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**FIGHTING TODAY**  
**TO PROTECT OUR FUTURE**



# PRESIDENT DAVID B. DURKEE ADDRESSES DELEGATES TO THE 39<sup>TH</sup> CONSTITUTIONAL CONVENTION

**BCTGM International President David B. Durkee delivered numerous speeches and remarks that brought delegates to their feet in thunderous applause throughout the BCTGM's 39<sup>th</sup> Constitutional Convention in Las Vegas, August 6-12. Printed here are some of those moments.**

“Every Union brother and sister at these companies who stood up to vicious, deplorable corporate greed and suffered immense personal and financial hardship for doing so, are BCTGM heroes. They were fighting for the future of the middle class. They deserve our deepest respect and eternal gratitude.”

– *On lockouts faced by BCTGM members*

“With each and every organizing campaign this International and our local unions engage in, we are staying true to our history. Across North America we have been organizing new members, bringing to these workers economic security and rights they have rarely enjoyed before. We are doing our part to expand the middle class so that more working families can truly enjoy the fruits of their labor.”

– *Keynote Speech*

**“They knew the fight was bigger than Memphis and Kellogg’s – it was a fight for the heart and soul of the middle class.”**

– *On the Kellogg lockout*

“The decline of the middle class and organized labor is a man-made crisis engineered by Wall Street.”

– *Keynote Speech*

“One of the priorities we have as an International Union is to ensure that we have the best educated staff and local union officers in the labor movement. We also realize that the first line of

defense is our shop stewards. Over the past four years, we sponsored over 100 steward trainings that covered over 2,500 stewards.”

– *On Education*

“Whether it is during an organizing campaign, one of the several lockouts we’ve been involved in, negotiations, or a legislative fight, we have several outlets to get our message across to the public in an effective, coherent way.”

– *On the BCTGM's expanded communications team*

**BCTGM News**

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 Butch Henley • Paul LaBuda • Stephane Langlois  
 Terry Lansing • Earl Lublow • Letitia Malone  
 Gary Oskoian • Paula Steig • Doyle Townson • Jeff Webb

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**“Our goal is to have organizing campaigns under way within most of our major locals. If you don’t try to organize, if you don’t have elections, you’re never going to gain new members.”**

– On Organizing

“That’s what we do each and every day when we get up in the morning and negotiate a contract, or argue a grievance or arbitration, or file a complaint with OSHA. We are upholding the middle class dream by protecting the right of workers to collectively bargain and enjoy the protections a union contract offers.”

– On Collective Bargaining

“You are, in fact, all leaders of this great union. As leaders we all have a responsibility to do the best possible job we can to ensure that this union prospers over the next four years.”

– On BCTGM leadership

“We fight today, not because we want to, but because we must. This is our obligation to those who built this Union. This is our responsibility to those who are working today to make the BCTGM even stronger and to those who will carry on this proud tradition in the years ahead.”

– Keynote Speech

**“I’d rather be hated for what I stand up for than LIKED for what I don’t stand up for.”**

– On the 2012 Hostess strike

“To Kellogg and any other company that is thinking of taking on this union: we are ready and we will continue this fight. It is our job to protect and expand the middle class. And we will do everything within our power to do so.”

– On the fight to protect BCTGM jobs

“If we want to maintain and expand the middle class, we’ve got to organize non-union workers and then get them a collective agreement. This is not an easy process by any means, but it is something that all of us must be committed to.”

– On Organizing



**“This entire convention has been about fighting for working people. I am a happy person because of what I do, and much of what I do is serve and fight for you. For that, I thank you.”**

– Closing remarks to Convention delegates



# Delegates Elect DURKEE, BERTELLI TO LEAD the BCTGM

**On Friday, August 8, delegates unanimously elected David B. Durkee as International President and Steve Bertelli as International Secretary-Treasurer.**

For the election of the International President, Durkee called upon retired International President Frank Hurt as the temporary chair of the Convention.

“It is a personal privilege and a distinct honor for me to be here to participate in this Convention. In accordance with Article IV, Section 3 of the Constitution of this International Convention, entitled Nominations, I hereby declare nominations for the office of President in order.”

Local 53 (New York, N.Y.) President and General Executive Board member Joyce Alston nominated David Durkee for International President. Following the vote, delegates gave Durkee a standing ovation.

In accepting the office of International President Durkee said, “I have the honor to be in front of you all and accept this position, but I prefer to be standing side-by-side on the street with you, fighting beside you.

**“I have the honor to be in front of you all and accept this position, but I prefer to be standing side-by-side on the street with you, fighting beside you.”**

– *International President David B. Durkee*

“I love you all and I am honored to have the opportunity to serve you for the next four years,” Durkee concluded.

Local 433 (Sioux City, Iowa) President and General Executive Board member Paula Steig nominated Steve Bertelli for the office of International Secretary-Treasurer. Delegates responded with a unanimous vote and thunderous

applause for Bertelli.

“We didn’t get here on our own. There have been many who have helped me. I will continue to work hard for every worker in this union. You are my inspiration day in and day out. Thank you,” Bertelli said.

# DELEGATES ELECT

## INTERNATIONAL VICE PRESIDENTS and GEB

Delegates to the 39<sup>th</sup> Constitutional Convention elected the following BCTGM International Vice Presidents and Local Union Officers to serve on the BCTGM International General Executive Board.

### International Vice Presidents

- Region One:** Art Montminy
- Region Two:** Bob Oakley
- Region Three:** Jethro Head
- Region Four:** James Rivers
- Region Five:** Ron Piercey
- Region Six:** Randy Roark



### International General Executive Board

#### Region One:

- Joyce Alston, Local 53 (New York, N.Y.)
- Tom Binger, Local 36G (Buffalo, N.Y.)

#### Region Two:

- Paul LaBuda, Local 19 (Cleveland, Ohio)
- Gary Oskoian, Local 68 (Baltimore, Md.)

#### Region Three:

- Ed Burpo, Local 300 (Chicago)
- Paula Steig, Local 433 (Sioux City, Iowa)

#### Region Four:

- Jeff Webb, Local 25 (Chattanooga, Tenn.)
- Letitia Malone, Local 149 (Memphis, Tenn.)

#### Region Five:

- Earl Lublow, Local 468 (Vancouver, B.C.)
- Stephane Langlois, Local 350 (Saint Leonard, Q.C.)

#### Region Six:

- Doyle Townson, Local 31 (Long Beach, Calif.)
- Terry Lansing, Local 114 (Portland, Ore.)

#### Tobacco Region:

- Butch Henley, Local 203T (Richmond, Va.)
- John Bethel, Local 192T (Reidsville, N.C.)

# DIRECTOR of ORGANIZING

## PRESENTS REPORT

**In his first address as BCTGM Director of Organization, John Price reminded delegates that organizing has always been the lifeblood of the BCTGM and the labor movement.**

Price highlighted numerous successful organizing efforts since the Union's last Convention in 2010.

At Tasty Baking in Philadelphia, a non-union company for nearly 100 years, workers had finally had enough of working without the protections of a collective agreement. Reflecting on the importance of that organizing win Price said, "We all have to remember that companies change, CEO's change, worker attitudes can change. We must remain vigilant even if it appears a plant or bargaining unit will never unionize, because things change just as they did at Tasty."

In 2010, Bimbo Bakeries USA announced it would be investing \$1 billion dollars into upgrading and building new high performance bakeries in the United States. Within 13 months, the BCTGM successfully organized three of Bimbo's new high performance facilities. "This is quite an accomplishment!" Price proclaimed.

In 2012 after thousands of BCTGM members lost their jobs through the bankruptcy and liquidation of Hostess, the bakeries and brands were broken up and purchased by four companies.

On the West Coast, Franz Bakery, also known as U.S. Baking Company, took ownership of three manufacturing facilities in Anchorage, Alaska; Billings, Montana; and Salt Lake City, Utah. On June 10, 2013, BCTGM Local 466 won the organizing election at the Billings bakery, marking the union's first successful organizing effort at a reopened Hostess



Bakery. A solid collective bargaining agreement was negotiated soon after.

Apollo Global Management and Metropoulos & Co. purchased the Hostess snack cake brands and five bakeries. The company opened four of the five bakeries in Indianapolis; Schiller Park, Ill.; Columbus, Ga.; and Emporia, Kan. In late March, workers at the Indianapolis plant voted to join the BCTGM. On May 15, Hostess workers in Schiller Park voted to join BCTGM Local 1. Two weeks later on May 30, Hostess workers in Columbus voted to join BCTGM Local 42.

"These victories send a message to the employers in all of our industries that we will not back down and that we will be successful," Price said.

"Over the next four years, we need everyone in this room to continue the fight for better labor laws, to become active in new organizing drives and to educate workers about the benefits of being part of the BCTGM. We have the best organizers in all of you and the tools to make the next four years the most successful years in organizing this union has ever seen," concluded Price.

**Organizing: Our Front Line, Our Future** was the theme of the second day of the Convention. Fifty-four local unions were recognized for completing organizing campaigns in the four years since the last Convention. Pictured here are delegates from those locals wearing special organizing shirts that they were given to acknowledge their local's efforts.



# ORGANIZING: Our Front Line, OUR FUTURE

**O**n August 7, the daily Convention theme was, “Organizing: Our Front Line, Our Future.” In opening the day, President Durkee noted that the very survival of the labor movement and the North American middle class is dependent on organizing non-union workers.

He invited several BCTGM organizers to the stage to share with delegates the experiences and knowledge gained during some of the Union’s most recent organizing drives.

“Winning Hostess in Schiller Park was the biggest and most wonderful day of my life! We WON! In organizing, you got to stick with it. You are going to have some wins, some losses. It is hard but it is worth it. I am going to organize whomever and whatever comes my way!”

– **Rochelle Ross, Local 1 (Chicago) Organizer**



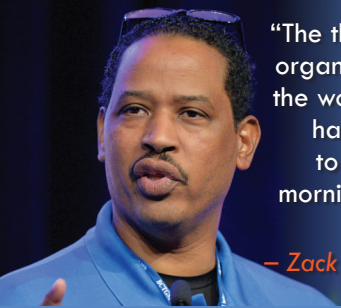
“Organizing is hard work and cannot be done alone. We have a great executive board who we can count on and who donate their time to help leaflet or make phone calls and an International Union staff who have a very successful organizing training program that we follow.”

– **Beth Zavala, Local 1 Recording Secretary**



“The things that management did helped us organize. They thought that by intimidating the workers they could get rid of us. But we had boots on the ground and we talked to the workers late at night, early in the morning. They told us we had no chance of winning. But they were wrong.”

– **Zack Townsend, Local 42 (Atlanta) Bus. Agent**



“Our commitment to organizing was always there - win or lose. My advice to all of you: Make a commitment and never give up.”

– **John Howard, Local 1 Financial Secy.-Treas.**



“God never closes one door without opening another. We must continue to organize – we are all in this together and we are all organizers!”

– **Letitia Malone, Local 149 (Memphis, Tenn.) President/Business Agent**



“Thanks to the commitment of our International Union and this Local, we embarked on a journey to rebuild our membership lost due to plant closings. We have won 3 out of 4 elections within the last 10 months due to organizing training and the commitment of Local 1 which will increase our membership more than 750 members! We now have a full time organizer. This is why organizing MUST be the first priority of every local union.”

– **Donald Woods, Local 1 President**



“If we had not organized the Kellogg plant, Local 25 would have been decimated. If our Local doesn’t survive, then workers suffer. There would be no one left to defend them. You see, without organizing, your local cannot survive and without organizing, eventually this International Union will not survive.”

– **Jeff Webb, Local 25 (Chattanooga, Tenn.) Fin. Secy./Bus. Agent**



# DELEGATES SET AGENDA for the

**The 39<sup>th</sup> Constitutional Convention of the BCTGM was called to order on Wednesday, August 6 and concluded on Tuesday, August 12.**

The Convention was represented by 109 Local Unions, with a total of 299 delegates, including

Executive Officers, Vice Presidents, General Executive Board members and International Representatives with a total of 2,725 votes.

The Constitutional Convention is the Union's highest decision-making body. Delegates to the 2014 Convention helped chart the BCTGM's course





# The BCTGM's NEXT FOUR YEARS

for the next four years.

There were 28 resolutions that were presented to and approved by Convention delegates. Resolutions voted on by the delegates covered organizing, jobs, global solidarity, political action, retirement security, health and safety, collective bargaining,

Additionally, there were several resolutions concerning changes to the BCTGM International Constitution, including Resolution 28 that restructures the regions of the BCTGM (see page 16). All Convention Resolutions can be reviewed at [bctgm2014convention.org](http://bctgm2014convention.org).



## Richard Trumka, AFL-CIO

**R**ichard Trumka, President of the AFL-CIO, delivered a rousing speech that received several standing ovations from delegates.

“Change for America will begin once every worker makes a living wage,” Trumka said. “And we’ll start by winning good contracts at all the former Hostess plants in places like Billings and Indianapolis, and so many

other cities and towns. We’ll start by building powerful community partnerships like the one that the BCTGM built in Memphis, Tennessee. That’s the future of American labor. That’s how we will win against all the money and power of Wall Street and corporate greed, because nothing beats people power,” added Trumka.

He reminded delegates that a decent life is not too much to ask, noting, “We’re the workers of America. We mill the grain and bake the bread. We work in factories and on the highways. We lift the loads and answer the call. We do what it takes, no matter what the cost. We wake our country up every single day,



and we tuck her into bed at night. We won’t be turned aside. We won’t be faced down, and we will not be denied. This is our country and it is about time we took it back for the workers who built it!”

Trumka reminded delegates that standing together, working people will change the country and it all begins with electing people who support working class values. “We’re asking hard questions of every candidate who wants our support, and one question we want every candidate to answer is, do you support America’s workers? Do you support our right to bargain collectively for a better life? Do you believe in American manufacturing? Will you grow our economy, not shrink it? Will you raise wages?,” proclaimed Trumka.

He reminded delegates that what workers want is fairly simple. “It’s what everybody wants: the chance to work hard for a decent life, and to give a better life to our kids. We’ll stand together, because we’re strong together.

“From the bakery to the sugar plant, from San Francisco to Atlanta, Georgia, we win together when we stand together. When we stand together, we win together. And we’re gonna win together!”

## UMWA President Cecil Roberts

**W**ith great passion in his distinct cadence, a sixth-generation West Virginia coal miner and the President of the United Mine Workers of America, Cecil Roberts repeatedly brought delegates to their feet in thunderous applause and cheers.

He congratulated the BCTGM on the recent end to the Kellogg lockout. “Let me express my admiration for you – the folks of the BCTGM on the very important victory. All of us in the labor movement owe the Kellogg workers for their sacrifices on behalf of working people. The solidarity and unity with one another allows us to survive,” Roberts said.

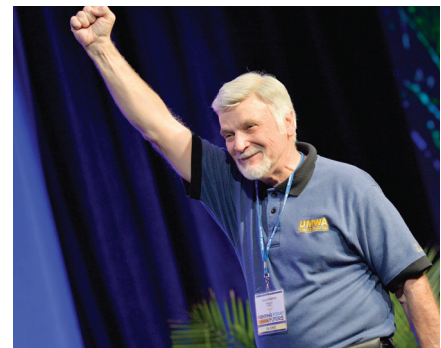
“We, the American labor movement, needed this victory. You are the blood of our blood, flesh of our flesh and this victory was one we can all celebrate,” he added.

Roberts noted that the end of the Hostess bankruptcy marked the beginning of a similar fight that the UMWA had with Peabody Energy and Arch

Coal. “When Hostess workers stood up and said loud and clear – enough is enough. We in the working class can only take so much. You were fighting for us all and the corporate world heard,” Roberts declared.

Roberts challenged BCTGM members to work for a better America in the tradition of union and civil rights leaders.

In his final passionate plea Roberts said, “If you want to expand the middle class - join a union! If you want more democracy in our country - join a union! If you want a healthier workplace - join a union! If you want a better economy - join a union! If you want a voice at work - join a union! If you want a better America - join a union! Stand up and fight together, win together!”



## Larry Cohen, President CWA

**“It is amazing what this union does — I don’t think there is another union that fights harder,”** said Larry Cohen, President of the Communications Workers of America, in speaking of the BCTGM.

In his comments to Convention delegates, Cohen reflected on the attacks that the American labor movement has sustained in the last few years. “The race to the bottom in the U. S. is really worse than any place in the world. How do we go from defense to offense?” Cohen asked delegates.

Cohen told delegates that there are blocks in America’s democracy which are preventing change, noting that the U.S. House of Representatives passed more than 400 bills between 2009 through 2010 that never survived a motion to proceed in the Senate.

Additionally, more than 30 states passed voter suppression legislation in the past three years. “Is this what democracy looks like?” Cohen asked.

Cohen discussed the ways in which labor can work to combine democracy issues (voting rights, fix

broken Senate rules, reduce the influence of money in politics and comprehensive immigration reform) with labor’s work on key economic justice issues: secure

jobs and fair trade, health care, retirement security, bargaining and organizing rights.

“Economic and social equality takes everyone working together. We need to make democracy issues the number two issue and collective bargaining our number one focus. With that number one focus, we must pass legislation to guarantee organizing rights around this country,” said Cohen.

“We have to do what the BCTGM has done in fights like Kellogg and Panera. We have to build something bigger than they are. You have to stand up and fight back,” Cohen told delegates.



## IUF Ron Oswald Addresses Delegates

**“I bring you the support and solidarity of our global membership,** the more than 10 million workers represented by our 390 affiliated unions in 130 countries worldwide,” said Ron Oswald, IUF General Secretary.

“More than at any time in the 45 years I have been a union member, we all find ourselves today in a fight for our rights, for our livelihoods, our families and our communities. Where and how do we take on this fight?” Oswald asked delegates.

Oswald noted it is vital that we fight to put people in government that will defend workers ahead of the rich and privileged. “People that will not just promise to do so to get elected, but who will fight just as hard for us after they are elected,” he said.

Oswald told workers to carry that fight into our workplaces. “And that means a fight to defend jobs. Today, we increasingly have to defend the very basic right to jobs that can feed families and support communities,” said Oswald.

“Your hugely important fights at Hostess, Roquette, American Crystal Sugar and Kellogg are inspiring struggles that the IUF was privileged to have been able in some way to contribute to. And today let me pay tribute to those courageous men and



women at Kellogg in Memphis and your families. The beginning of the path back to justice you got from a judge last Thursday will inspire us all.

“I congratulate you all on behalf of all Kellogg workers everywhere and our wider membership across the world. And more importantly I thank you for your heroic fight for basic rights that in a fair world we should never have to fight so damn hard to claim,” Oswald said.

Recognizing the importance and power of global solidarity, Oswald told delegates, “In all those fights we need to recognize that increasingly we cannot do it alone. Today, we need each other more than ever before. Your union has always recognized the need for practical and meaningful international solidarity and has always been prepared to back that with concrete action and concrete support.”

# KAISER PRESENTS POLITICAL REPORT

**H**arry Kaiser, Assistant to the International President who leads the BCTGM's political and legislative activities, detailed the many political changes that have taken place in the last four years. Calling those changes "dramatic," Kaiser reminded delegates that elections have consequences and have an enormous impact on virtually every aspect of members' lives.

"We've seen an uncontrollable flood of corporate money in the political process resulting from misguided decisions by an ultra-conservative, pro-business Supreme Court majority," Kaiser said. He further noted the rise of right-wing, anti-union, anti-middle class billionaire industrialists; the U.S. House of Representatives taken over by an extreme conservative Republican leadership financially controlled by Wall Street; and a Republican leadership, controlled by wealthy financial backers, that oppose every piece of legislation put forth by the Obama Administration that would help working families.

"Organized labor stood tall and pushed back hard against these dark and powerful forces time and time again over the last four years. And, under the strong leadership of our Executive Officers, the



BCTGM has been on the front lines in this fight day in and day out," he said.

Kaiser detailed the various ways the BCTGM and the labor movement have rallied and fought back against the negative political forces in both the U.S. and Canada. "We did what we had to do to stop or at least slow down the corporate freight train that was threatening everything we believe in and have fought for over the course of decades. Organized labor rose up and fought back in way that our adversaries did not expect," Kaiser said.

# RON BAKER SPEAKS ON KELLOGG

**B**CTGM Strategic Campaign Coordinator Ron Baker began his Convention address by noting that as of 8 a.m. that day, August 11, Memphis, Tenn. was one of the happiest places in America for workers.

"Because for the first time in over nine months, BCTGM members returned to their jobs under the terms of the agreement in place before the company's illegal lockout and with their heads held high. Union members are back on the payroll and tomorrow quality cereal will be rolling out of that plant for the first time in nearly ten months," Baker exclaimed.

"You see, no matter the process or individual experiences – this is a working families' issue all across America,

regardless of what you make, regardless the company you work for, regardless of what has happened in the past or how the employer has treated you," said Baker.

Baker told delegates that the Memphis workers never expected to be locked out. "These are men and women who broke production records, responded to every corporate bench mark, had good safety records, and is a loyal workforce with more than sixty percent having more than twenty years of service," said Baker.

One of the most important things to come out of the lockout, noted Baker, was the formation of the Coalition for the Organizational Protection of People and Equal Rights (COPPER) in Memphis. COPPER is comprised of more than 50 labor, faith-based, community, civic and social organizations.

"When we work together for the benefit of the community and the benefit of people who work, we work to improve the lives of everyone in that community," said Baker. He added that the BCTGM was among the first AFL-CIO unions to comply with a 2013 AFL-CIO Convention Resolution calling on affiliates to build lasting community partnerships with allies on issues of importance.



# The Kellogg LOCKOUT

In a report on the lockout of more than 220 Kellogg Local 252G members in Memphis, BCTGM International President David Durkee explained, “This is about corporate greed, the attack on the middle class and corporate America’s total disregard for its workers and their families.”

Detailing the history of the 10-month lockout, Durkee told the BCTGM delegates how proud he was of the way that the BCTGM responded to the attack on the Kellogg workers, noting, “We knew from the very beginning that this was going to be about more than Memphis.”

## Reverend Dwight Montgomery

President of the Southern Christian Leadership Conference Memphis chapter, Dwight Montgomery, who maintained a strong presence throughout the lockout of Kellogg workers in Memphis, addressed the Convention.

Reflecting on the lockout, Montgomery said, “Since October 2013, dedicated Kellogg workers have been denied the right of life, liberty and the pursuit of happiness by being unfairly locked out by Kellogg. Their courage and fortitude are to be commended. These workers were LOCKED OUT but not LOCKED DOWN. And it has paid off because thank God they have now returned to work!”

“When I first received the call to help the Kellogg lockout, I could not refuse because in reflecting on the words and the teachings of Dr. Martin Luther King, ‘I want to live to make a difference,’” Montgomery declared.



“We all must continue to grow our commitment to be willing to throw ourselves to the side and fight for something we believe is right. We must all live to make a difference. And I am determined to change these dysfunctional days we live in. I am determined to live to make a difference,” concluded Montgomery.

## Kevin Bradshaw Thanks Delegates



Local 252G President and Kellogg worker Kevin Bradshaw rose to the podium to thank the Reverend and the entire BCTGM for their support

during the Kellogg lockout. “Thank you to everyone for all the support you have given us in Memphis. I am a country boy and grew up on a farm. My grandfather was a farmer and employed more than 100 workers at any given time, both black and white, and he always treated his workers with respect. I have been involved with unions since I was knee high. I was raised around unions and union wages paid for my college education. My father was a steelworker and the labor movement has been a part of me all my life.

“Our members are proud and happy to be back at work and are working hard to get their lives back together. I am glad to be part of the BCTGM. We appreciate all you do. We are one, we are united, we are the BCTGM!” concluded Bradshaw.

# 2014 CONVENTION

**D**elegates attending the 39<sup>th</sup> Constitutional Convention, the union's highest decision-making body, helped plan the BCTGM's next four years.

Each of the 109 Local Unions represented at the Convention, as well as the International General Executive Board, was given an opportunity to submit resolutions to the Convention delegates.

Over the course of convention, delegates considered 28 resolutions. Prior to the Convention,

the Committee on Committees assigned each resolution to a specific Convention Committee. In addition to the Committee on Committees, other Convention Committees included: Constitution, Finance, Organizing, Political Action, and Resolutions. The Committees are made up of local union delegates and advised by an International Vice President.

Committee meetings were held throughout the course of the week while the Convention



**COMMITTEE ON COMMITTEES**



**COMMITTEE ON RESOLUTIONS**



**COMMITTEE ON CONSTITUTION**



**COMMITTEE ON ORGANIZING**

# COMMITTEES

was in recess. During these working sessions, each resolution was thoroughly discussed and debated. Once each group reached a consensus on its assigned resolutions, a report was submitted to the Convention body, with a recommendation for action. Delegates were then given the opportunity to debate the committee recommendation and vote for or against the adoption of each resolution. In addition to setting the agenda for the next four years, this procedure provides the membership with a voice

in the policy-making process of the International Union.

The resolutions presented to the delegates covered such topics as healthcare, organizing, political action, trade, health & safety, collective bargaining, and community partnerships. In addition, there were several resolutions amending the BCTGM Constitution.

All resolutions passed by the Convention can be reviewed at [bctgm2014convention.org](http://bctgm2014convention.org).



# 2014 CONVENTION

## Votes to RESTRUCTURE

# BCTGM REGIONS

In an action taken to strengthen the BCTGM, enhance membership service and utilize resources more effectively and efficiently, Delegates to the 39<sup>th</sup> BCTGM Constitutional Convention overwhelmingly passed Resolution Number 28, which Amends Article IV, Sections 1 and 5 of the BCTGM International Constitution to Consolidate Regions One and Two and to rename the Regions as follows:

**Canadian Region:** Provinces of British Columbia, Alberta, Saskatchewan, Manitoba, Ontario, Quebec, New Brunswick, Nova Scotia, Newfoundland and Labrador, Prince Edward Island and Northwest Territory.

**Western Region:** California, Oregon, Washington, Montana, Idaho, Nevada, New Mexico, Colorado, Wyoming, Utah, Arizona, Hawaii and Alaska.

**Midwest Region:** Indiana, Illinois, Wisconsin, Minnesota, North Dakota, South Dakota, Nebraska, Iowa, Missouri and Kansas.

**East-Central Region:** Maine, New Hampshire, Vermont, Massachusetts, Connecticut, Rhode Island, New York, and New Jersey, Pennsylvania, Maryland, Delaware, District of Columbia, Virginia, West Virginia, Kentucky, Ohio and Michigan.

**Southern Region:** North Carolina, South Carolina, Georgia, Florida, Alabama, Tennessee, Mississippi, Arkansas, Louisiana, Oklahoma, Texas and Puerto Rico.