

BAKERY, CONFECTIONERY, TOBACCO WORKERS AND GRAIN MILLERS INTERNATIONAL UNION

BCTGM

News

MAY/
JUNE 2012

VOLUME 14
NUMBER 3

BRING JOBS
HOME



AMERICA wants to

WORK



the PRESIDENT'S MESSAGE

STOP Rewarding Companies that **Outsource American Jobs**

Most Americans would be shocked and disgusted to learn that the U.S. tax code actually has provisions which provide tax benefits to companies that move production and jobs overseas. These provisions, coupled with multinational corporations' relentless pursuit of the cheapest labor and lowest working conditions they can find anywhere in the world, have led to the closure of more than 50,000 manufacturing facilities and the loss of nearly six million good, high-wage American jobs in the last decade.

In reality, American taxpayers, including those who have lost their jobs, have been subsidizing the companies that shipped jobs out of this country.

Thousands of communities across the country have been pummeled by this tidal wave of outsourcing. When factories close, communities have their tax base ripped to shreds, diminishing the quality of life for virtually everyone in the community.

And, it is not just the factory workers who lose their jobs. The company's managers, engineers, sales and marketing staff, technology professionals and suppliers become victims of outsourcing as well. It is a vicious process that has taken a terrible toll on the American middle class.

The BCTGM knows only too well the devastating impact of outsourcing as corporations such as Hershey's, Kellogg, Kraft/Nabisco and Philip Morris— as well as dozens of candy companies— that have shipped production out of our plants in the U.S. and Canada to factories in Mexico and other countries costing thousands of BCTGM members their jobs over the past decade.

For more than 20 years, the labor movement has been a consistent, but often solo voice, warning of the disastrous impact outsourcing and a hollowed out industrial sector would have on this country's economy and standard of living. We have implored elected officials to do what every other industrialized nation in the world has done – develop and implement a dynamic, comprehensive manufacturing strategy that aligns tax, trade and public investment policies to benefit American workers and American communities.

If lawmakers had heeded labor's warnings and followed our recommendations, today our economy would be far stronger, unemployment would be dramatically lower, local governments would have greater resources for police, fire and teaching professionals and young people would be able to dream of an economic future that includes a good job and gives them a real chance to succeed and achieve a higher, not lower, standard of living than their parents.

This summer, Congress, at the urging of organized labor and President Obama, will have an opportunity to begin to right this wrong. In the United States Senate, Senator Debbie Stabenow (D-Mich.) has introduced the "Bring Jobs Home Act" (S. 2884). This legislation eliminates the tax break that allows companies to deduct expenses associated with moving jobs overseas and creates a new business tax credit for bringing jobs back to the United States.

Congressman Bill Pascrell (D-N.J.) has introduced companion legislation (H.R. 5542) in the House of

Representatives, though the Republican leadership in the House will need a lot of prodding from the American people if the bill is ever to get a hearing let alone a vote.


The debate and votes on this legislation will tell the American people where their elected officials truly stand on the issue of American workers and American jobs. We will find out whether they are for more good jobs going overseas or for bringing jobs back to the United States; whether they are beholden to big corporate and Wall Street contributors or to the citizens they are supposed to represent; whether they want to see a strong economic recovery or more economic stagnation and decline for the middle class.

We will find out who the genuine patriots are and who the phony patriots are.

I encourage BCTGM members to follow the congressional action on this legislation. Pay attention to how your Senators vote and see if your Representative signs on as a co-sponsor of H.R. 5542 in the House. The actions they take this summer will tell you a whole lot more about what these politicians really believe in than will all of the television and radio ads that will be flooding the airwaves this fall.


This legislation is a modest but important step on what needs to be a determined journey to restore America's manufacturing vitality, create hundreds of thousands of high quality American jobs and rebuild the great American middle class. The politicians we have put in office will determine whether or not our country makes this important journey. Working people must hold them accountable for their actions! Let's see if there are any real patriots left.

Frank Hurt
BCTGM International President




BCTGM

News




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



Coalition
Association
of Labor
Media
Association
Conditions
of the Press
and
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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.



Regional Councils Set Action Agendas

This spring, two BCTGM regional councils held highly successful annual meetings. Each of the meetings focused on the state of the union and related industries, expanding organizing opportunities, extending political involvement into the 2012 national elections and improving communications between locals.

Thirty Eight delegates from 13 local unions met in Bossier City, La. April 24-27 for the Fourth Region Council.

The meeting was led by newly-elected Fourth Region International Vice President James Rivers. The meeting also provided an opportunity to introduce long-time delegate David Woods as the new Fourth Region International Representative. Delegates gave a warm welcome to both in their new positions.

Rivers discussed the importance of locals stepping up efforts in every phase of union activity—from organizing and servicing members to contract negotiations—because of the enormous challenges facing the BCTGM. Rivers encouraged the delegates to be active in the political process in this crucial year to help re-elect President Obama.

David B. Durkee, International Secretary-Treasurer and Director of Organization, addressed a wide range of subjects affecting BCTGM members. He discussed the continued attack on working people at the state level and the

use of the lockout by employers as a way out of contract negotiations.

Long Beach, Calif. was the site of the 56th annual meeting of the Western Conference April 16-19. Delegates enjoyed a comprehensive agenda with informative speakers and productive committee meetings.

For the Western Conference and Fourth Region, delegates were very focused on Durkee's report on the major challenges facing the BCTGM, the biggest of which is the ongoing bankruptcy of Hostess Brands. Durkee explained the bankruptcy proceedings, its impact on the union and its implications on negotiations with other employers.

Durkee also updated the delegates on the continued lockout of 1,300 BCTGM members at American Crystal Sugar and the new tactic of employers locking out workers in order to force unreasonable demands on workers. Durkee concluded his address

with a discussion on the loss of manufacturing jobs to foreign countries and the lack of labor laws to protect workers and give them organizing rights. He urged solidarity across the union during this period of aggressive and relentless employer tactics.

Assistant to the President Harry Kaiser provided a political report to both the Western Conference and Fourth Region. He discussed the anti-union, anti-worker positions of likely Republican nominee Mitt Romney. Kaiser reminded delegates that Romney is a supporter of right-to-work-or-less laws, favors additional tax cuts for oil companies and the wealthiest Americans, supports more tax breaks for companies moving jobs offshore, ending Medicare as we know it and cutting Social Security benefits.

"To say Romney is no friend of workers is an understatement," concludes Kaiser.



Bakers Battle PRISON BREAD in Schools

At least eight school districts in the state of Washington serve baked goods made by inmates at the Airway Heights Correctional Facility, ten miles west of Spokane.

At Airway Heights, inmates work at an on-site bakery making bread, buns, rolls, Danishes, cookies, and brownies. They're serving time for drug crimes, property crimes, violent crimes, or sex crimes. The Airway Heights prison bakery is one of about

three dozen enterprises run by Correctional Industries, a unit of the Washington Department of Corrections.

Danielle Wiles, Correctional Industries program manager in Olympia, told the *Labor Press* the program is intended to provide cost savings to the prison system, and work experience and training for offenders for when they're released back into the community.

Under Washington state law, prison enterprises may sell to state agencies, school districts,

and non-profits, but not to the private sector. The law says Correctional Industries is not supposed to "unfairly compete with Washington businesses." And its funds are to be invested in work programs that "minimize the

impact on in-state jobs and businesses."

But Correctional Industries does impact the private sector. Prison-made baked goods have been displacing goods made by law-abiding workers on the outside, such as the BCTGM-

represented workers at Franz Bakery, which has operations in Oregon and Washington.

That angers Terry Lansing, BCTGM Local 114 (Portland, Ore.) Financial Secretary-Treasurer. Lansing says in the competition for school district business, Correctional Industries is undercutting family-owned Franz, a union employer since 1910.

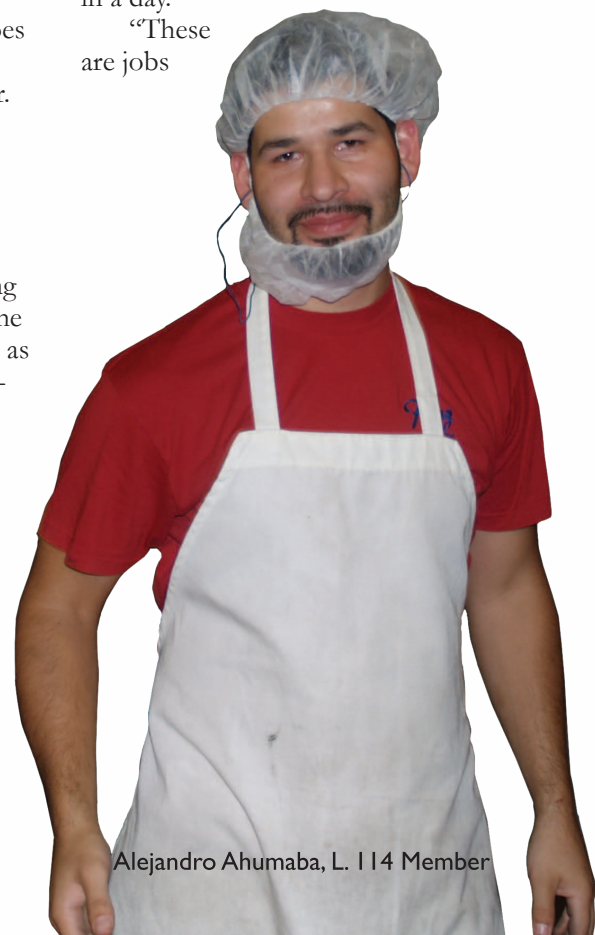
Inmates at the Airway Heights bakery don't pay taxes. They can't unionize. And they're

paid 55 cents to \$1.75 an hour for their work. [The state takes up to 90 percent of that for crime victim restitution, legal obligations, costs of incarceration, and savings for when they're released.]

At Franz, by contrast, workers earn \$19 to \$24 an hour, with fully-paid medical and pension benefits, a guaranteed work week, and overtime pay after seven hours in a day.

"These are jobs

Inmates at the Airway Heights bakery don't pay taxes. They can't unionize. And they're paid 55 cents to \$1.75 an hour for their work.



Alejandro Ahumaba, L. 114 Member

we want to preserve,” Lansing said. “Our members are taxpayers, and our taxes support the school districts.”

In a 2010 interview with the *Labor Press*, Franz Spokane-area general manager Tim Harper wouldn’t disclose the dollar amount or volume of business lost, but said it’s significant.

Harper said 2009 was the first school year that Franz didn’t have the contract for Central Valley School District in Spokane.

Employees at the Franz bakery in Spokane have children in the district, and were outraged about the switch to prison-made bread, Harper said. They spoke out at PTA meetings but got nowhere.

Franz competes with the prison bakery for school district contracts, but the company has been reluctant to go public criticizing the prison bakery. One reason is that Food Services of America, which distributes the prison-made bread to schools, is an important Franz customer. Also, Franz doesn’t want to publicly criticize the school districts for buying prison bread, since the company hopes to win back their business.

But Lansing, is free to speak his mind. He has one question for the districts: “Do the parents know you’re feeding their kids prison bread?” For more than two years, Local 114 representatives have campaigned against serving prison-made baked goods in schools.

In letters to the districts, Lansing raises concerns about safety and the ethics of forced

labor. “I am positive that most parents would not allow a time-serving convict into their kitchen to prepare their child’s meals, yet I believe that is what your school district is doing,” Lansing wrote in a letter to the Clatskanie School District.

Lansing has also found support among union members who serve the food, such as Oregon School Employees Association (OSEA). In October 2010, the OSEA local at St. Helens School

District in St. Helens, Oregon, wrote to the school board formally requesting that the district’s nutrition program buy baked goods from Oregon providers, not Washington inmates.

The Oregon AFL-CIO passed a resolution supporting the campaign for union-made

baked goods for the state’s school system. Lansing will present a similar resolution to the delegates of the Washington State AFL-CIO convention in August. Additionally, the Southwest Washington Central Labor Council includes the issue in a questionnaire given to candidates seeking labor’s endorsement.

Is the Local 114 campaign paying off? Several Oregon and Washington school districts that served prison-made baked goods last year have backed off as of this school year. It could be because of concern about bad press. Or it could be that — as several third-party distributors told the *Labor Press* — Franz is dropping its prices to win back the business. Lansing and the distributors also said districts have complained of poorly cut bread and other quality problems. Additionally, Airway Heights bread and rolls come frozen; districts may prefer to serve fresh bread.

Lansing intends to continue the campaign. “It’s one thing to have your child sit on a chair made by inmates,” Lansing told the *Labor Press*. “It’s another to have them consume food.”



**The above article was written by DON McINTOSH, Associate Editor of the Northwest Labor Press. It is reprinted here with permission. The article and accompanying photos of BCTGM L. 114 members were published in the 9/16/11 issue of that publication.*



BCTGM **SUCCESSFULLY** Confronts Challenges in 2012 Contract Negotiations

In the first half of 2012, BCTGM Locals across North America have negotiated impressive new contracts for members, proving yet again, that the union advantage is alive and well.

Despite the challenging environment that includes the bankruptcy of Hostess Brands, consolidation within the food industry, higher food prices and increased anti-union attitudes on the part of some employers, the BCTGM was able to negotiate significant benefits for its members.

According to BCTGM International President Frank Hurt, the BCTGM places a high degree of importance in ensuring that newly-negotiated contracts are held to a high standard. “I am proud of the way our local leadership and International staff have battled through these challenging times to negotiate some very good contracts. It is a testament to their hard work and preparation,” said Hurt.

BAKING

The Hostess Brands bankruptcy and the increased consolidation in the baking industry were two challenges that affected baking negotiations in the first half of 2012. Despite those challenges, the contracts negotiated in the baking sector exceeded expectations. Local 81 (Traverse City, Mich.) and Sara Lee negotiated a three-year agreement for more than 350 BCTGM members at the company’s large pie making facility in Traverse City. The contract includes strong wage and pension increases and language improvements. Local 315 (San

Diego) negotiated an impressive pact for its members employed at the Bimbo Bakeries USA Escondido, Calif. facility. Local 69 (Port Chester, N.Y.) also negotiated a new contract with Bimbo for its members at the Arnold’s plant in Greenwich, Conn. Negotiations with Bimbo in the Midwest and South will occur later in 2012.

In early 2012, a new “master agreement” was successfully negotiated for all Kraft/Nabisco

plants in the United States. The four-year contract covers thousands of Kraft workers at Nabisco facilities in Atlanta (L. 42), Richmond, Va. (L. 358), Philadelphia (L. 492), Portland, Ore. (L. 364), Denver (L. 26), Fair Lawn, N.J. (L. 719) and Chicago (L. 300).

“I am proud of the way our local leadership and International staff have battled through these challenging times to negotiate some very good contracts.”

— BCTGM Intl. Pres. Frank Hurt

Other concluded negotiations in the baking sector include: East Balt Commissary (Local 1, Chicago); Baldinger Bakery (Local 22, Minneapolis); Lofthouse Bakery/Ralcorp (Local 22, Minneapolis); Owings Mills Bakery

(Local 68, Baltimore); and Vie de France (Local 118, Washington D.C.).

CONFECTIONERY

Several contracts in the confectionery sector were negotiated in early 2012. Local 6 (Philadelphia) and Just Born Inc. negotiated a new three-year contract for the company's Philadelphia employees that included a healthy raise, an increase in the defined benefit pension plan, and a bump in the accident and sickness benefit.

Local 348 (Framingham, Mass.) reached an agreement with the New England Confectionery Company (NECCO) on a five-year contract covering more than 350 members at the company's Revere, Mass. facility. This agreement comes after several contentious years between the local and NECCO's owner, the private equity firm, American Capital Strategies.



TOBACCO

The first half of 2012 was a busy time for negotiations in the tobacco sector. Local 176T (Durham, N.C.) and Liggett

Company came to an agreement on a new three-year contract that will cover members at the company's Danville, N.C. facility. Local 192T (Reidsville, N.C.) negotiated a new contract with Commonwealth Brands for the employees at its Reidsville plant. More than 150 BCTGM members make tobacco products at this facility.

Other contracts negotiated in the tobacco sector include Lorillard (Local 317T, Greensboro, N.C.).

GRAIN MILLING

Archer Daniels Midland (ADM) is one of the BCTGM's largest employers in the milling sector and several new contracts were negotiated and ratified in early 2012. Local 9 (Seattle) and ADM Milling, in Spokane, Wash. reached agreement on a new three year contract. Local 50G (Omaha, Neb.) negotiated a new contract with ADM, Soybean

Processing in Lincoln, Neb., while Local 98G (Spokane) settled a new agreement for its ADM members in Chaney, Wash. Other ADM contracts that were negotiated in 2012 include Local 58G in Fostoria, Ohio, and Local 69G in Chicago.

Other settlements in the milling sector include: Local 22 (Minneapolis) and Land-O-Lakes/Purina Feed in Wilmar, Minn. negotiated a new three-year agreement; Local 100G (Cedar

Rapids, Iowa) and Penford Products reached agreement on a three-year pact; and Local 325G (Gibson City, Ill.) came to an agreement with Solae LLC on a three-year contract for the workers at its Gibson City facility.

CANADA

In Canada, several new contracts were negotiated. Local 154G (London, Ont.) and Kellogg Canada negotiated a new three-year agreement for more than 550 members at Kellogg's London facility. Local 264 (Toronto) and Del's Pastry reached agreement on a new five-year contract. (This unit is on their third contract after having been organized in 2002.) Local 410 (St. John's, N.F.) and Canada Bread negotiated a four-year agreement covering workers at the company's St. John's facility. Canada Bread is one of Canada's largest baking companies. Local 446 (Halifax) and Great Valley Juices in Port Williams, Nova Scotia agreed to a new three year contract.





BRING JOBS HOME

AMERICA wants to WORK

The United States has lost more manufacturing jobs over the previous decade than during the Great Depression. A decade of record trade deficits, the closure of more than 50,000 manufacturing facilities, the loss of nearly six million manufacturing jobs, and chronic trade deficits are troubling signs of the nation's diminished industrial and innovative capability.

The BCTGM recognizes the critical steps the Obama Administration has taken to stabilize the economy by ensuring the survival of the domestic auto industry, investing in infrastructure and a diverse efficient clean energy economy, securing jobs from those investments with Buy America requirements, and putting critical financial reforms in place. However, the work is far from finished.

Other countries have a manufacturing strategy and they back it up by aligning their trade, tax, training and investment

policies. We do not. If we want to rebuild our economy on a stronger foundation, we have to stop shipping good jobs overseas and start making things in America again. It is time to align our tax, trade, and public investment policies to support American manufacturing.

In a recent speech to the Center for National Policy, AFL-CIO President Richard Trumka identified the consequences. "First is the direct loss of jobs, purchasing power and tax base. The second threat is our diminished capacity to meet our

own national defense manufacturing needs, especially in times of crisis. The third threat is the vulnerability of our economy to supply chain disruptions arising far from our shores," notes Trumka.

There are three big things Congress can do now that will make a difference: Eliminate tax incentives that encourage U.S. companies to ship jobs overseas, end the system of tax deferral that allows American multinational firms to keep profits offshore and pass existing legislation to address currency manipulation by foreign governments.

TELL CONGRESS TO PASS THE BRING JOBS HOME ACT

The tax code currently allows companies moving operations overseas to deduct moving expenses – and reduce their taxes in the United States as a result. Congress needs to pass legislation that gives companies moving operations back to the U.S. a new 20 percent tax credit for moving expenses and

The Senate is expected to take action on the Bring Jobs Home Act during the second week of July. Visit www.bctgm.org and send an email to your Senators asking them to support S. 2884, and urge your Representative to co-sponsor the House bill, H.R. 5542.

Candy Companies Leave North American Workers Behind

Over the last two decades, North American based confectionery companies have steadily decreased their reliance on American and Canadian workers by shifting production to lower wage countries and shipping the finished product back to the North American consumer.

This trend reached a crescendo in 2007 when Hershey announced a wide-ranging restructuring program that would result in the closing of three Canadian plants (Smith Falls, Ontario; Montreal, Quebec; and Dartmouth, Nova Scotia), three U.S. plants (Reading, Pa; Oakdale, Calif., Naugatuk, Conn.) and layoffs at plants in Hershey and Lancaster, Pa. At the same time, the company announced that it was moving production to a new state-of-the-art plant in Monterrey, Mexico. The company already had plants in Mexico, Brazil and Puerto Rico that were supplying the North American market.

Hershey's announcement continued a disturbing

trend amongst confectionery companies of moving candy production outside of North America. Chicago, once the Candy Capital of the World, has seen Brach Confections, Frango Mints, Ferrara Pan Candy Company, Wrigley Company, and Fannie May all close production facilities and move elsewhere. Kraft Foods moved its Lifesavers production out of Holland, Michigan, Sherwood Brands outsourced its candy cane production to Argentina, and Hershey closed its BCTGM represented plant in Denver and moved production of Jolly Ranchers to Mexico.

And the trend continues. Ferrero, maker of Kinder, Nutella and Ferrero Rocher, recently announced they were investing \$190 million to open a new plant in Mexico that would manufacture products for the U.S. and Canadian markets. Presently, almost every major confectionery company has manufacturing facilities in Mexico and/or other parts of Latin America.

pay for it by ending the tax break that allows companies to deduct expenses associated with moving operations overseas.

Senator Debbie Stabenow (D-Mich.) has introduced S. 2884 in the Senate, and Congressman Bill Pascrell (D.-N.J.) has introduced a companion bill H.R. 5542 in the House.

Eliminate Tax Incentives to Ship Jobs Overseas:

Congress needs to end the tax break that allows companies to deduct expenses associated with moving operations overseas, while still encouraging companies to assist displaced workers. In denying the deduction for outsourcing firms, the President's plan does not count the cost of severance and re-training workers.

Reward businesses bringing jobs back to the United States:

Congress should create a new general business credit against income tax equal to 20 percent

of the eligible expenses paid or incurred during closing down operations abroad and bringing jobs back to the U.S. In order to qualify for this credit, companies would have to reduce or eliminate a trade or business outside the United States and start up, expand, or move the same business to the United States.

END TAX DEFERRAL FOR OFFSHORE PROFITS

More than \$1 trillion in untaxed U.S. corporate profits is being held offshore. The ability to hold these untaxed profits has been an incentive to offshore jobs and boost stock values. Many of the profits generated by these firms come from offshore production of goods sold in the U.S. market.

Tell Congress it is time to invest in America. Put an end to the tax deferral system once and for all and end tax holidays for repatriated overseas profits.

PASS CURRENCY MANIPULATION LEGISLATION

Trade deficits mean lost manufacturing jobs. The record U.S. trade deficit with China and the Chinese government's growing foreign reserves tell the real story. In 2011 this deficit hit \$295 billion and accounted for almost three-quarters of the total U.S. non-petroleum goods trade deficit.

A 2011 study by the Economic Policy Institute (EPI), Growing U.S. Trade Deficit with China Cost 2.8 million Jobs Between 2001 and 2010 (www.epi.org), finds that 2.8 million American jobs were lost or displaced in the last ten years because of the large and ever-growing trade deficit with China — a trade deficit fueled primarily by the Chinese government's systematic and egregious currency manipulation.

Visit www.bctgm.org to tell your member in the House it is time to pass currency legislation.

Paycheck Fairness: For the Next Generation, for our Nation

By Liz Shuler, AFL-CIO Secretary-Treasurer

Editor's Note: In a 52-47 vote, the U.S. Senate blocked a vote on the Paycheck Fairness Act on June 5. With 60 votes needed to proceed to a vote on the bill, Republicans succeeded in blocking pay equity for women for the second time. Printed here is a piece by AFL-CIO Secretary-Treasurer Liz Shuler written shortly before the Senate vote. In the piece she notes, "Last time the Paycheck Fairness Act came up in the Senate, Republicans unanimously voted against the bill. [This] vote will show whether many in the Republican Party are really serious when they say they are not conducting a war against women."

When Annie Bolgiano was growing up, her mother, a forest firefighter, told her daughter she could become anything she wanted. Then Annie went to college and learned another lesson: You can go into whatever profession you want, but you are statistically unlikely to make a salary equal to your male counterparts.

Annie's "uninhibited dreams for the future" collided with the reality that women in the United States make 77 cents to a man's dollar, and in some professions, specifically high-paying careers, that disparity is much higher. Although nearly half of all workers in the United States are women, we tend to hold lower-paying jobs overall, even when we have the exact same title as men.

In June, the Senate again takes up the Paycheck Fairness Act. The Act has been introduced in Congress over and over for more than a dozen years, and lawmakers now have yet another opportunity to do right by millions of working women. Last time the Paycheck Fairness Act came up in the Senate, Republicans unanimously voted against the bill. This upcoming

vote will show whether many in the Republican Party are really serious when they say they are not conducting a war against women.

The Paycheck Fairness Act would help close the pay gap more by providing incentives for employers not to discriminate. The Act, S.3220/H.R. 1519, requires that men and women be given equal pay for equal work and closes the loopholes of the 1963 Equal Pay Act.

In a 2010 nationwide poll of registered voters, 84 percent said they support "a new law that would provide women more tools to get fair pay in the workplace." Some 91 percent of Democrats, 77 percent of Republicans and 87 percent of Independents support a new law. Looks to me like Paycheck Fairness is a bipartisan issue (one that presidential candidate Mitt Romney seems to be avoiding).

The union movement, especially the Coalition of Labor Union Women (CLUW), has launched a nationwide push among members to call their Senators and push for passage of the Paycheck Protection Act, and we are working in conjunction with our allies like MomsRising.

Union members have contracts that ensure everyone is paid equally for the same work—but as with the minimum wage, paid sick leave and so many other work and family concerns, the union movement is demanding economic justice and fundamental fairness for all U.S. workers.

We fight to erase the pay gap between women and men because poverty rates for America's working women are the highest in 17 years. We work for laws at the state and national levels that will



ensure workers have paid sick leave because nearly half of private-sector workers—and 79 percent of low-income workers, most of whom are women—cannot take even one day off work when they are sick without losing pay. We rally across the country for increases in the minimum wage, access to quality and affordable reproductive healthcare, for flexible work schedules because it is the right thing to do for all workers—and for our nation.

And we fight for all these things so Annie Bolgiano and the next generation of young people can pursue their dreams.

We need public policies and workplace practices that support today's working families. We need the Paycheck Fairness Act and we need paid sick leave and family leave. We need employers to change with the times and adopt family-friendly policies that allow working women and men to meet their responsibilities at home as well as on the job. It's time for them to recognize that the costs of doing the wrong thing really do outweigh the costs of doing the right thing. The cost of not providing paid sick leave is an unhealthy, unhappy workplace. The cost of inflexible schedules is high and expensive turnover. The cost of unequal paychecks for women hurts our families, our communities, and ultimately our nation.

BCTGM-PAC: Supporting Workers' Friends in Congress

While few worker-friendly laws have been enacted in the 112th Congress, BCTGM members throughout the U.S. have generously supported those policy makers who continue to fight for working families.

“The BCTGM will only support those members

of Congress who have consistently supported and fought for the workers of this country,” says BCTGM International President Frank Hurt.

Pictured here are BCTGM representatives presenting pro-worker Members of Congress with BCTGM-PAC donations.

Ohio Congresswoman Betty Sutton (D) has earned a reputation as a tenacious advocate for Ohio's working families since being elected to represent Ohio's 13th District in 2006. Pictured here presenting Rep. Sutton (center) with a BCTGM-PAC donation to aid in her re-election campaign is Local 19 (Cleveland) Financial Secretary Phil Lukic (left) and Local 19 President Paul LaBuda (right).



Congressman Keith Ellison (D) represents Minnesota's 5th Congressional District in the U.S. House of Representatives. He has been an active supporter of the locked out BCTGM members at American Crystal Sugar. Ellison's priorities in Congress are “building prosperity for working families, promoting peace, pursuing environmental sustainability, and advancing civil and human rights.” Pictured here presenting the Congressman with a BCTGM-PAC donation to aid in his re-election is (from left to right) Local 22 (Twin Cities, Minn.) Vice President Bruce Peglow, Local 22 President Ron Mohrland, Ellison, and Local 22 Financial Secretary-Treasurer Jerry Ockenfels.



Congressman Tim Ryan (D) has proven himself to be a strong advocate for the working families of Ohio's 17th District and a dynamic leader in the House of Representatives. Ryan's primary focus remains on the economy and quality-of-life of Northeastern Ohio. He works closely with local officials and community leaders to advance local projects that enhance the economic competitiveness of Northeast Ohio and help attract high-quality, high-paying jobs. Pictured here presenting Ryan (center) with a BCTGM-PAC donation to support his re-election campaign is Local 19 (Cleveland) Vice President Ed Thomas (left) and Local 19 President Paul LaBuda (right).



Congresswoman Allison Schwartz (D) is serving her fourth term in the House of Representatives where she represents Pennsylvania's 13th Congressional district. For more than 30 years, Schwartz has been actively working toward finding solutions to ensure that all Americans have access to quality, affordable health care. Pictured here presenting Schwartz with a BCTGM-PAC check (from left to right) is Intl. Rep. Jim Condran, Schwartz, Local 492 (Philadelphia) Business Agent John Lazar and Local 6 (Philadelphia) President Barry Fields.

2012 BCTGM *Scholarship Winners*

The BCTGM International proudly announces the winners of the 2012 BCTGM International Scholarship Program. Ten \$1,000 one-time awards were presented to the students below. The winners were chosen from a total of 166 applicants from the U.S. and Canada.

The BCTGM International Scholarship Program is an example of the union's commitment to higher education at a time when college costs continue to soar out of reach for many working families. Since 1962, the International has helped fulfill the educational dreams of students representing BCTGM families throughout North America.



Amy Sit, daughter of BCTGM Local 125 (Oakland, Calif.) member Yi Sit, employed at Sara Lee Bakery. Amy will attend Brown University.



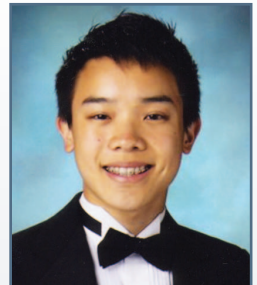
Martin Lu, son of BCTGM Local 25 (Chattanooga, Tenn.) member Linda Sio, employed at Hostess Brands. Martin will attend Vanderbilt University.



Andrea Deng, daughter of BCTGM Local 125 (Oakland, Calif.) member Janet Deng, employed at Ghirardelli Chocolate. Andrea will attend UC Berkeley.



Tran Luong, daughter of BCTGM Local 65 (Tulsa, Okl.) member Tuan Luong, employed at Sara Lee Bakery. Tran will attend the University of Oklahoma.



Brian Lien, son of BCTGM Local 125 (Oakland, Calif.) member Huy Lien, employed at Hostess Brands. Brian will attend the University of California.



Chance Garrett, son of BCTGM Local 24 (San Francisco) member Donald Garrett, employed at Roma Bakery. Chance will attend San Diego State University.



Paul Le, son of BCTGM Local 426 (Toronto) member Tuan Le, employed at Kraft Canada Inc. Paul will attend McMaster University.



Channele Nigh, member of BCTGM Local 22 (Minneapolis) employed at Cub Foods (SuperValu). Channele will attend Metropolitan State University.



Marti Holmes, member of BCTGM Local 464 (Hershey, Pa.) employed at Bimbo Bakeries. Marti will attend Harrisburg Area Community College.



Mike Haueter, member of BCTGM Local 290G, (Nyssa, Ore.) employed at The Amalgamated Sugar Company. Mike will attend Treasure Valley Community College.



Changes to Temporary Foreign Worker Program Unfair

Employers to Pay 15% Less

A group of unions and non-government organizations say that recently announced changes to the Temporary Foreign Worker Program (TFWP) permitting employers to pay migrant workers up to 15 percent less and fast tracking employer applications for these workers is unfair and misguided.

“Allowing employers faster access to migrant workers and paying them less for their labour sends a message that this government believes migrant workers are not equal,” says Hassan Yussuff, Secretary-Treasurer of the Canadian Labour Congress (CLC).

Ottawa has announced changes, effective immediately, to the TFWP and has included those changes in a large omnibus budget bill that is being pushed through Parliament.

“Canada’s laws don’t support wage discrimination based on where you come from,” says Yasmeen Khan, with Migrate Canada. “Many people recognize the majority of migrant workers are people of colour and oppose wage discrimination based on race.”

BCTGM International Vice President Sean Kelly says, “Canada needs enforced compliance and monitoring of existing foreign worker program laws to protect migrant workers’ rights – not changes that further serve the employers’ welfare.”

“With these changes, the federal government is allowing employers to use temporary foreign workers as pawns to drive down wages and conditions of work, even at a time when our economy here in Alberta suggests that they should be going up,” said Gil McGowan, president of the Alberta Federation of Labour.

“This is bad news for foreign workers because they’ll get an even worse deal than they’ve already been getting. And it’s horrible news for Canadians because it means that employers will start saying, ‘Don’t complain and don’t demand more because

if you do, we’ll replace you with foreign workers,’” adds McGowan.

Even before these new changes, the TFW program had become a first choice rather than a tool of last resort for far too many employers, said McGowan.

“With fast-tracking and even lower wages for temporary foreign workers, the situation is just going to get worse, much worse,” concludes McGowan.

Alfredo Barahona, Migrant and Indigenous Rights Program Coordinator with KAIROS, adds, “Instead of focusing on filling long-term labour needs with short-term workers who don’t enjoy the same rights and protections as other workers, Canada should be nation-building by bringing in workers as permanent residents.”

Sign onto the pledge to call for the reversal of the discriminatory changes to the already flawed TFWP by visiting the CLC’s site www.canadianlabour.ca.

Canada’s Temporary Foreign Worker Program

Since the end of the Second World War, several member countries in the Organization for Economic Cooperation and Development (OECD) have introduced foreign worker programs as a means of responding to domestic labor and skill shortages in certain sectors. In Canada, the Temporary Foreign Worker Program (TFWP) was introduced during a period of low unemployment rates with the aim of ensuring that the employment of foreign workers supports economic growth and helps create more opportunities for all Canadians.

Studies Confirm **OSHA** Inspections and Enforcement GOOD for Safety and Business

Organized labor and the occupational safety and health community, have always known that enforcement of workplace safety standards not only saves lives, but also saves employers money. Now, two new studies confirm this.

The first study, released in May by the journal *Science*, reviewed the impact of California-OSHA inspections on injuries, workers compensation claims and jobs. The decade-long study, conducted by researchers at Harvard Business School and the Haas School of Business at the

University of California Berkeley, found that workplaces subject to randomly scheduled Cal-OSHA inspections had a 9.4 percent decline in reported injury rates and a 26 percent reduction in workers compensation injury costs. And contrary to what the business community regularly maintains, the study found there were no adverse economic impacts at these firms. In fact, the inspected firms saved an average of \$355,000 in injury claims and compensation costs over the four years following the inspection.

The study also found that the companies that were inspected were no more likely to eliminate jobs, lose sales, have their credit rating negatively impacted, or go out of business compared to those that were not inspected.

According to one of the

authors of the study, Michael Toffell of the Harvard Business School, the results go against the popular myth that safety regulations are bad for a company's bottom line. "These inspections ironically appear to be creating value for firms that they are visiting in terms of

reduced worker's compensation costs and frequency of injuries.

Another study, conducted by Amelia Haviland and John Mendeloff of the Rand Workplace Safety and Health Institute and other researchers, found that OSHA inspections helped reduce injury rates.

The Rand study, published by the American Journal of Industrial Medicine, reviewed the impact of federal OSHA inspections in the Pennsylvania manufacturing

industry for the years 1998-2005. The study found that OSHA inspections with penalties reduced days away from work injuries by an average of 19-24 percent for the inspected workplaces.

The results of these studies are similar to earlier studies conducted on the impact of OSHA enforcement and provide support for strong OSHA enforcement as an effective means to reduce injuries and protect workers.

According to BCTGM International President Frank Hurt, it's time for corporate America to stop belittling any and all regulations and acknowledge that many actually benefit America's businesses. "All we hear from the business community is that all regulations are bad, and that they cost businesses too much money. Yet these studies prove yet again that enforcement of safety regulations is good for workers, and good for the company's bottom line," said Hurt.

"...these studies prove yet again that enforcement of safety regulations is good for workers, and good for the company's bottom line."

— BCTGM Intl. Pres. Frank Hurt

OSHA is Making a Difference

- In four decades, OSHA and its state partners, coupled with the efforts of unions, safety and health professionals, employers and advocates, have had a dramatic effect on workplace safety.
- Since 1970, workplace fatalities have been reduced by more than 65 percent and occupational injury and illness rates have declined by 67 percent. At the same time, U.S. employment has almost doubled.
- Worker deaths in America are down — from about 38 worker deaths a day in 1970 to 13 a day in 2010.
- Worker injuries and illnesses are down — from 10.9 incidents per 100 workers in 1972 to fewer than four per 100 in 2010.

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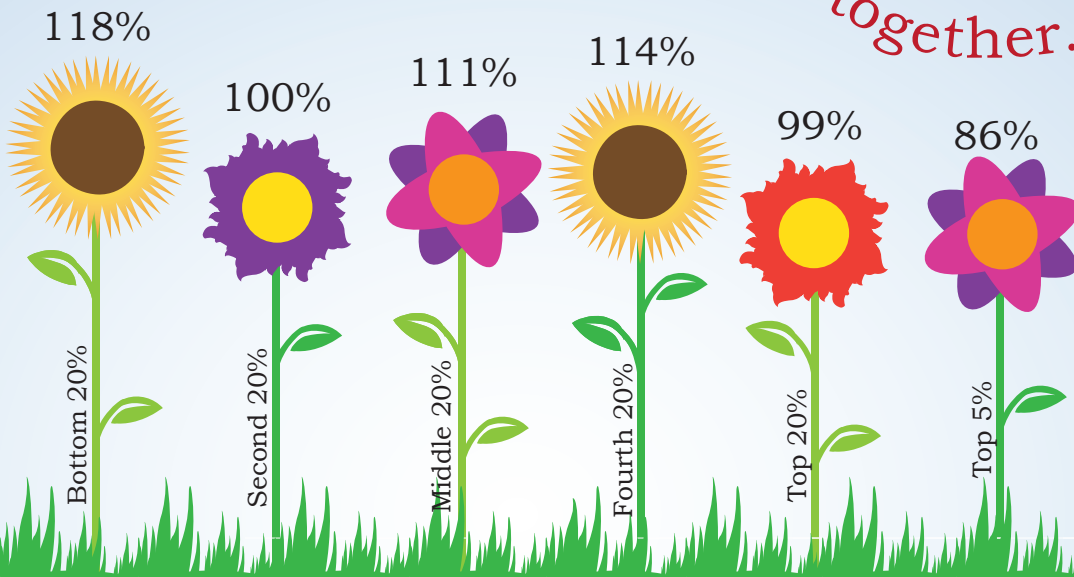
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Comparing the Growth of U.S. Family Incomes

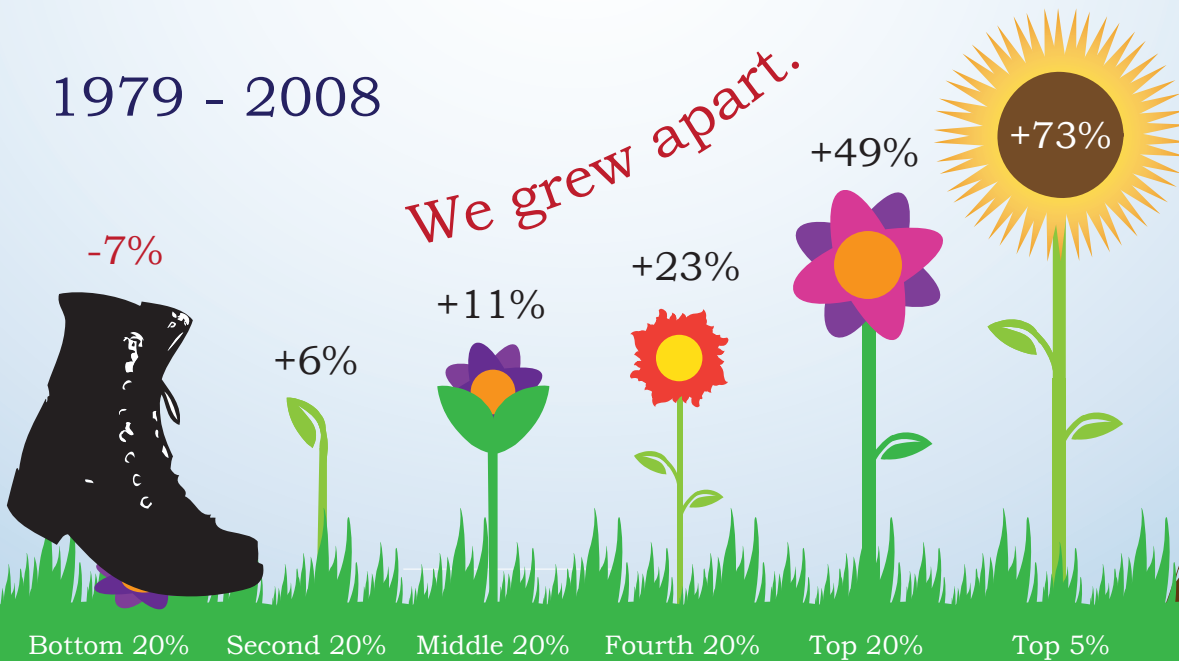
1947 - 1979

We grew together.



1979 - 2008

We grew apart.



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