting to exercise their rights, **reduce opportunities for bad actors** who want to obstruct or interfere with an election.

*Rep. George Miller (D-Calif.)*

In a time where the rights of working families and union members are under assault, and corporations are using extreme tactics to discourage the formation of unions, the **NLRB stood up for the hard working American men and women** today.

*NAACP President Benjamin Jealous*

**Ensuring workers have a fair chance to vote and to join a union**, should they so choose, is a pillar of our democracy as well as our economy. The right to join together to form a union can help restore our middle class, put food on the table of working families and stabilize communities that are reeling from loss of income.

*Wade Henderson, president of the Leadership Conference on Civil and Human Rights*

...for far too long working men and women have had to deal with an outdated and lopsided system that puts the wants of big corporations over the needs of employees. At a time when our middle class is consistently under attack, these new proposed rules represent **a positive step in restoring a more level playing field for workers**.

*Rep. Betty Sutton (D-Ohio)*

The Board’s election procedure is broken and in need of an overhaul. Employer control of a process intended to give the **employees free choice** frustrates the employees’ statutory right to choose and undermines the integrity of the process.

*Professor Kenneth Dau-Schmidt, Indiana University School of Law*

This proposed rule change simply **ensures that workers have the basic right to vote**. That’s a right we hold dear. The proposed new rules simply help remove obstacles so workers can make their own decision about unions.

*Professor Laura Dresser, Center on Wisconsin Strategy UW-Madison*

**SEN. BROWN, AFL-CIO PRES. TRUMKA:**

## **Enforce Existing Trade Laws** before Pursuing More Free Trade

In the wake of a Senate stalemate over linking Trade Adjustment Assistance (TAA) to pending free trade agreements with Korea, Panama, and Colombia, U.S. Sen. Sherrod Brown (D-OH) and AFL-CIO President Richard Trumka held a news conference call to outline why Congress should focus on extending TAA, enforcing trade laws, and addressing currency manipulation before pursuing more-of-the-same free trade agreements that have cost Ohio thousands of jobs since 1994.

“Thousands of Ohio workers have watched their jobs move to Mexico or Central America. With a fragile economic recovery, now is not the time to pass more-of-the-same trade agreements that have shipped jobs overseas and undermined Ohio manufacturing. Taking care of American workers should be our first priority,” Sen. Brown said. “That means passing a long-term extension of Trade Adjustment Assistance to keep workers

and manufacturers competitive and ensure that they can get retrained for 21st-century jobs.

“And while much of our national discussion lately has centered on our budget deficit, our ballooning trade deficit deserves attention too. We must strengthen our trade law enforcement by addressing China’s flagrant currency manipulation and other violations,” Brown continued.

“We need a new approach to trade, not the same broken deals that send jobs offshore and benefit multinationals but not working people,” said Trumka. “If we want an economic future that is better than our past, we need to use a jobs lens to look honestly at the specific rules in our own trade laws and trade agreements, the partners we choose and their values. Old Bush-era deals are not the answer. We can and must do better to create good jobs here at home that fuel our economic growth and rebuild our economy.”

During the news conference call, Brown and Trumka outlined the need for an extension of Trade Adjustment Assistance for Workers—a federal program that provides aid to workers who lose their jobs or whose work hours and wages are reduced as a result of

increased imports. The program provides training for employment in another job or career, income support, job search allowances, and relocation allowances. Qualified workers may quickly return to employment through a combination of these services.

Brown released a county-by-county report showing the number of displaced Ohio workers who have qualified for TAA since the 1994 passage of the North American Free Trade Agreement (NAFTA) and the 2005 passage of the Dominican Republic—Central America Free Trade Agreement (CAFTA). Nearly 40,000 displaced Ohio workers have qualified for TAA since 1994.

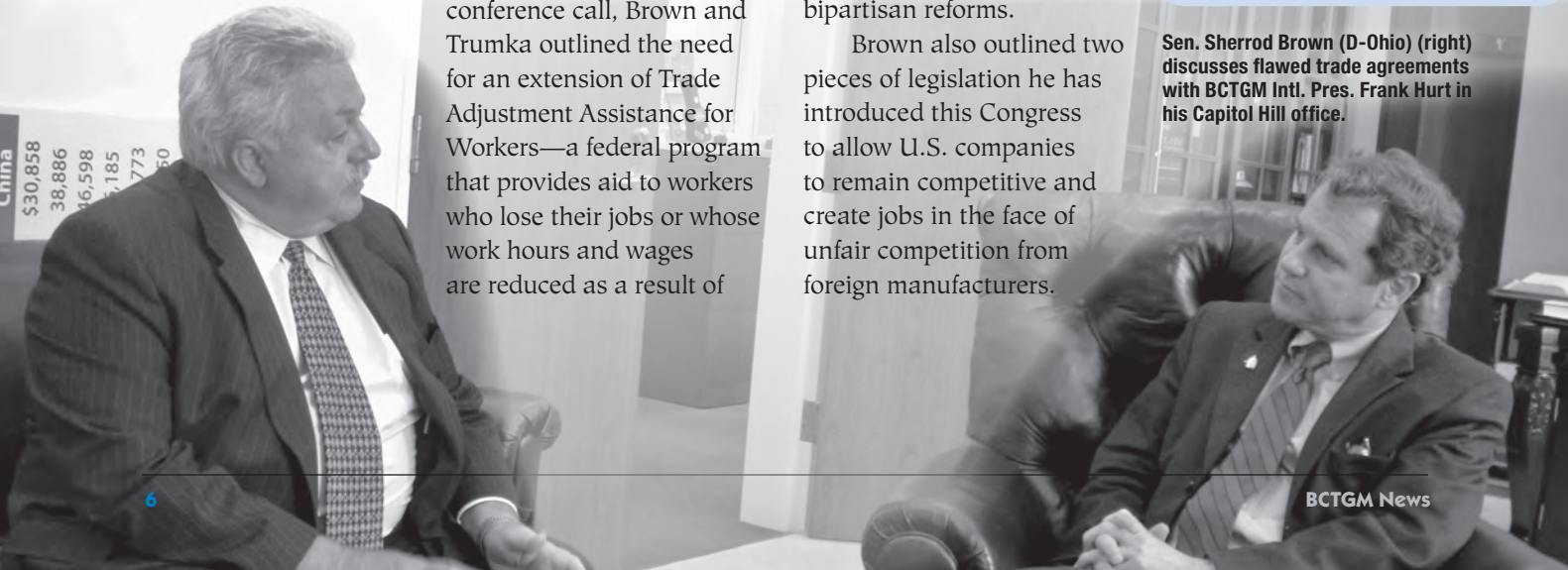
Recently, Brown led forty-one U.S. Senators in urging President Barack Obama not to submit any free trade agreements to Congress—including pending agreements for Colombia, Panama, and South Korea—until Congress agrees to extend a long-term extension of TAA, including the 2009 bipartisan reforms.

Brown also outlined two pieces of legislation he has introduced this Congress to allow U.S. companies to remain competitive and create jobs in the face of unfair competition from foreign manufacturers.

**Legislation Addressing China’s Currency Manipulation:** Authored by Senator Brown and Senator Olympia Snowe (R-ME), the Currency Reform for Fair Trade Act directs the U.S. Department of Commerce to treat currency undervaluation as a prohibited export subsidy, would ensure the government is equipped to respond on behalf of American workers and manufacturers by imposing countervailing duties on subsidized exports from countries like China.

**Stand-Alone Legislation Extending TAA for Five Years:** Senator Brown and Senator Bob Casey (D-PA) introduced legislation that would extend TAA at 2009 levels for five years, until December 31, 2016. In 2009, Congress made important reforms to the program, improving efficiency, and improving access to the Health Coverage Tax Credit (HCTC). Congress also expanded eligibility to service workers, and to workers whose jobs have been moved offshore, regardless of whether the United States has a bilateral trade agreement with the source country. These reforms expired February 12, 2011 and need to be renewed.

Sen. Sherrod Brown (D-Ohio) (right) discusses flawed trade agreements with BCTGM Intl. Pres. Frank Hurt in his Capitol Hill office.



# CEO Pay in Food Industry 'Astronomical'

**D**espite high unemployment and a sluggish economy, CEO compensation continues to increase while rank and file compensation remains stagnant or has fallen. Boards of Directors for some of America's most iconic food companies seem oblivious to this trend, something that concerns shareholder activists, labor leaders, and some politicians.

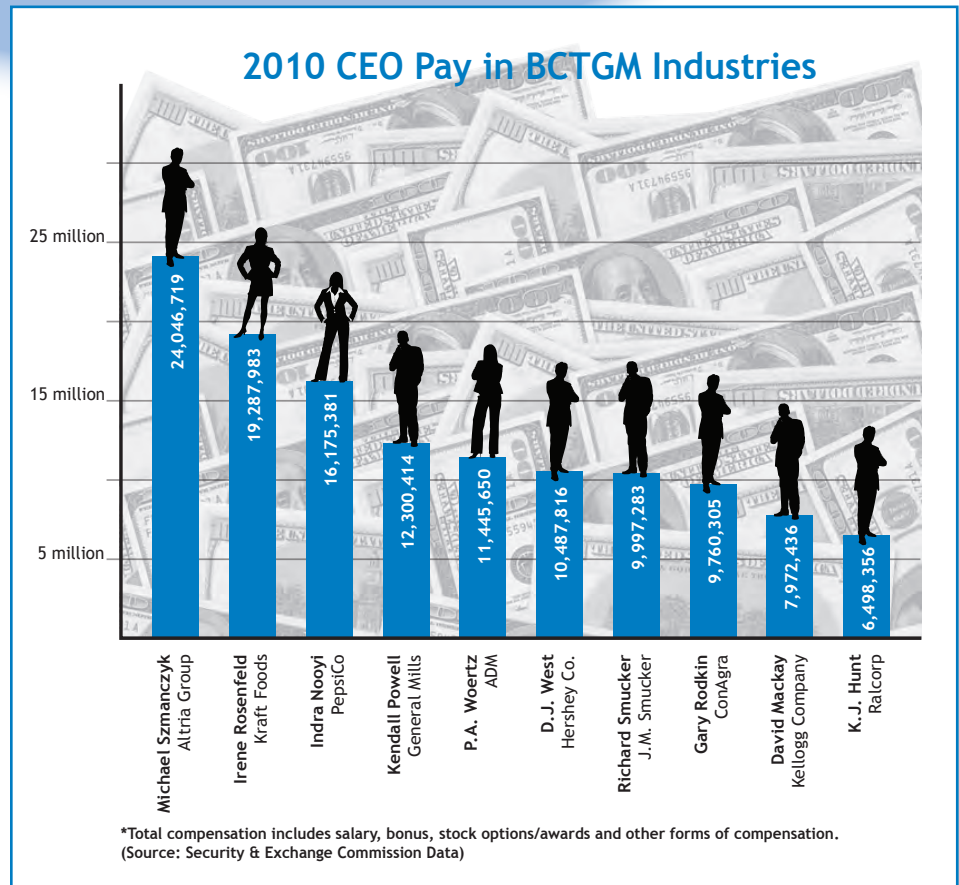
A report released in June found that average compensation among S&P 500 CEOs rose to \$12 million in 2010, up 18% from 2009. That figure does not include the potential multimillion-dollar value of stock or stock options, which are granted at set prices and provide holders profits as stock values rise.

According to BCTGM International President Frank Hurt, the continued rise in CEO compensation and the stagnation of wages for production workers throughout the manufacturing industry widens the wage and wealth gaps between the rich and the rest. "Not since the Gilded Age, in the late 1800s, has there been such a gulf between the haves and

**CEO compensation continues to increase while rank and file compensation remains stagnant or has fallen.**

the have-nots as we see today," notes Hurt. "The astronomical amount of money some of these corporate etitans are receiving is, quite simply, sickening."

Adding insult to injury, says Hurt, is that it is these same employers that are shuttering



American plants and sending production to Mexico and overseas. "Kraft, Kellogg, Philip Morris, and PepsiCo all produce in Mexico and ship that product to the United States for consumption. Their CEO's are being rewarded for killing U.S. jobs."

The highest earner in the food and kindred products sector was Michael Szymanczyk, CEO of Philip Morris parent, Altria Group, who brought home a tidy \$24 million in fiscal 2010. And yet, under the leadership of Szymanczyk, thousands of BCTGM members working at the state-of-the-art Philip Morris cigarette facility in Cabarus, N.C. lost their jobs in 2009 as cigarette production was shifted overseas and the plant was idled.

Kraft Foods CEO Irene Rosenfeld made nearly \$20 million in 2010, and yet it was her continued outsourcing of BCTGM North American Nabisco jobs and her closing of a historic Cadbury plant in England that garnered the headlines.

Not to be outdone, Kellogg's former CEO David MacKay, who made approximately \$8 million in 2010, celebrated the opening of a new plant in Mexico to serve the U.S. market.

"At a time when this country needs strong corporate leaders who will help create U.S. jobs, some of these leaders are doing the exact opposite. And are being highly compensated for it," concludes Hurt.



# LOOK FOR THE UNION

“Look for the Union Label” has been a rallying cry of the International Union throughout its proud history—a message that began as the workers’ defense against sweatshop labor and which has evolved into an enduring symbol of quality, human dignity and the pride of craftsmanship.

As the BCTGM reflects on its first 125 years, it can be said that the union label has always been a proud and strong part of our organizing and collective bargaining efforts.

The baker’s label dates back to 1529 when workers in underground bakeries in Vienna detected barbarian hordes trying to tunnel beneath the city’s walls. Their endeavors saved the city and a grateful King Ferdinand honored them by awarding the Bakers Guild its own coat of arms.



The original bakers’ coat of arms has evolved through the union’s history into the official seal of the BCTGM.

As they emigrated to America in the 19<sup>th</sup> Century, the Austrian bakers used the same coat of arms as a label—affixed directly to bread in sticker form—to demonstrate their pride of craftsmanship and as a symbol of quality.

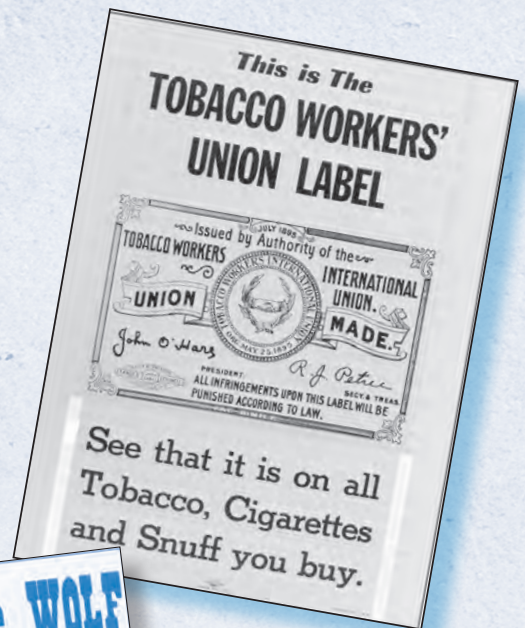
It was a natural decision, then, that one of the first official acts following the 1886 founding convention of the bakery workers’ union was to inaugurate its own

distinctive label. Similarly, the first national union of tobacco workers committed itself to a union label campaign—even though it began in 1895 with a treasury containing only \$179.

Two years later, the American Federation of Labor (AFL) adopted a union label resolution that informed the public which goods were produced by unionized workers rather than, as the resolution stated, by “child labor, coolie labor, sweatshop or tenement house labor.”

From the beginning, the union saw union label campaigns as the key to success. Its presence on a product made it more attractive to workers and their families. Its absence made it easier for the union to mount consumer boycotts against non-union goods.

For bakery workers, the label and boycott were invaluable in fighting the Baking Trusts early in the 20<sup>th</sup> Century. The moneyed interests were gobbling up more and more of the bakeries, cornering



▲ Poster promoting the TWIU Union Label.



◀ A TWIU poster boycotting non-union tobacco products in 1910.

the market in flour and ingredients, and driving the small independent operators to the wall.

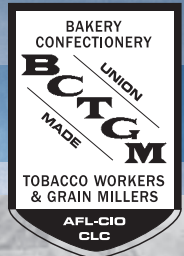
It was only through the union label that the

union could identify the products of unionized workers and only through the threat of boycott could it bring the industry giants to the bargaining table.

In the early years, the paths of the bakery workers and the tobacco workers crossed repeatedly—and usually in pursuit of the union label campaign.

The custom was to send out “traveling salesmen” for the label—talking to fellow trade unionists at plants, union halls and job sites, and getting locals and central bodies to adopt resolutions



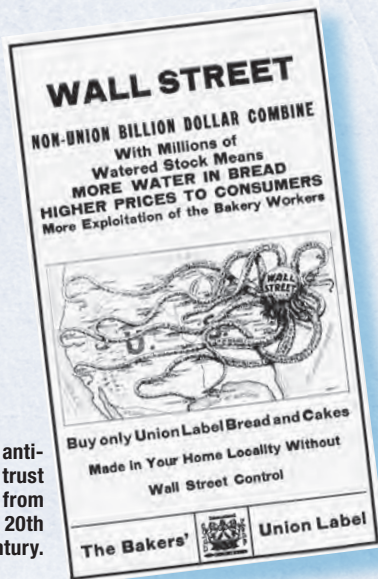


# LABEL: An Historical Perspective

endorsing the label and threatening to boycott companies until they came to terms with the union.

Representatives of the two unions worked side by side, distributing each other's promotional materials and literature and convincing their respective locals to impose

Window bakeries, popular after WWI, allowed the public to view the sanitary conditions under which union bake shops operated.



B&C anti-baking trust poster from the early 20th Century.

standing fines on members who purchased the non-union products of either industry.

Additionally, the two fledgling unions joined with other crafts in taking a traveling label show on the road for several months, presenting two-hour lantern-slide lectures which drew more than 75,000 people—most of them women—throughout the Midwest.

This experiment was the forerunner of the AFL-CIO Union Industry Show and the original bakers' and tobacco workers' unions played key roles in the founding of the AFL-CIO's Union Label Trades Department in 1909.

Today's union label is a negotiated item between

management and the union, and the introduction of the label in collective bargaining discussions can be a major step toward job security. Union Label agreements are now negotiated into union contracts.

The BCTGM label remains a symbol of excellence—as important to the employers as it is to the worker and the consumer. It tells the world that products are of high quality, made by workers in a safe and free environment, within a system where workers who make the products and their employers respect one another.

Which is why, as they have for 125 years, the BCTGM and its members still urge the public to "Look for the Union Label."

UNION MADE BREAD  
CAKES · CRACKERS · CANDIES



1904	1903	1902	1901	1900	1899	1898	1897	1896	1895	1894	1893	1892	1891	1890
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
16	17	18	19	20	21	22	23	24	25	26	27	28	29	30

WHEN YOU BUY  
BREAD, CAKES,  
CANDY & CRACKERS  
ASK FOR THE  
**UNION LABEL**

# Support Union Workers

at Powell's Online Bookstore!

ILWU Local 5, the union that represents Powell's bookstore workers, is asking union members to show their support this summer by buying from their online union book store.

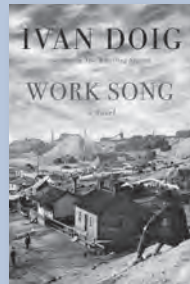
"When you shop for books, shop with the union alternative. That's not Amazon. Not Barnes and Noble. Not Borders. That's Powell's. So we would like to invite everyone to join us in shopping Powell's online store," proclaims the ILWU Local 5 website.

The following publisher reviews are featured on the Powell's site: [www.powells.com](http://www.powells.com).



## Union Dues by John Sayles

*Publisher Comments:* The setting is Boston, Fall 1969. Radical groups plot revolution, runaway kids prowl the streets, cops are at their wits end, and work is hard to get. Hobie McNutt, a seventeen year old runaway from West Virginia drifts into a commune of young revolutionaries. Hobie becomes involved in an increasingly vicious struggle for power in the group, and in the mounting violence of their political actions. His father Hunter, who has been involved in a brave and dangerous campaign to unseat a corrupt union president in the coal miners union, leaves West Virginia to hunt for his runaway son. To make ends meet, he takes day-labor jobs in order to survive while searching for him.



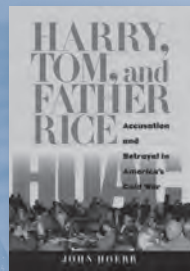
## Work Song by Ivan Doig

*Publisher Comments:* A decade after he left Montana at the end of Ivan Doig's bestselling *The Whistling Season*, Morrie Morgan is back this time in post- WWI Butte, the copper-mining capital of the world. When Morrie gets caught up in the mounting clash between the mining company, outside agitators, and the beleaguered miners, he finds a unique way to give a voice to those who truly need one.



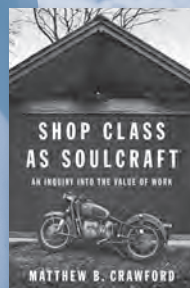
## Blue Collar Jesus: How Christianity Supports Workers' Rights

*Publisher Comments:* Blue Collar Jesus: How Christianity supports workers' rights offers the most thorough analysis to date of workers' rights from a religious perspective. The book reveals biblical and ethical principles for justice in the work place, and explores the vast and diverse tradition of labor activism among the major Christian factions.



## Harry, Tom, and Father Rice by John P. Hoerr

*Publisher Comments:* John Hoerr tells the story of three men—his uncle, Congressman Harry Davenport, union leader Tom Quinn, and Father Charles Owen Rice—whose lives became intertwined during the anti-Communist witch hunts of the McCarthy Era. The story helps illuminate one of the more repressive periods in American history, when thousands of Americans guilty only of enlisting in leftist causes were caught up in dragnets cast by overzealous Communist hunters on behalf of the House Un-American Activities Committee and other bodies.



## Shop Class as Soulcraft: An Inquiry into the Value of Work by Matthew B. Crawford

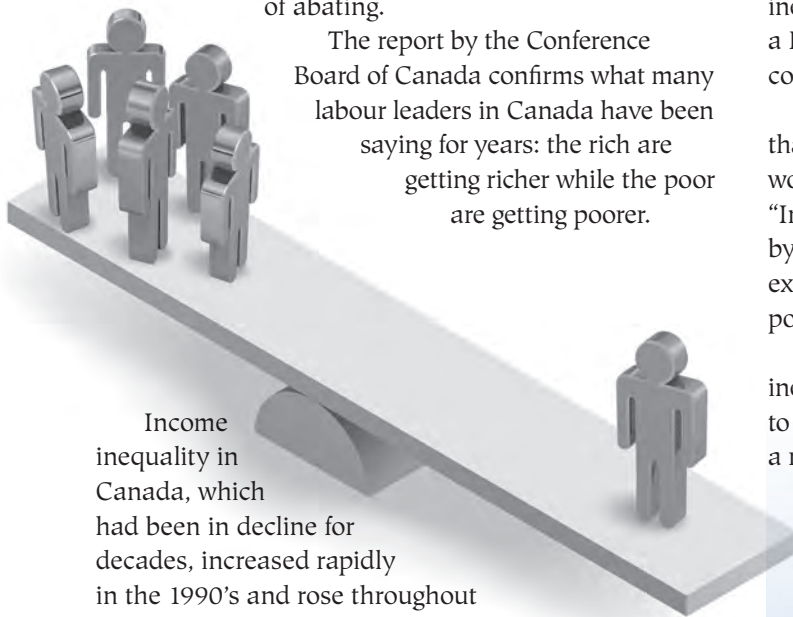
*Publisher Comments:* *Class as Soulcraft* brings alive an experience that was once quite common, but now seems to be receding from society—the experience of making and fixing things with our hands. Crawford makes a case for the intrinsic satisfactions and cognitive challenges of manual work. The work of builders and mechanics is secure; it cannot be outsourced, and it cannot be made obsolete. Such work ties us to the local communities in which we live, and instills the pride that comes from doing work that is genuinely useful.



## Income Inequality in Canada Growing

**A** new report by one of Canada's leading think-tanks on business issues shows that the gap between the rich and the poor in Canada continues to grow wider and shows no signs of abating.

The report by the Conference Board of Canada confirms what many labour leaders in Canada have been saying for years: the rich are getting richer while the poor are getting poorer.



Income inequality in Canada, which had been in decline for decades, increased rapidly in the 1990's and rose throughout the 2000's. While this follows a trend throughout the industrialized world, many countries have introduced policies aimed at lessening the gap.

However in Canada, as in the United States, policy decisions have exacerbated the problem, making it worse rather than better. Stagnating minimum wage rates, a decline in unionization, deregulation, tax policies that favor the wealthy and corporations, and increased free trade have meant that the bottom 80 percent of Canadian society has seen small to zero increases in their real incomes.

Yet that is not to say that there have not been gains. According to the Canadian Centre for Policy Alternatives, the richest one percent took home fully one-third of all income gains earned in Canada from 1997–2007. The richest of the rich saw their pay, bonuses and stock options increase dramatically through the 1990's and 2000's.

When compared to other countries, the Conference Board report shows that Canada ranked 12th in terms of income inequality and currently has a 'C' ranking. The time in which Canada received

higher than a C grade was in the 1990s when it earned a B ranking. In addition, Canada is the only country whose grade dropped between the mid-1990s and the mid-2000s, owing to its significant increase in income inequality. The United States has consistently held a D ranking while Sweden, Denmark and Finland consistently receive an A.

BCTGM International President Frank Hurt says that politicians who embrace policies that create and worsen income equality must be held accountable. "Income inequality doesn't just happen—it is created by bad policies designed to benefit a few at the expense of the rest. It is up to us to get rid of the politicians that are voting for these misguided policies."

Of course, policy decisions can help shrink income inequality. Equitable trade deals, government transfers to the elderly and the poor, improved labour laws, and a raised minimum wage would begin to shrink the gap.

### Canadian Income Inequality on the Rise

Statistics Canada recently released data on earnings and income from the 2006 Census revealing an increase in income inequality. Based on the median earnings of full-time, full-year earners between 1980 and 2005, the data show:

- earnings increased by 16.4 percent for those in the top income group
- earnings stagnated for those in the middle income group
- earnings fell by 20.6 percent for those in the bottom group

A similar pattern exists when the more recent period (2000–2005) is isolated:

- earnings increased by 6.2 percent for the top group
- earnings increased by 2.4 percent for the middle group
- earnings fell by 3.1 percent for the bottom income group



# SUMMARY OF MATERIAL MODIFICATIONS

*The following is a Summary of Material Modifications the Board of Trustees of the Bakery and Confectionery Union and Industry International Pension Fund made to the Bakery and Confectionery Union and Industry International Pension Plan in 2010 and in June 2011. Please read it carefully and keep a copy of it until you receive an updated copy of the Pension Fund's Summary Plan Description.*

## 1. July 1, 2010 Changes to Eligibility for Golden 80/ Golden 90 Pensions

Effective July 1, 2010, the general rule is that participants must be in covered employment when their age and service first adds up to 80 (or 90 for the Golden 90 benefit) in order to be eligible for the Golden 80 (or Golden 90) pension. There are three exceptions:

- If your last covered employment terminates because of a plant closing or permanent reduction in force, you will be eligible if the sum of your age and years of service reach 80 (or 90 for the Golden 90 benefit) within 90 days after that plant closing or reduction in force.
- If the sum of your age and years of service first reached 80 (or 90 for the Golden 90 benefit) after you had a one-year break in service (that is, a calendar year with less than 375 hours of service in covered employment), you can become eligible for the Golden 80 (or Golden 90) pension by returning to covered employment and earning at least 2000 hours of service under a collective bargaining agreement that provides for a Golden 80 (or Golden 90) pension.

- If you did not have a one-year break in service but the sum of your age and years of service first reached 80 (or 90 for the Golden 90 benefit) after you left covered employment, you can become eligible for the Golden 80 (or Golden 90) pension by returning to covered employment and earning at least 504 hours of service under a collective bargaining agreement that provides for a Golden 80 (or Golden 90) pension.

These amendments were placed in Sections 4.17(b) and 4.23(b) of the Pension Fund Rules and Regulations.

For these purposes, covered employment includes periods of disability or U.S. military service for which you are entitled to pension credit, and periods for which your employer pays you severance pay or pro rata vacation.

The same general rule applies to the surviving spouses of participants who were not yet eligible for a Golden 80 or Golden 90 pension on their date of death, unless the participant would have become eligible for the Golden 80 or Golden 90 pension on or before June 30, 2010, if he or she had still been alive. This amendment was placed in Section 6.04(d)(ii) of the Pension Fund Rules and Regulations.

## 2. HEART Act Amendments

Pursuant to the federal HEART Act, the Plan was amended to provide that if a participant becomes disabled or dies on or after January 1, 2007, while serving in the U.S. military with federal rights to reemployment upon discharge (known as “qualified military service”), the disabled Participant will be entitled to any disability benefits that the Plan would

# Bakery and Confectionery Union and Industry International Pension Plan

have provided if the Participant had been in covered employment when he or she became disabled, and the survivors of the deceased Participant will be entitled to any additional benefits that the Plan would have provided to them if the Participant had been in covered employment on the date of death. In all such cases, the Participant will also receive vesting service and pension credits for the period of qualified military service. This amendment was placed in Section 5.05(e) of the Pension Fund Rules and Regulations.

Effective January 1, 2009, any amount that a Participant's employer pays to the Participant to supplement his military pay during qualified military service will be considered part of the Participant's compensation for purposes of applying certain IRS limits to Plan benefits. This amendment was placed in Section 1.27(c) of the Pension Fund Rules and Regulations.

### 3. Amendment to Definition of Hours of Service

In June 2011 the Trustees adopted an amendment clarifying the Plan's definition of "hours of service" and specifying that in those cases where an employer reports to the Pension Fund on the basis of two-week periods, hours of service will be credited up to a maximum of 80 hours in the two-week period, rather than the usual maximum of 40 hours in a one-week period (or 35 or 37.5 hours, in the case of an employer that contributes at rates corresponding to a shorter workweek). This amendment was placed in Section 1.25 of the Pension Fund Rules and Regulations.

### 4. Update to Actuarial Factors

An amendment specifying the actuarial factors that are used to calculate benefits under a divorce decree or other domestic relations order that divides pension benefits, and for other purposes under the Plan, was adopted in December 2010. This amendment was placed in Section 8.20(d) of the Pension Fund Rules and Regulations.

Please contact the Pension Fund or your local union to request a copy of the most recent Summary Plan Description, which describes all amendments adopted through December 2009. Please contact the Pension Fund to request a copy of any of the amendments described above, or the detailed notice that was sent out in June 2010 describing the changes to the Golden 80/Golden 90 eligibility rules.



# Local 4 Member Wins *National Cake Decorating Contest*

**BCTGM Local 4 (St. Louis)** member Jodie Schweiss, a cake decorator at the Des Peres, Mo. Schnuck Market, won the International Dairy-Deli-Bakery Association's (IDDBA) Cake Decorating Challenge. The national contest was part of the Dairy-Deli-Bake 2011 seminar and expo in Anaheim, Calif., June 5-7.

There were three phases to the challenge. First, each contestant decorated enough cakes to fill one multi-tiered, eight-foot bakery case. Next, each contestant decorated a multi-tiered wedding cake. And on the last day of the contest, each decorator created three "themed" cakes of their choosing, one from each category: special occasion; theme/event; and decorator's interpretation of the "Rock Star Food" show theme.



(above) L. 4 (St. Louis) member Jodie Schweiss puts the finishing touches on her "Rock Star Food" themed cake.

(left) Schweiss won first place in a national cake decorating challenge sponsored by the International Dairy-Deli-Bakery Association.

## Tobacco Meeting Focuses on Protecting BCTGM Jobs

**OFFICERS from the U.S.** cigarette manufacturing locals met in June for the annual Tobacco Presidents and Vice Presidents meeting to discuss strategies for addressing the challenges facing workers in the industry. Chief among those challenges is restrictive regulatory action by the Food and Drug Administration (FDA).

Local officers participated in a discussion of the potential FDA ban

on menthol cigarettes with Assistant to the President and Legislative Director Harry Kaiser and International Representative Randy Fulk. Brothers Kaiser and Fulk reviewed the extensive actions taken by the International Union over the past year to fight such a ban, including International President Frank Hurt's face-to-face meeting

with Dr. Lawrence Deyton, head of the FDA's Center for Tobacco Products, and his top staff. The discussion also addressed the impact on industry

jobs of the graphic warning labels on cigarette packages recently announced by the FDA.

Each local provided the group with a comprehensive report on the employment, production, labor relations and contract situation in their respective facilities. The exchange of this information was beneficial to all participants.

In assessing the meeting, International Representative Fulk explained, "As a former tobacco local union officer, I know firsthand the value of these meetings. Sharing information and working together to deal with common problems and challenges help us better serve our members." That sentiment was echoed by all conference participants.



Participants of the 2011 Tobacco Presidents and Vice Presidents meeting.

# Summer Fun with BCTGM

**POWER**

You deserve a break—both from work and high entertainment costs. Union members can use BCTGM Power Entertainment discounts—including movie tickets, video and theme park discounts to relax and enjoy the summer.

## Theme Park Discounts

**Savings up to \$19** per ticket at theme parks across the country—including BCTGM-represented Hershey Park, Adventure Island, Busch Gardens, Paramount's Great America, SeaWorld, Six Flags and Universal Studio.

## Movie Theatres

**Save up to 40%** at national chains for those big summer blockbuster movies.

## Other Fun Discounts

**Save** on Broadway shows, museums, aquariums, zoos and sporting events like Major League Baseball games.

## Order tickets

online at

[UnionPlus.org/](http://UnionPlus.org/Entertainment)

[Entertainment](http://Entertainment)

or call

**1-800-565-3712**

and reference

**member ID Number:**

**744387769**

## Daughter of BCTGM Local 59G Member Awarded Union Plus Scholarship

**Brittani Texeira**, the daughter of BCTGM Local 59G (Lodi, Calif.) member Frank Texeira, has been awarded a \$500 scholarship. Texeira, who joined the BCTGM in 1989, is employed by General Mills.

Brittani is thankful that her father is a union member and has enjoyed the many benefits that it has brought to her life. **"My family does not have to worry about health care and my father is working in a safe and healthy environment where I can look forward to him coming home every day,"** she says.

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. Since stating the program in 1991, Union Plus has awarded \$3 million in educational funding to more than 2,100 union members, spouses and dependent children. Recipients are selected based on academic ability, social awareness, financial need and appreciation of labor.

**Visit [UnionPlus.org/Education](http://UnionPlus.org/Education) for the 2012 application and benefit eligibility.**

# COLLECTIVE BARGAINING FACTS

For years, not many people talked about collective bargaining. But that changed when Republican politicians in more than a dozen states decided to eliminate the right to bargain collectively from public employees. Instantly, working people in all kinds of jobs as well as students, community supporters, faith leaders and others united to defend this basic right.

In response, the AFL-CIO has launched a new website – “Collective Bargaining: Real People. Real Impact.” – that serves up facts, fun and real-world stories about what the power to bargain means to working people. The site features a trio of videos produced with off-Broadway comedy show *Laughing Liberally* to convey the importance of collective bargaining with humor; showing just how bad things can get if workers don’t have a voice at the bargaining table.



## Other Fun Features:

- ➡ **Real or Not Quiz:** See if you can guess which loony legislation is real, and which is made up.
- ➡ **Real Voices:** Watch video testimony about collective bargaining making a real impact on workers’ lives.
- ➡ **Live Feed from the AFL-CIO Blog:** Get related information directly from the AFL-CIO’s news blog.
- ➡ **Editorials & Reports:** Find news regarding collective bargaining in industries across the country.
- ➡ **The Inside Track:** Find links to tools and information that can help you spread the word.

Explore the new site at [CollectiveBargainingFacts.com](http://CollectiveBargainingFacts.com), and be sure to share it with your friends on Facebook and Twitter!