

BCTGM

Forum

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The BCTGM is an **ORGANIZING** Union and has been since 1886.

This is our **HISTORY**. This is our **TRADITION**. And today, this is our **PRIORITY MISSION**.

— BCTGM International President David B. Durkee, 2014 Constitutional Convention



the PRESIDENT'S MESSAGE

CHANGING Employer Business Model

Requires **CREATIVE RESPONSE**

For many decades, the companies we bargained with did not often change the nature of their business operations or their relationship with our Union. This was true across all of our industries.

The vast majority of our negotiations were with large, multi-million dollar companies that, for the most part, had traditional, growth-oriented business models and an ongoing interest in making products in North America for American and Canadian consumers. These companies recognized, often grudgingly, that the BCTGM was at the table to ensure that the workers who made those products and were essential to the companies' success would realize their fair share of the profits in order to provide a middle-class standard of living for their families.

These companies understood, as well, that the BCTGM would always stand strong for our members; that we were never going away.

Today, BCTGM negotiators are more likely to be sitting across the table from individuals representing multi-billion dollar multinational corporations with production facilities across the globe; corporations that may look familiar and have familiar names but are, in reality, far different companies with a very different business model than their predecessors.

Over the last decade, a growing number of the most prominent employers in our industries have transformed from companies primarily focused on making quality consumer products and growing their business for the future, to little more than financial instruments determined to free up every dollar to use as dividends or for stock buybacks to reward their largest, richest investors.

At many of these companies, executive compensation is no longer determined by the company's performance in the marketplace but rather is pegged to the value of its stock, leading to elaborate schemes to drive up stock prices and soaring payouts to CEO's and other top executives.

This single-minded focus on raising stock prices and rewarding the largest investors comes at the expense of vital investment in plant and equipment, marketing and new product development. Innovation and quality long-term growth strategies are sacrificed.

In this dramatic business transformation, many of the publicly-held companies with which we have had long-standing collective bargaining relationships have taken on the very worst characteristics of companies owned by Wall Street private equity firms. These characteristics include: short-term decision making based on the immediate incentives and pressures of the financial markets and analysts, highly-leveraged mergers, acquisitions and spinoffs of core businesses and a relentless drive to cut operating costs – starting with labor.

Their near-fanatical desire to cut costs in order to service crushing debt loads, meet Wall Street demands and keep stock prices high has led these firms to downsize their workforces in BCTGM-represented shops and ship thousands of our members' good jobs to Mexico and low-

wage production facilities in the U.S. and Canada.

These "financialized" employers have become more confrontational, often refusing to conduct business with our Union in a constructive, respectful and honorable manner. They come to the bargaining table with outrageous and unacceptable demands, constantly seeking to maintain their ruinous business model on the backs and wallets of our members.


The "financialization" of our industries poses new and significant challenges for the BCTGM and our members. It requires that we respond by developing and implementing innovative strategies and creative tactics to engage effectively with these employers in order to continue the BCTGM's long and proud history of success in negotiations, organizing and membership service.

Our work already is well underway with an unprecedented investment in education and training at all levels of the Union, greatly enhanced capabilities in corporate and industry research and analysis, a firm commitment to utilizing cutting edge media and communications tools and by bringing on board the sharpest, most creative strategic campaign coordinator in the labor movement.

Regardless of the business model our employers choose, the mission of the BCTGM remains as it has since 1886 – to improve the standard of living of workers in our industries and protect the rights and interests of our members and their families.


We have always met this mission. We will continue to do so! Employers in our industries will always know that a strong, vibrant and determined BCTGM is here to stay!

David B. Durkee
BCTGM International President



BCTGM

News



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SUPERVALU Workers in Richmond Vote **UNION YES**

In 2006, organizers at Local 358 (Richmond, Va.) were extremely disappointed after workers at the Supervalu distribution center in Richmond Virginia, voted narrowly against joining the BCTGM.

“It’s a punch in the gut when you lose a campaign,” says International Representative Jim Condran who assisted the local during the organizing drive. “But we never lost contact with those workers and the organizing committee continued to work doggedly to garner more support.”

Fast forward eight years, and those same organizers are all smiles along with the newest union members.

In late August, more than 300 Supervalu workers voted overwhelmingly to join BCTGM Local 358.

“It’s a much better feeling this time around,” said Local 358 Business Agent Ted Constable.

Despite a coordinated anti-union campaign by outside union busters, BCTGM supporters in the distribution center remained vigilant, educating new employees about the company’s broken promises and informing workers about the benefits of unionization.

According to Director of Organization John Price, establishing a strong base of support is absolutely critical to successful organizing. “Like in most organizing campaigns, your success comes from the work done by the organizing committee and its supporters.

The committee in Richmond did a fantastic job educating and organizing,” said Price.

After the initial defeat in 2006, Local 358 leadership maintained contact with its core group of supporters and focused on educating other employees about their rights, dealing with issues at work and informing them continuously on what a union contract could do for them.

According to BCTGM International President David Durkee, it is imperative that local unions maintain contact with workers at locations where they may not have won an organizing drive on the first try. “Local 358 has a history of going back to organizing sites where they have not experienced a victory on its first attempt,” said Durkee. “And it is because of their persistence, more than 300 new workers will get to experience the benefits of belonging to the BCTGM.”

Supervalu is a retail and

grocery distribution powerhouse in the United States. The corporation, headquartered in the Minneapolis suburb of Eden Prairie, Minnesota, has been in business for over a century and is the third-largest food retailing company in the United States (after Kroger and Safeway).

In January 2013, the company announced it was selling the Acme Markets, Shaw’s and Jewel-Osco chains and their remaining Albertsons stores to Cerberus Capital Management for \$100 million in cash, with Cerberus assuming \$3.2 billion in existing debt. SuperValu would keep its Cub, Farm Fresh, Shoppers, Shop ‘n Save and Hornbacher’s brands as well as its wholesale supply operation while the Acme, Shaw’s, Star Market, and Jewel-Osco stores were reunited with Albertsons. The deal closed March 21, 2013.

The BCTGM represents members at Supervalu retailers across the country.



Continuing Education a **PRIORITY** for **BCTGM Leaders**

At the 39th Constitutional Convention held in Las Vegas in August, BCTGM International President David Durkee highlighted how important it is that BCTGM leaders be given every opportunity to improve and enhance the skills needed to thrive in a challenging environment.

During his Officers' Report to Delegates, President Durkee stated that, "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."

To that end, BCTGM International Representatives and select Local Union Officers have participated in two separate week-long trainings at the Maritime Institute in Linthicum, Maryland. The classes are part of the Bonnie Laden Union Skills Program (BLUS), administered by the AFL-CIO.

BCTGM attendees to the first week-long program in mid-September, *Negotiations in the Private Sector*, covered a range of topics including negotiation preparation, tactics and strategies, communicating with the membership and contract costing. Participants also participated in "mock" contract negotiations.

Local 22 Business Agent Bruce Peglow, who attended the negotiations session, said that the week, "broadened and deepened my perspectives on the entire bargaining process."

The second group of BCTGM leaders attended the *Organizing 1* program the following week. This class covered topics such as an examination of different organizing models, message development, digital media, and the presentation of a mock organizing project.

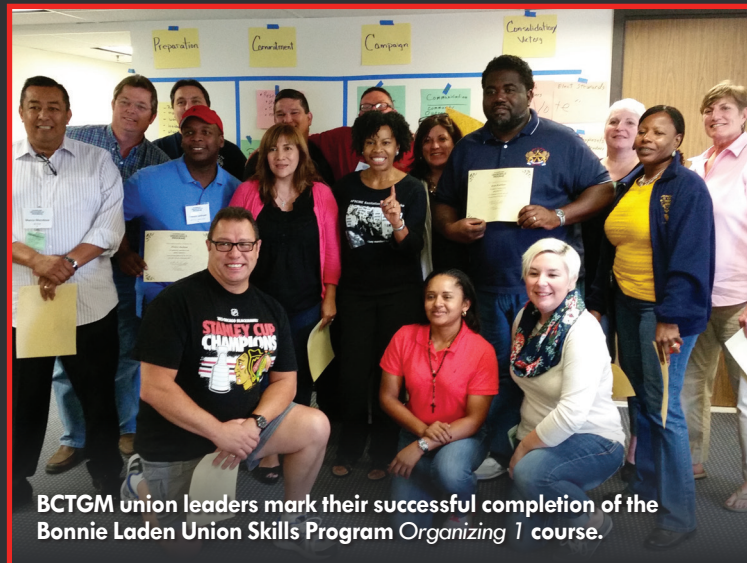
According to International Representative Marco Mendoza, who completed the organizing class, "It is imperative that all of us take an active role in educating and mobilizing workers to organize. This program helped union representatives like me, update my organizing knowledge

with modern tools and tactics needed to organize new workers and go on to negotiate union contract with improved wages, benefits and better working conditions."

Participants of the *Contract Negotiations in the Private Sector* included: International Representatives David Woods and Sylvain Gagne, Chad Boushee (Local 167G), Shad Clark (Local 114), Jason Davis (Local

103), Letitia Malone (Local 149), Bruce Peglow (Local 22), John Risky (Local 167G) and Zack Townsend (Local 42).

Participants of the *Organizing 1* session included International Representatives Marco Mendoza and Dennis Howard, Kevin Bradshaw (Local 252G), Shad Clark (Local 114), Trenc Jackson (Local 252G), Rochelle Ross (Local 1) and Beth Zavala (Local 1).



BCTGM union leaders mark their successful completion of the Bonnie Laden Union Skills Program Organizing 1 course.



Participants of the *Negotiations in the Private Sector* program successfully complete a mock contract negotiations session.



The 2014 graduates of the 2014 Local 68 shop steward educational conference.

EDUCATION Key for Maryland Stewards

For decades, Local 68 (Baltimore) has held an annual training for its stewards to ensure that they are properly representing the local union's 1,500 members. According to Local 68 Financial Secretary/Business Agent Gary Oskoian, the key is educating new stewards early and to continuously refresh the senior stewards with updated information.

“Our stewards are the face of the union,” said Oskoian. “We want to make sure that they are well prepared to deal with the challenges they face in their worksites and that our members’ issues are

dealt with in the proper manner.”

In mid-September, more than 30 stewards gathered at the Conference Center at the Maritime Institute of Technology and Graduate Studies in Linthicum, Md. for a one-day steward training seminar. The program was put on by the BCTGM International Research & Education Department and featured presentations, small group activities and active discussion and debate.

Topics that were covered included: grievance investigation, understanding the contract, roles and responsibilities of the steward, legal rights and communicating with the members.



The Local 68 stewards met in small groups to discuss real workplace issues they face.



Stewards from shops throughout Maryland met at the Maritime Institute in Linthicum, Md. for the Local 68 one-day training.



Local 68 members review the roles and responsibilities of stewards during a small group discussion.

Kellogg Memphis Workers RETURN TO WORK

After nearly 10 months of financial and emotional turmoil, locked out BCTGM Local 252G members in Memphis, Tenn. walked back into their Kellogg cereal plant with their heads held high and dignity intact after a federal judge issued an injunction ending the lockout.

“We are proud to be back to work as we attempt to rebuild our lives. Patiently, but anxiously, we are waiting to be made whole. We thank our brothers and sisters across two countries for the continuous support. We never gave up and stood strong — one day longer!” proclaims Local 252G President Kevin Bradshaw.

On July 31, Judge Samuel H. Hays of the Western District of Tennessee issued the injunction after finding that, “There is reasonable cause to believe that Kellogg has engaged in unfair labor practices.”

“A federal judge agreed entirely and unequivocally with the Union and the National Labor Relations Board,” said BCTGM International President David Durkee.

The Board’s decision to seek an injunction is highly unusual. “Out of the tens of thousands of unfair labor practice charges filed in 2013, the Board sought pre-trial injunctions in only 40 cases,” notes Durkee.

The decision to issue the injunction and put the members back to work validated the Union’s position during negotiations with Kellogg in October 2013.

The Memphis plant is one of four Kellogg plants covered under a Master Agreement that sets wages, benefits and other working conditions at all four plants. Each plant also has a Supplemental Agreement

that covers local issues.

In October 2013, during Supplemental negotiations with Local 252G, the company proposed to establish a “workforce of the future” which included utilizing “casual, part time” workers at the expense of full time workers.

The union argued that the proposal concerned wages and benefits and should be proposed during Master negotiations.

Kellogg disagreed and on October 22, 2013 it locked out its Memphis employees.

In the decision to issue the injunction, Judge Mays stated that imposing a lockout over non-mandatory terms is unlawfully coercive and “discriminate[s] against the employees for their participation in protected collective bargaining activity.”

“Never underestimate the power of collective action,” reflects BCTGM

International Strategic Campaign Coordinator Ron Baker.

“Every BCTGM Local involved with Local 252G’s 10-month sacrifice not only provided Kellogg workers with the ability to defend themselves, but also helped amplify the voices of the Memphis community which have advocated worker fairness for decades. Memphis’ significant civil rights and labor struggles of the past, now has Local 252G’s struggle as its newest example that solidarity and collective efforts can produce positive outcomes,” notes Baker, who was in Memphis throughout the entire lockout and helped establish an extensive coalition of support for the Kellogg workers throughout the Southern U.S.



Scannell RETIRES after Three Decades, Clark Assumes New Role

After 34 years with the International Union, Ray Scannell, the Director of the BCTGM International Union Research & Education Department, will retire on November 1.

Scannell came to the BCTGM not long after graduating with a Master's degree in organizational behavior from the New York State School of Industrial and Labor Relations at Cornell University in Ithaca, N.Y. His first position at the Union was staff assistant in the Department of Research & Education.

From 1983 to 1988, Scannell was the Assistant Director of Public Relations and in 1988 he was appointed the Director of Research. In 1992, Scannell's duties expanded and he was named the Director of Research and Special Projects. In 2000, during a restructuring of various Headquarters' departments, then International President Frank Hurt named Scannell the Director of the combined Research and Education Departments. That same year, Matthew Clark was hired as Research Specialist.

Scannell served as the staff representative on the Union's Technology Task Force and presented the Task Force's report to the 1990 Constitutional Convention, where delegates voted unanimously to adopt the recommendations of the Task Force. Until 2001, Scannell served as staff support and principal liaison of the Technology Committee (chaired by then International Secretary-Treasurer David Durkee).

Scannell served as BCTGM liaison to the International

Union of Food Workers (IUF), attending the 1993 Congress in Stockholm Sweden and the 1997 Congress in Geneva, Switzerland.

Since the 1990s, Scannell has coordinated IUF and foreign unions' participation in the Union's various campaigns including the Hostess strike, and more recently, the Kellogg Memphis lockout.

In reflecting on Scannell's long career as a trade unionist,

BCTGM International President David Durkee states, "I have worked with Ray since 1983 when I first became the business agent for Local 280. I can attest to the fact that Ray is by far one of the best educators in the labor movement. From his extensive work on the Union's technology task force, to his International work on behalf of the BCTGM with the IUF, Ray has served this Union and our membership with distinction and dedication."

Retired International President Frank Hurt, who served 20 years in that position, noted the contributions of Scannell. "Ray Scannell has anchored our Research and Education Department for more than three decades and is the epitome of a union educator. Ray has had a positive effect on thousands of union leaders over his many years of dedicated service. I'm sure all those who have reaped the rewards of his influence join me in wishing him a long and happy retirement," states Hurt.

Clark, who assumes the position of International Director of Research and Education on November

1, came to the BCTGM in March 2000. He completed his Master's degree in Labor Studies from the University of Massachusetts in 1999. A native of Toronto, Ontario, he received his undergraduate education at Trent University in Peterborough, Ont.

In addition to Clark's academic background in organized labor, he has been a trade unionist for many years. In graduate school, he was a member of the UAW Local 2322 (the Graduate Employees Organization). He served as the local's contract administrator and on the local's executive board.

Clark began his career with the BCTGM shortly before the Earthgrains strike of 2000, where he was sent into the field to help with the dispute. He has since helped with research and analysis during every major contract negotiation, including Nabisco, Kellogg, Keebler, Hershey and General Mills. He has assisted in the education of hundreds of local union officers and stewards. Clark's expertise in contract analysis proved vital during the Hostess strike in 2012, and most recently during the Kellogg lockout in Memphis.

"Ray and Matthew have worked together as educators, researchers and trade unionists for the last 14 years. I cannot think of a better person to continue the priorities of this Union in education, contract negotiations, and organizing than Matthew Clark," concludes Durkee.



Ray Scannell



Intl. Pres. David Durkee (right) consults with Matthew Clark (left) during the 2014 Constitutional Convention.

BCTGM Officers **Tour Tootsie Ro**

Leo Hirschfield, a poor Austrian immigrant who operated a small candy shop in New York City, dreamed of becoming a candy maker. In 1896, in his little New York City candy shop Hirschfield began making and selling chocolate chewy candies, which he created from a family recipe and individually rolled and hand wrapped. He named the candies Tootsie, his six-year old

daughter's nickname. By 1905, the candy was so popular that he moved production to a four-story New York City factory.

In 1968, Tootsie Roll Industries moved to Chicago where BCTGM Local 1 members continue to make 64 million Tootsie Rolls every day. Tootsie Roll Pops and DOTS are also manufactured by Local 1 members at the



oll Factory, Meet Local 1 Workers

Chicago location.

The chairman and chief executive of the 116-year-old company is Melvin Gordon, a quiet man in his 90s who has led the company for 50 years. He runs Tootsie Roll with his 80-year-old wife, Ellen. In the 1950s, Mrs. Gordon's father managed the business and passed control of the company to Ellen, who is now president and chief

operating officer.

BCTGM International President David Durkee and International Secretary-Treasurer Steve Bertelli were given the rare opportunity to tour the plant and meet the hardworking members of Local 1 who produce the world-renowned Tootsie products. Pictured on these pages are the photos inside the renowned Chicago production facility.



Oregon Historical Society Exhibit

Features Retired Local 114 Baker

The Oregon Historical Society opened a new exhibit May 23 featuring the first black-owned bakery in the state. The exhibit tells the story of Hurtis Mixon Hadley, Sr., a retired member of Bakers Local 114 (Portland, Ore.), and his wife, Dorothy Bishop Hadley, who opened Milwaukie Pastry Kitchen in 1977.

Hadley joined Bakers Local 114 in 1965 and served for many years on the Local's Executive Board and as a trustee. He retired in 1997.

Raised in Oregon and a graduate of Portland's Jefferson High School, Hadley, 71, said he found his passion for baking as a teenager working as a busboy and waiter at Meier and Frank. The pantry chef was short-handed one day and needed an assistant. Hadley accepted the job.

A year later he was hired as a baker's helper at the Bohemian Restaurant and Bakery in downtown Portland. While there, Hadley said in his biography, he faced prejudice as the owner enrolled all the minority bakers in the Cooks Union, rather than the proper Bakers Union with the white workers.

"This realization came when I reached retirement age and found out that I had to make up five years because of being enrolled in the wrong union," he wrote.

After five years at Bohemian, and with little opportunity for advancement, Hadley heard that Albertsons was hiring apprentice bakers. He applied and was the first African American to be accepted into Oregon's three-year baker apprenticeship program. Because of his experience at Bohemian, he completed the program in two years, making him the first African American in the state of Oregon to be state certified as a journeyman baker.

He worked at several Albertsons in-store bakeries before accepting a job at the grocer as bakery manager/bakery trainer for the Oregon division. He had his eye on becoming a district manager, but was told at the time, "Oregon isn't ready for a person of color in that position," he said.

Hadley spent 10 years with Albertsons before returning to work at smaller independent bakeries. In 1977, he and his wife decided to open their own business. Milwaukie Pastry Kitchen was a full line bakery that offered specialty breads, assorted pastries,

and creative birthday and wedding cakes. Hurtis did the baking and Dorothy, a former licensed cosmetologist, managed the front of the store and coordinated the catering service. The shop's slogan was "Put a Little Soul in your Roll." The bakery became a casualty of the Reagan Recession, and in 1985 it was forced to close.

Hadley returned to work as a bakery manager, this time for Safeway. The grocer later promoted him to bakery store trainer, where he headed up the

Oregon division. He was the first African American in Oregon to be hired as a bakery manager/bakery trainer for Safeway.

After learning that he didn't qualify for a pension, Hadley said Local 114 found him work, first at Franz Bakery in Portland, and later at Oroweat in Beaverton. He retired from Oroweat in 1997.

Now, the Portland couple is being honored by the Oregon Historical Society with a special exhibit commemorating the Milwaukie Pastry Kitchen. Items illustrating the story of Hurtis and Dorothy, credited with opening Oregon's first black-owned and operated bakery, have been installed in a board room at the History Center.

The exhibit represents a milestone in marking the achievement of an artisan baker who was prevented from rising in his own field until he and his wife opened their own company.

"It's an important story and people need to know the history," Hurtis says. "A lot of people who are trying to run their own businesses today have no idea what other people have gone through in the past."

This article and photograph was published by Northwest Labor Press on June 4, 2014 and is reprinted here with permission.



Pictured here, left to right, is L. 114 Fin. Secy. Terry Lansing, Dorothy Bishop Hadley and Hurtis Mixon Hadley, Sr.

LOCAL *News*

Labor Day



BCTGM Local 351 (Albuquerque, N.M.) participated in Central New Mexico Labor Council's annual Labor Day Picnic. BCTGM joined hundreds of other union members to serve food to the more than 1,500 participants in the event.

Contract Ratified



BCTGM Local 6 (Philadelphia) members employed at the Bimbo USA Bakery in Norristown, Pa. recently ratified a new collective bargaining agreement. Here are some of those union members displaying their unity following the ratification vote.

Union Pride



BCTGM Local 125 (Oakland, Calif.) distributed Local 125-made Red Vines, Sconza, Jelly Belly and other candies during the 2014 Labor Day Parade. Pictured here at the L. 125 tent with the Mayor of Oakland, Jean Quan, who stopped by to sample some delicious union candies is (from left) Rec. Secy. David Cheong, Fin. Secy.-Treas. Rene Castillo, Quan, and Vice Pres. Jesus Flores.

Three Generations



After 62 years as a member of the Union, Retired Local 25 (Chattanooga, Tenn.) Business Agent Walter Shelton was presented with a 50-year gold card and membership certificate. Shelton, who came out of the Colonial Bread plant in Chattanooga, served as the Local's Business Agent from 1965 to 1986. He was presented with the honorary awards during the Local's retiree luncheon by (pictured here from left) his son, BCTGM Intl. Rep. Anthony Shelton, Walter, L. 25 Bus. Agt. and GEB member Jeff Webb and retired L. 25 Bus. Agt. Tommy Kelly.



40 Years

BCTGM Local 68 (Baltimore) Executive Board members present office manager Margaret Drakopel with a plaque and gold pendant engraved with BCTGM Union Label for her 40 years of dedication to Local 68. She began work at the local union in 1974. Pictured from left to right is Percy Crafton, Trustee Chairman; Barry Robinson, Trustee; L. 68 Fin. Secy. Gary Oskoian; Drakopel; L. 68 Asst. Bus. Manager/Vice Pres. Rodney Lightfoot, Sr.; L. 68 President Maida Bilson and Kennita Jones, Trustee.

LOCAL 19 MEMBERS Produce

Boyer Candy, a small company tucked into the Allegheny Mountains in Altoona, Pa. about 90 miles east of Pittsburgh, was the first to develop cup candy in the United States.

Founders Bob and Bill Boyer founded the

company in their mother's kitchen in 1936 while trying to create the industry's first chocolate-covered marshmallows. The brothers struggled in their attempt, until their mother suggested they place it in a cupcake holder. This is how Mallo



Connie Dodson



Faye Conrad and Diana Bartley



Gail Strayer and Lorna Jane LeFevre

America's First CUP CANDY

Cups, coconut-laced milk chocolate cups filled with a marshmallow center and America's first cup candy was born.

Pictured on these pages are the BCTGM Local 19 (Cleveland) members who continue to produce the

iconic Mallo Cups, as well as Boyer Peanut Butter Cups, Smoothie Cups, Triple Twist Pretzels, and Dark Chocolate Mallo Cups. Local 19 members use 45,000 pounds of chocolate per month to create thousands of Boyer candy products every day.

CANDIES
Simply Delicious

Jared Burns



Carol Burkhardt, Blanche Yerty and Paulette Mann



Robert Brubaker

Daughter of Local 366G Member Wins Union Plus Scholarship

Sylvia Shupe of Chandler, Okla., whose father Daniel Shupe is a member of BCTGM Local 366G (Oklahoma City) and employed by Nestle Purina PetCare, has been awarded a \$500 scholarship by Union Plus.

The 2014 Union Plus Scholarship Program awarded \$150,000 in scholarships to 116 students representing 39 unions, including Shupe, who was among more than 5,300 applicants.

Like many children from union families, Sylvia has demonstrated a remarkable commitment to her community and to public service. She has volunteered for food distributions, Habitat for Humanity home builds and Special Olympics events. For her career, she has set her mind on a different kind of service: she wants to become a nurse, with a specialty in labor and delivery. "I would like nothing better than to be there for mothers while they are welcoming newborn babies into the world," she says, "making sure they stay safe and healthy."

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 starting the program in 1991, Union Plus has awarded more than \$3.6 million in educational funding to more than 2,400 union members, spouses and dependent children.

The students selected for awards represent a wide sampling of demographics, union affiliations, goals and accomplishments. Representatives from

the American Association of Community Colleges, the American Association of State Colleges and Universities, the National Association of Independent Colleges and Universities, and the United Negro College Fund judged the applications.

According to the judges, the caliber of students this year made the selection process very challenging. The students are from diverse backgrounds, and as a whole, they received top SAT scores, were well-rounded in their studies and extracurricular activities, and they understood the value of working families and union membership.

2015 Applications

For more information and to obtain the 2015 Union Plus Scholarship application visit, www.unionplus.org/college-education-financing/union-plus-scholarship. Each year, the application deadline is January 31 and chosen scholarship recipients' names are announced May 31.



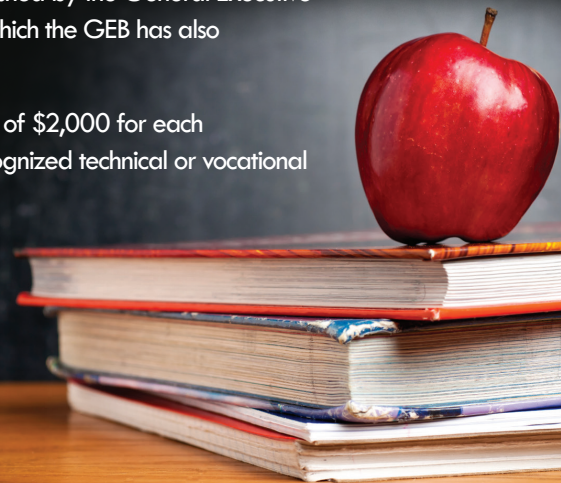
2015 BCTGM International Scholarship Program

The 2015 BCTGM International Scholarship Program will award five \$2,000 one-time scholarship awards. At least one of the five scholarships is designated for a Canadian union member. One of the five scholarships may be awarded to an active member of BCTGM.

The program is open to members of the BCTGM and to the children of members, all of whom must meet the eligibility requirements established by the General Executive Board (GEB) as well as the Rules and Procedures which the GEB has also approved.

The International Union will deposit a one-time sum of \$2,000 for each scholarship winner with the accredited college, recognized technical or vocational post-secondary school at which the award winner registered and is attending.

To learn more about the 2015 BCTGM International Scholarship Program, review the official rules and regulations and application information, visit www.bctgm.org.





Education Discounts for UNION Families



In addition to the annual scholarship program, Union Plus also offers the following benefits to help union families afford higher education:

Discounts of 15 to 60 percent on college and graduate school test preparation courses from The Princeton Review: Discounts are available for classroom, online and private tutoring for the SAT®, ACT®, GMAT®, LSAT®, GRE® and MCAT® as well as college affordability and admissions online courses. [Visit UnionPlus.org/CollegePrep](http://UnionPlus.org/CollegePrep) or call 1-888-243-7737.

- ▶ Test scores are a pivotal part of college or graduate school admission.
- ▶ With your Union Plus discounts at The Princeton Review (TPR), you're guaranteed that you'll get higher scores or you'll receive a refund. TPR finds the right match for your needs, learning style and abilities.
- ▶ College test preparation courses are designed to maximize your scores with top-notch coaching, plus full-length practice testing.
- ▶ Learn all the skills and test-taking strategies to achieve the best score.
- ▶ Classroom Test Prep Courses available in 55 major metro areas
- ▶ One-on-One Private Tutoring
- ▶ Live Online Test Prep Course
- ▶ Online Course - self-paced on your own time

Discounts on textbooks: Save 5% or more when you rent or buy textbooks. New, used and digital textbooks are available. And, you get free shipping on orders over \$59. [Visit UnionPlus.org/Textbooks](http://UnionPlus.org/Textbooks).

\$500 Student Debt Eraser: Grants to help Union Plus Credit Card, Mortgage and Insurance participants pay off their student loans. [Visit UnionPlus.org/DebtEraser](http://UnionPlus.org/DebtEraser) for more information.

FALL FUN with BCTGM-MADE Treats

Enjoy a union friendly fall season with these BCTGM-made products!

Tootsie Roll Industries, Inc.: All varieties of Tootsie Roll products, Dots.
(Local 1/Chicago)



Jelly Belly: Candy Corn, Fall Festival Mix, Sour Gummi Pumpkins, Mellocreme Pumpkins, Jelly Belly Disney Villains bags, Harry Potter Bertie Bott's Every Flavour Beans, Halloween Jelly Belly Disney Mickey and Minnie Jelly Beans, Hello Kitty Halloween Deluxe Mix, Harry Potter Jelly Slugs, Jelly Belly BeanBoozled, Gummi Rats, Gummi Tarantulas.
(Local 125/Oakland, Calif.)

Nestlé Chocolate: Laffy Taffy, Rope Taffy, Tangy Taffy, Baby Ruth, Butterfinger, BB's and Pearson's Nips, Nestlé Peanut Butter Cups and Minis, Nestlé Crunch Bars, Skinny Cow Candy, Sno Caps.
(Local 342/Bloomington, Ill. and Local 1/Chicago)

Annabelle Candy Company: Rocky Road, Abba Zaba, Look, Big Hunk and U-No.
(Local 125/Oakland, Calif.)



New England Confectionery Company (NECCO): Mary Jane Peanut Butter Kisses, Mary Jane Original, Clark Jr., Skybar Zombie Food, Bat Wings, Mummy Hearts, NECCO Jr. Wafers.
(Local 348/Framingham, Mass.)

Just Born, Inc.: PEEPS Jeepers Peepers Ghosts, PEEPS mini-pumpkins, PEEPS Snack Size Marshmallow Orange Chicks, Mike and Ike Vampire Variety, Mike and Ike Mummy Mix, Hot Tamales, Goldenberg's Peanut Chews.
(Local 6/Philadelphia)



Concord Confections (Tootsie Roll Industries): Double Bubble Bubble Gum.
(Local 264/Toronto)



Hershey: Hershey Milk Chocolate Bars, Hershey Milk Chocolate with Almond Bars, Cookies N' Creme Bars (snack, extra-large and giant sizes only), Hershey Kisses (Milk Chocolate, Milk Chocolate with Almonds, Special Dark, Cookies N' Crème), Rolo, Hershey Nuggets.
(Local 464/Hershey, Pa.)



Ghirardelli Chocolate: Pumpkin Spice Caramel Squares, Solid Milk, Milk & Caramel, Solid 60% Cacao Dark and Dark & Sea Salt Caramel and all varieties of chocolates.
(Local 125/Oakland, Calif.)



Boyer Candies: Mallo Cups, Peanut Butter Cups, Smoothie Cups, Triple Twist Pretzels, Dark Chocolate Mallo Cups.
(Local 19/Cleveland, Ohio)