

BCTGM *News*

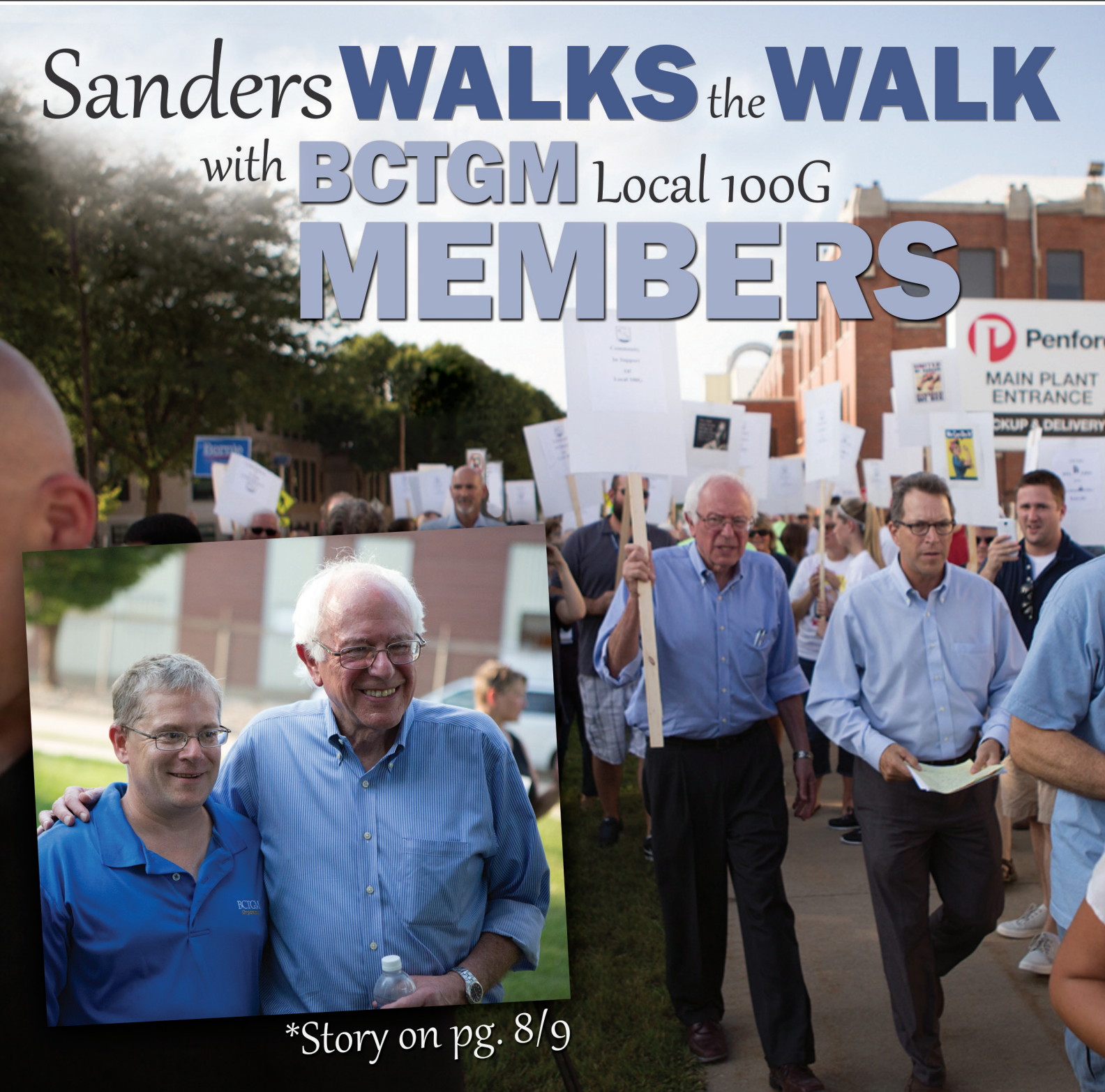
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Sanders **WALKS** the **WALK** with **BCTGM** Local 100G **MEMBERS**



*Story on pg. 8/9





the PRESIDENT'S MESSAGE

POPE FRANCIS Spreads Message of SOLIDARITY and SOCIAL JUSTICE

At the invitation of the Minority Leader of the United States House of Representatives Nancy Pelosi and AFL-CIO President Richard Trumka, I had the esteemed honor of representing the BCTGM during Pope Francis' historic address to the U.S. Congress.

Pope Francis's message is one of justice and solidarity – values that are deeply ingrained within the labor movement. He has deplored “unfair economic structures that create huge inequalities” and often reflects on the dignity of work and the need for safe workplaces. Pope Francis reminds us that honoring the dignity of work is a cornerstone for any just society.

In the U.S., economic inequality affects the lives of everyday working Americans. Wages for the vast majority of workers have been stagnant for 35 years despite growing productivity, lawmakers continue to chip away at workers' right to unionize, and the gulf between top earners and the rest of the nation continues to grow. This is an issue the BCTGM has been addressing for many years.

Pope Francis is not the first Pope to have talked about unity and justice for the poor and the disregarded. In 1891, Pope Leo XIII affirmed the right of workers to form associations or unions to seek justice and fair wages. In 1981, St. John Paul II asserted the fundamental “priority of labor over capital” and called for “new movements of solidarity of the workers and with the workers.”

As I sat outside the U.S. Capitol amongst thousands of people of all religions listening to the Pope speak, I reflected on the many courageous workers I've met through my work in the labor movement. The thousands of hard-working men and women that the BCTGM has sought to help who asked only for dignity and fair treatment. I have sat with workers as they've told heart-breaking stories of despair – from losing co-workers to fatal workplace injuries and illnesses, to moral challenges like racism, justice and disrespect – that seem implausible, but are all too common.

The BCTGM believes in the strength and dignity of hard work and that the basis of addressing inequality must include fair wages, the right to form a union, just treatment and safe working conditions. This is the standard to which we negotiate every collective bargaining agreement.

No one should work full-time, yet still struggle to support a family. Corporate executives are getting richer but most working families in this country are slipping backwards. Pope Francis has called inequality “the root of social evil” and consistently defends workers against a profit-first mentality. The BCTGM shares this belief.

Regardless of one's faith, all who heard the words of Pope Francis are energized by his call to community and his insistence that the moral measure of a society is found not in the accumulation of wealth but in how we treat those on

the margin. Because when the economy works only for the wealthiest few, it's time to get back to basic values. The Pope wants a “globalization of hope” to replace a “globalization of indifference.”

Pope Francis is one of the most inspiring figures of our time. His views on racial and economic justice are leading the way. The BCTGM is committed to this message of human dignity and respect and will continue our work to defend workers' rights everyday – from the plant floors and corporate board rooms to the halls of Congress and the highest courts of this nation.


After the Pope concluded his speech, he came outside onto the terrace overlooking the west side of the Capitol where thousands were gathered – including myself and other AFL-CIO Executive Council members – and spoke briefly in Spanish. “I ask you all, please, to pray for me,” he said through an interpreter, “and if there are among you any who do not believe or cannot pray, I ask you please to send good wishes my way.” He concluded, in English, with a phrase we all understood: “God Bless America!”

It is a moment I will never forget. Perhaps Pope Francis's message of inclusion, community and shared human values will inspire some of our political leaders to work together to reexamine the values that drive us as a country. Most importantly, the Pope knows that we need action. He has said that “a prophetic voice must be raised” and that working people everywhere must stand in solidarity to create a just system that works for everyone. The BCTGM and our members take this message to heart everyday.

— David B. Durkee, BCTGM International President


“I address a strong appeal from my heart that the dignity and safety of the worker always be protected.”

— Pope Francis



BCTGM

News



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POPE FRANCIS: STANDING UP FOR WORKER JUSTICE

Since he arrived at the Vatican in 2013, Pope Francis has established himself as a voice for the common man. He devoted his first Easter Sunday address to the cause of dignity, safety and respect for working people.

In September, Pope Francis visited the United States to share his message with the American people. Here are some notable quotes from Pope Francis, one of the world's most prominent advocates for worker justice.

"We can no longer trust in the unseen forces and the invisible hand of the market. Growth in justice requires more than economic growth, while presupposing such growth: it requires decisions, programs, mechanisms and processes specifically geared to a better distribution of income, the creation of sources of employment and an integral promotion of the poor which goes beyond a simple welfare mentality."

— (11/24/13, no. 204 APOSTOLIC EXHORTATION EVANGELII GAUDIUM)

"WHILE THE EARNINGS OF A MINORITY ARE GROWING EXPONENTIALLY, SO TOO IS THE GAP SEPARATING THE MAJORITY FROM THE PROSPERITY ENJOYED BY THOSE HAPPY FEW."

— (11/24/13, no. 56 APOSTOLIC EXHORTATION EVANGELII GAUDIUM)

"Every worker, be he or not in the formal system of salaried work, has the right to fitting remuneration, to social security and to retirement coverage. Here there are...workers in popular jobs who are excluded from labor rights, who are denied the possibility of joining labor unions, who have no adequate and stable income. Today I want to join my voice to yours and support you in your struggle."

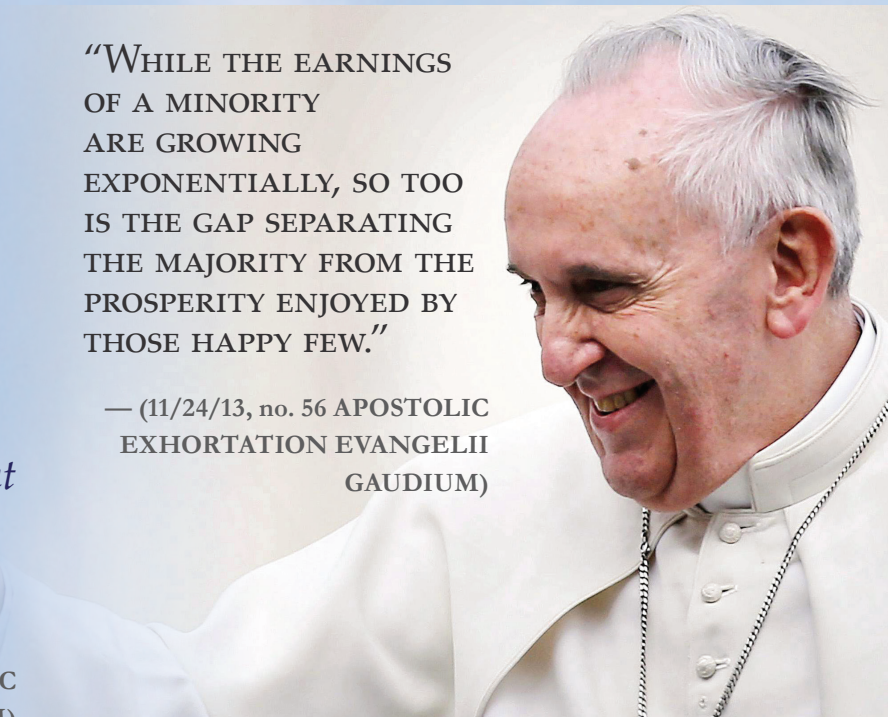
— (10/29/14, Address to Popular Movements, Vatican City)

"THE DIGNITY OF THE HUMAN PERSON AND THE COMMON GOOD RANK HIGHER THAN THE COMFORT OF THOSE WHO REFUSE TO RENOUNCE THEIR PRIVILEGES. WHEN THESE VALUES ARE THREATENED, A PROPHETIC VOICE MUST BE RAISED."

— (11/24/13, no. 218 APOSTOLIC EXHORTATION EVANGELII GAUDIUM)

"A just wage enables them to have adequate access to all the other goods which are destined for our common use."

— (11/24/13, no. 192 APOSTOLIC EXHORTATION EVANGELII GAUDIUM)



Shelton Elected Southern Region Vice President

At the 97th session of the General Executive Board (GEB) in Washington D.C. on September 19, Anthony Shelton was elected by acclamation to fill the position of Southern Region International Vice President. He replaces James Rivers, who retired October 1.

Shelton began his career with the Union in 1973 when he went to work at Holsum Bakery and became a member of Local 25 in Chattanooga, Tenn. He worked at Colonial Bakery from 1980 to 1992 and served numerous roles within Local 25. On March 30, 1992, Shelton was appointed by International President John DeConcini to serve as an International Representative, a position he has held for the last 23 years.

His father, Walter Shelton, was a 62-year member of the Union and served as the Business Agent for



Local 25 and a member of the GEB. He passed away recently.

“Anthony has a long history of devotion to this union and has spent decades defending workers’ ability to organize freely, bargain collectively, and work in a safe environment. I look forward to his continued efforts on behalf of the BCTGM members in the Southern Region,” concludes BCTGM International President David Durkee.

Southern Region Vice President Rivers Retires

After 41 years as a proud member of the Union, BCTGM Southern Region International Vice President James Rivers announced his retirement on September 19 during the 97th session of the General Executive Board (GEB) in Washington D.C., effective October 1.

Rivers was elected as the Fourth Region International Vice President on April 1, 2012 by the BCTGM International General Executive Board. He was re-elected to lead the newly named Southern Region during the BCTGM 39th Constitutional Convention in 2014.

Rivers joined the Union as a member of Local 42 (Atlanta) in May 1974 when he went to work as a warehouseman and forklift operator at H.H. Filbert, Inc. in Atlanta. He served as a shop steward, contract committee member and an executive board member of the local.

In July 1978, Rivers was hired as an International Representative, a position he served for 35 years until being elected as an International Vice President. He proudly notes that labor runs deep in his blood. “I have always believed that all

workers are valuable and should be treated with dignity and respect. This union has been a blessing to me and my family. It will forever remain a deep honor to be a member,” Rivers told the GEB during the meeting.

During the meeting, BCTGM International President David Durkee presented Rivers with a special plaque thanking him for his years of service to the GEB. Additionally, during the GEB banquet President Durkee presented Rivers with a 40-year certificate honoring his years of membership in the Union.

Rivers and his wife, Debra, reside in Fayetteville, Ga. They have three grown sons, Daniel, Timothy and Austin.



WAGE Act to Strengthen Worker Rights

In the U.S., if a worker gets fired for trying to organize a union, federal labor law offers little protection. Even if it is decided that the employer has broken federal law, the most a worker can win under the current system is back pay and reinstatement -- that is, the right to go back to work for a boss who already illegally retaliated against them.

On September 16, members of Congress, led by Sen. Patty Murray (D-Wash.) and Rep. Bobby Scott (D-Va.), proposed the Workplace Action for a Growing Economy (WAGE) Act, legislation designed to strengthen protections for working people who want to join a union and make sure corporations that violate workers' rights face real consequences.

The labor-backed proposal would triple the amount of back pay that workers are owed when their employers fire them for union activity. It would also give workers the right to pursue damages in federal court, just like those who have been discriminated against over their race or gender.

In addition, the law would increase the use of federal injunctions to get illegally fired workers back to work quickly. The WAGE Act would also establish civil penalties against companies that violate the law, and allow for officers and directors of the company to be penalized individually as well.

The legislation would make it far more perilous for employers to retaliate against workers who are trying to organize a union or join together to improve working conditions. Due to the relatively weak recourse under current law, there is little to prevent employers from committing unfair labor practices.

Furthermore, the WAGE Act would put an end to the perverse incentives for employers to interfere with workers' rights by:

- ▶ Establishing civil penalties up to \$50,000 for employers that commit unfair labor practices and doubled penalties for repeat violations. This would bring the NLRA in line with other workplace laws.
- ▶ Giving the National Labor Relations Board (NLRB) authority to impose penalties on officers and directors of employer violators.

- ▶ Allowing the board to issue a bargaining order upon finding that an employer prevented a free and fair election, provided that a majority of employees signed authorization cards within the previous 12 months.
- ▶ Setting a 30-day time limit for employers to challenge an NLRB decision, after which the NLRB decision becomes final and binding unless a court directs otherwise. The NLRB could then go directly to district court to enforce its orders.
- ▶ Setting a 30-day time limit for employers to challenge an NLRB decision, after which the NLRB decision becomes final and binding unless a court directs otherwise. The NLRB could then go directly to district court to enforce its orders.

"How are companies like Panera Bread able to be so blatant in their anti-worker activity? Because the penalties for interfering with workers' rights are outrageously weak," observes BCTGM International Director of Organization John Price.

"There are no financial penalties for employers who break the law, and there are no monetary damages for workers who are illegally fired or retaliated against for exercising their rights. That is why the BCTGM fully supports the WAGE Act and will be working extensively with the AFL-CIO and the labor movement to push the legislation forward," Price concludes.

What Does the WAGE Act do?

- ▶ Puts an end to perverse incentives for employers who break the law when working people exercise their right to collective action.
- ▶ Protects working people's fundamental right to join together and advance change in the workplace.
- ▶ Ensures workers know their rights in the workplace.

ORGANIZING Conferences *held in* EAST CENTRAL STATES Region

In an effort to encourage BCTGM local unions to pursue more organizing opportunities, the International Union recently held two organizing conferences in the East Central States Region.

BCTGM Local officers, stewards and organizers from local unions in Ohio, Pennsylvania, Maryland, New Jersey, Michigan and Indiana participated in organizing conferences held in Toledo, Ohio and Hershey, Pennsylvania.

In late August, more than 40 activists, from 11



locals convened for a one day organizing conference in Toledo, Ohio. BCTGM Local Unions 19 (Cleveland), 33G (New Albany, Ind.), 57 (Columbus, Ohio), 58G (Toledo), 70 (Grand Rapids, Mich.), 81 (Traverse City, Mich.), 253 (Cincinnati), 256G (Sharonville, Ohio), 260G (Caro, Mich.), 326 (Detroit), and

336G (Delphos, Ohio) participated in the training.

The Toledo conference was run by East Central States Vice President Art





Montminy, BCTGM International Director of Organization John Price, and BCTGM International Director of Research & Education Department, Matthew Clark.



A second organizing conference was held in Hershey, Pennsylvania in mid-September. Over 15 activists from BCTGM Locals 6, 68, 464, and 492 engaged in the one-day seminar.

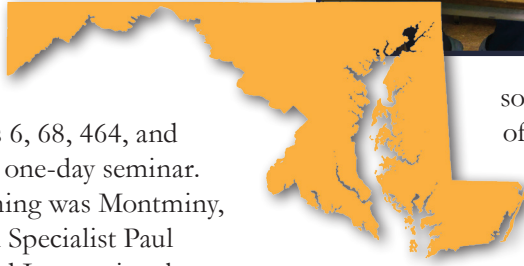
Leading the training was Montminy, Clark, Research Specialist Paul Lechtenberg, and International Representative Roger Miller.

A third conference is planned for Albany, N.Y. in late October.

“The organizers and officers really embraced the training and seemed motivated to get back to their locals and use what they’ve learned in new and existing campaigns,” reflected Montminy.

According to John Price, the trainings are designed to give local unions the know-how to start organizing campaigns and see them through to fruition. “We want our local unions to take a pro-active approach in organizing; we are trying to cultivate an organizing culture in our local unions,” said Price.

According to Clark, who worked with Price to develop the curriculum for the conferences, the sessions focused on all aspects of an organizing campaign. Topics covered included target analysis, making first contacts, house-calling, building an organizing committee, communicating through



social media, combating employers’ use of anti-union tactics, and utilizing the National Labor Relations Board. A large part of the training focused on small group activities and role-playing sessions to help translate the materials into real life organizing skills, Clark said.



A similar organizing conference that was held in Iowa for local unions in the Midwest Region in late 2013 produced immediate results. International President David Durkee hopes the same will follow these trainings. “Organizing new members is key for this union to thrive and flourish, and the International will always

assist and help local unions in organizing in any way possible,” said Durkee.





Senator Sanders **RALLIES** for Penford BCTGM Workers

Bernie Sanders took a picket sign and marched with BCTGM Local 100G workers on the Friday before Labor Day outside the Cedar Rapids, Iowa, Penford Products plant.

Ingredion, the Chicago firm that took over the Penford plant last spring has been “waging a war against working families,” Sanders told the crowd gathered in a city park across from the facility.

The Vermont Senator is the first presidential candidate to walk a picket line while campaigning since Robert Kennedy in 1968. Sanders reminded the crowd that Ingredion CEO Ilene Gordon had pledged when the company arrived last March that her firm was “looking forward to a bright future together” with the Iowa workers. It hasn’t worked out that way.

“I want you to know being out here on a picket line and standing with workers is something I’ve been doing my entire life,” Sanders told the crowd of union workers and supporters as he picked up a BCTGM sign and marched side-by-side with BCTGM members. “I did it when I was mayor of the city of Burlington, I did it in Congress, I did it in the Senate. This is what I do,” Sanders said.



Union members at the plant have been fighting for a fair new contract with Ingredion, Inc. which purchased the facility this spring. The informational picket outside the Penford plant is the second in a series of protests against Ingredion's unfair contract proposals. The collective bargaining agreement covering approximately 160 union members at the plant expired on August 1.

Union and company negotiators have held three negotiating sessions and the most recent talks came to a halt after company representatives delivered to the Union what it termed as its "last, best and final offer." Ingredion negotiators have proposed more than 100 concessionary changes to the collective bargaining agreement. Workers at the plant continue to work under the terms of the expired pact while Union

negotiators attempt to reach a fair new contract.

Sanders said his visit to the picket line was about his strong belief in workers' rights. "I very much appreciate this union standing strong and saying 'enough is enough,'" he said. "Treat us with dignity, treat us with respect."

Local 100G President Chris Eby reminded the crowd gathered for the picket what the workers were fighting against saying, "We say NO to permanent two-tier wage scale; NO to robbing workers of their seniority; NO to taking away vacation and NO to retirement theft."

The Ingredion Chief Executive Officer Ilene Gordon was paid almost \$8 million last year. She has a severance package that Sanders said would pay her \$28 million. Meanwhile, the company has been pushing workers to settle for lower wages, longer hours, cuts in

overtime pay, fewer holidays and vacation days. "Everybody knows that's greed and everybody knows that greed is destroying the United States of America," Sanders said.

The company must understand, the senator added, that "when you sit down and negotiate it's not a take-it-or-leave-it proposition. You can't get it all."

He told the Local 100G workers they are not alone. "This is going on all across the country, working people working longer hours for lower wages" while decent-paying jobs in the United States are shipped to China and other low-wage countries abroad.

International Vice President Jethro Head, who is leading contract negotiations, reflected on the event saying, "Senator Sanders' visit helped reinforce the worker's solidarity and tenacity as these tough negotiations continue."



St. Paul Bakery Partners with Local 22 for Apprenticeship Program

BCTGM Local 22 members at Baldinger Bakery in St. Paul, Minn. are among the first union workers in the country to benefit from a new apprenticeship program

developed by the AFL-CIO's Working for America Institute.

Minnesota is one of three states where the AFL-CIO's Working for America Institute, armed with a grant from the U.S. Department of Labor, is promoting the Industrial Manufacturing Technician (IMT) apprenticeship program. BCTGM Local 22 President Ron Mohrland approached representatives of the Baldinger Bakery about participating in the program, which was designed specifically for manufacturing workers.

Baldinger's is a fourth-generation family-owned company that has been located in St. Paul since it was founded in 1888. In 2012, Baldinger's needed to expand and relocated the bakery to a "rebuilt, high-tech facility" Mohrland said.

The new \$10 million high-tech state-of-the-art bakery is the first commercial bakery in the Midwest to receive LEED certification. According to Mohrland, when it's

running at full capacity, the bakery can produce about 65,000 buns per hour. The company viewed the apprenticeship program as an opportunity to ensure workers' skills were upgraded and keep pace with the demands of operating the highly sophisticated equipment.

Additionally, by participating in the Industrial Manufacturing Technician apprenticeship program, the company is able to customize many aspects of the curriculum to meet the plant's needs.

"There's a basic education that these guys are getting, but the company is helping to write the program to what needs to be taught specifically at our facility," Mohrland said.

About one-third of the 60-plus Local 22 members working in the facility are expected to participate, from new hires to more experienced factory workers. Apprentices will get paid for the time they spend in classroom or on-the-job training, and when they complete the program, they will



BCTGM Local 22 members Keith Strong (left) and Eladio Saldivar (right) are enrolled in the training program to become a "Certified Production Technician."

The 18-month training program includes four 32-hour classes: safety awareness; quality practices; manufacturing processes and production; and maintenance awareness. The training is offered as an inter-active online class.

U.S. Senator Al Franken recently visited the high-tech plant to learn more about the apprentice program. "So much of manufacturing has become high-tech, so much of the investment in technology rather than the workers," noted Franken, who has championed investing in worker education and training. "This is something I care about a lot – skilling up the workforce."

The AFL-CIO Working for America Institute partners with Jobs for the Future, a national workforce intermediary, the Wisconsin Regional Training Partnership and labor-management intermediaries to expand and enhance apprenticeship for production workers in the manufacturing sector in eight states. The project is designed to promote the growth of the manufacturing sector and advance the skills of production workers.

add seven industry-recognized credentials and certifications to their resumes – not to mention the \$1.50 per hour raise.



Pictured here (left to right) following a meeting with U.S. Sen. Al Franken (D-Minn.) are Heidi Braun, Pine Technical College; Jerome Balsimo, Wisc. Regional Training Partnership; Ron Mohrland, BCTGM L. 22; Todd Dahlstrom, MN AFL-CIO; Bob Baldinger, Baldinger Bakery; Sen. Franken; Steve Baldinger, Baldinger Bakery; Keith Strong and Eladio Saldivar, L. 22 members and IMT Apprentices.

LOCAL *News*

Top Honors



On July 25, the Georgia AFL-CIO Labor Awards presented Local 42 (Atlanta) Bus. Agt. Darrel Lane with its True Blue award. Pictured here at the banquet is (from left to right) BCTGM Intl. Vice Pres. Southern Region James Rivers, Lane, L. 42 Bus. Mgr. Zach Townsend and Ga. AFL-CIO Awards Master of Ceremony Isaac Gobern, a former L. 42 Bus. Agt.

Labor Pride



In Bloomington, Ill., BCTGM Local 342 members and their families participated in the city's annual Labor Day Parade and Festival. The theme of this year's event was "For More Than Ourselves." The parade is sponsored by the Bloomington Trades and Labor Assembly to which the local belongs. Pictured here are members Alvis Martin (left) and Donald Blackmon (right).



Virginia AFL-CIO

Members of BCTGM Local 203T (Richmond, Va.) served as delegates to the Virginia AFL-CIO 22nd Biennial Convention and 2015 Political Convention held August 7-8 in Williamsburg, Va. Delegates discussed the 2015 State Senate and House of Delegate races and issues important to the promotion of the labor movement in Virginia. Pictured here (l to r) is L. 203T Officers Vice Pres. Keith Morris, Fin. Secy. Scott Trammel, Rec. Secy. Romel Edmonson and (standing) L. 203T member David Austin. Other delegates included L. 203T Pres. and GEB member Butch Henley, Bus. Agt. Mike Saunders, Bus. Agt. Will Charity, Bus. Agt. Floyd Gaines and L. 203T member Eric Logan.

Celebrating Labor



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.

Labor Day Picnic



BCTGM Local 125 (Oakland, Calif.) gave out BCTGM-made Red Vines, Sconza, Jelly Belly and other treats during the 2015 Labor Day Picnic in Oakland. BCTGM Intl. Vice Pres. Randy Roark and L. 125 families and friends also enjoyed the annual festivities. Pictured here are John Belmares, Rec. Secy. David Cheong, Mari Castillo, Fin. Secy. Treas. Rene Castillo, Brianna Scarano, Beatrice Ausbie, Pres. Donna Scarano, Vice Pres. Jesus Flores and Jessee Flores.

2015 BCTGM Biscuit Council Meets

Forty-four delegates from 18 local unions attended the BCTGM Biscuit, Candy, Snack and Pasta Council Annual Convention and Education Conference in Ft. Myers, Fla. October 3-6.

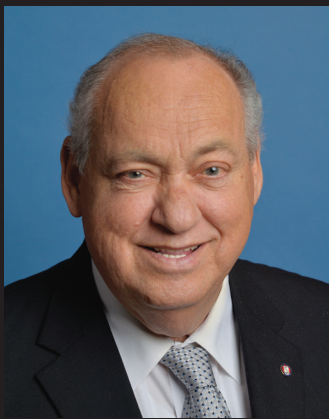
The group was addressed by BCTGM International President David B. Durkee, International Secretary-Treasurer Steve Bertelli, International Vice President Randy Roark, Director of Organization John Price, Assistant to the International President Harry Kaiser, and International Strategic Campaign Coordinator Ron Baker.

Local union representatives presented reports on each industry within the council. Delegates elected new officers to the Council and set plans for the 2016 meeting.

On October 6, the following local union leaders were elected to lead the Council: President, Cameron Taylor (Local 364, Portland, Ore.); Secretary-Treasurer, Paul LaBuda Local 19 (Cleveland); Vice President Candy & Confectionery Industry Group, Hank McKay (Local 6, Philadelphia); Mondelez/Kraft-Nabisco Group, Ted Constable (Local 358, Richmond, Va.); Kellogg-Keebler Group, Orin Holder (Local 70, Grand Rapids, Mich.); Independent Biscuit Group, Rene Castillo (Local 125, Oakland, Calif.); Snack Industry Group, Doug Walters (Local 253, Cincinnati); Pasta Industry Group, Raymond Aquilino (Local 102, New York, N.Y.); Trustees Zack Townsend (Local 42, Atlanta), Donald Woods (Local 1, Chicago), and Stan Milewski (Local 719, Fairlawn, N.J.).



In Memoriam: Bob Oakley



Bob Oakley, retired International Vice President, died on September 25. He was 63 years old.

Oakley, who retired in February 2015, had been a member of the union for 46 years.

He began his union career at

Keebler on August 7, 1969, where he served as a Local 492 (Philadelphia) shop steward for seven years while working in the sanitation department and the mixing department. In 1975, he was elected to the Local 492 executive board, where he served for eight years, including one year as recording secretary. Oakley was elected shop chairman in 1979 and was re-elected to that position in 1983. He graduated in 1983 from St. Joseph's College with a degree in Industrial Relations.

Oakley served as an elected officer of the BC&T Biscuit Council. On June 1, 1985, President DeConcini appointed him as a BC&T International

Representative. Delegates to the 1990 Constitutional Convention created a technology committee and Oakley served as a regional technology representative who worked with local unions to monitor the effects of new technology within the union's industries.

Oakley was elected by the General Executive Board on February 1, 1994 to serve as an International Vice President for the Union's Second Region. He was re-elected at each of the International's subsequent Constitutional Conventions, including the 39th Constitutional Convention in 2014.

Under the direction of retired International President Hurt, Oakley served as the BCTGM's Chief Negotiator and led master negotiations for several Kellogg Master Agreements and Kraft-Nabisco Agreements for Kraft-Nabisco.

"Throughout his long career with the BCTGM, Brother Oakley always fought hard to defend and advance the rights and interests of this Union and our members. His many years of dedicated and effective service helped countless BCTGM members and their families to enjoy a better life," reflected BCTGM International President David Durkee.



ORGANIZING Tops Priorities at Canadian Council Conference

More than 35 delegates and guests, representing thirteen local unions in Canada, convened in Esterel, Quebec for the 4th Canadian Council Conference on September 27-28.

The two-day regional conference was organized by officers of the Council and hosted by Montréal BCTGM Locals 55 and 350.



BCTGM International President David Durkee was the featured speaker the first morning of the conference. Durkee emphasized the need to

grow the union through organizing and to improve union density throughout North America. In addition, he discussed the anti-labor forces targeting the labor movement in Canada and the United States and the need to regain political power by electing candidates

who support working people.

Canadian Region Vice President Ron Piercey gave an extensive report on issues of importance to workers in BCTGM industries throughout Canada. Other speakers included International Secretary-Treasurer Steve Bertelli, Assistant to the President Harry Kaiser, Strategic Campaign Coordinator Ron Baker and Director of Organization John Price.



The second day of the conference featured several motivating speakers including Daniel Boyer, President of the Quebec Federation of Labour (FTQ), Melanie Laroche, professor at Montréal University, and Jose Bazin, from the Mouvement Action-Chomage Montréal.

Additional reports were delivered by each local union detailing on activities since the last Conference in 2013. International Representatives Karl Walker and Sylvain Gagne and Director of the Research and Education Department Matthew Clark, a native of Canada, also addressed the delegates.

The Canadian Council Officers, Kenneth Thompson (Local 406, Moncton), Martin Cayer (Local 55, Montréal), Mark Robar (Local 252, Calgary), Richard Labelle (Local 350, Montréal), Gerard Rose (Local 410, Newfoundland), Michael Smith (Local 264, Toronto) and Jacqueline Wright (Local 252, Calgary) were re-elected by acclamation. President Durkee administered the oath of office to the officers.



STEWARDS: Key to Building the Union

Stewards in Baltimore and Wheeling, W. Va. have successfully completed education programs developed by the BCTGM International Research and Education Department.

“Stewards make collective bargaining agreements meaningful by helping their co-workers implement their contract and defend their rights on a day-to-day basis,” reflects BCTGM International Director of Research and Education Matthew Clark. “They are

in the best position to understand the workers’ concerns and priorities, organize with them to take action, and communicate their priorities to the employer. Steward education is vital to every local union,” adds Clark.

BCTGM Local 2T stewards employed at the Swisher tobacco plant in Wheeling, W.V. completed a one-day training led by International Representative Randy Fulk. In Baltimore, Local



68 held its annual stewards training that was led by Clark and Research Specialist Paul Lechtenberg. Both programs featured presentations, small group activities and active discussions and debates.

Topics covered by the International’s steward education program include grievance investigation, understanding the contract, roles and responsibilities of the steward, legal rights, health and safety in the workplace and communicating with union members.



2016 BCTGM International Scholarship Program

The 2016 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 2016 BCTGM International Scholarship Program, review the official rules and regulations and application information, visit www.bctgm.org.





Education Discounts for **UNION** Families



The BCTGM International Union recognizes that higher education is important to working families and a key to improved financial security. The BCTGM Power/Union Plus programs can help union members and their families save money when it comes to the high costs of education.

BCTGM Power Program, through Union Plus, now offers a textbook discounts for union members and their families. Union Plus, in partnership with eCampus.com, a textbook retailer that offers the widest online selection of textbook alternatives, allows union families to save 5% on orders over \$25 or save \$10 off orders over \$150. In addition, there is free shipping on orders over \$59.

To take advantage of the Union Plus textbook discount:

- ▶ Enter Coupon Code: UNION at checkout to save 5% on orders over \$25
- ▶ Use Coupon Code: 10OFF150 at checkout for \$10 off orders over \$150
- ▶ Use Coupon Code: PLUS2 for an extra \$2 on buybacks over \$15
- ▶ Free shipping is included on all orders over \$59 (with USPS shipping)

Instant access to thousands of eTextbooks is also included in the program, as well as free shipping with UPS and USPS when selling used textbooks to eCampus.com.

To learn more about the BCTGM Power/Union Plus Textbook Discount visit:
UnionPlus.org/Textbooks

STOCK UP FOR A BCTGM-MADE TRICK-OR-TREAT

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

ANNABELLE CANDY COMPANY: Rocky Road, Abba Zaba, Look, Big Hunk and U-No. (Local 125/ Oakland, Calif.)



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.)

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)



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.)



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.)



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., Local 1/Chicago)



TOOTSIE ROLL INDUSTRIES, INC.: All varieties of Tootsie Roll products, Dots. (Local 1/Chicago)



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.)