

NOVEMBER/
DECEMBER 2016

BCTGM

VOLUME 18
NUMBER 6

News



Happy Holidays
to our BCTGM Family



the PRESIDENT'S MESSAGE

Voters **DEMAND** Action on

Good **MIDDLE CLASS** Jobs

For more than thirty years, American workers have borne the brunt of misguided national economic, trade and tax policies that have undermined the very foundation of middle-class prosperity – good jobs with strong wages and benefits that enable working men and women to achieve a quality standard of living for themselves and their families.

On Election Day and throughout this year's primary and general election process, voters in urban, rural and suburban communities across the country declared that they have had enough of these policies. They want national governmental leaders to implement a plan that will deliver broad-based, sustained economic growth and middle-class job opportunities for American workers generated by a revitalized U.S. production and manufacturing sector.

This year's elections were a resounding repudiation of TPP and previous corporate and Wall Street-driven trade deals, such as NAFTA, that have cost millions of industrial workers, including many thousands of BCTGM members, their good jobs and countless communities across this country their economic lifeblood.

American workers made it crystal clear that they want an end to government policies that allow multinational corporations to pit their good jobs against those of workers in other countries who earn poverty-level wages and work in unregulated workplaces. They are fed up with corporate greed and employers' callous disregard for their economic well-being and that of their families.

The BCTGM has been a strong and consistent leader in organized labor's ongoing campaign for fundamental change in the nation's existing trade and tax policies which have been so destructive to our members' jobs. We have partnered with the AFL-CIO and other labor and progressive organizations in developing and promoting a comprehensive economic blueprint for shared prosperity and rising incomes for all Americans driven by a resurgence in American industrial production.

During the campaign, President-elect Donald Trump made many commitments to the American people on these issues. If he ultimately puts forth a legitimate economic plan that would create millions of new high-wage manufacturing jobs and an improved standard of living for the middle class and those less fortunate in our society, while fully respecting the rights and protections of workers and unions, then the BCTGM will be supportive of the new Administration because this approach would benefit all Americans.

However, the BCTGM is fully prepared to battle the new Administration and Congress if their answer to the economic crisis facing the middle class is nothing more than the same old game plan from the Chamber of Commerce and Right-to-Work for Less Committee: massive tax cuts for already highly-profitable corporations and the wealthiest families; more lousy trade deals; denial of workers' legitimate organizing

and collective bargaining rights; attacks on unions and worker protections; privatization of Social Security and Medicare and free reign for Wall Street and the big banks to engage in more risky schemes.


This approach would only serve to expand the massive income inequality gap that is eating away at the aspirations of millions of working Americans to create a better life for themselves and their children. Based on the initial wave of Trump Cabinet appointments, it appears this is precisely the approach they are choosing. We will fight this anti-middle class agenda every step of the way.

As the BCTGM renews our longstanding commitment to an economy that works for all, our Union will continue to be a loud and forceful voice against racism, bigotry and intolerance in any form whether it is in the workplace, our communities at large or in government policies.

In January, a new President and Congress will be sworn in to office to lead our nation. The BCTGM will meet the challenges presented by this new governmental leadership as we have in the past, with an unyielding commitment to the high standards set forth in our Union's Constitution. We will be guided by our core beliefs and principles that have been forged and reaffirmed through 130 years of struggle on behalf of our members, our families and the cause of economic and social justice for all in our society.


The BCTGM moves forward into the New Year with great confidence inspired by the strength of our Solidarity. On behalf of the Officers and Staff of the BCTGM International Union, I want to wish the entire BCTGM family all the best for a happy, healthy holiday season and a prosperous New Year!

— **David B. Durkee**, BCTGM International President



BCTGM

News



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

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BCTGM News (ISSN 1525-4860) is published bi-monthly by the Bakery, Confectionery, Tobacco Workers and Grain Millers International Union, 10401 Connecticut Avenue, Kensington, MD 20895-3961. Periodicals postage paid at Kensington, MD and at additional mailing offices. Subscription to new members only. Postmaster: Send address changes to BCTGM News, 10401 Connecticut Avenue, Kensington, MD 20895-3961.

Notable QUOTES

“What makes me cautiously optimistic about my successor and the shift from campaign mode to governance is there’s something about the solemn responsibilities of that office, the extraordinary demands that are placed on the United States – not just by its own people but by people around the world – that forces you to focus, that demands seriousness. And if you’re not serious about the job, then you probably won’t be there very long because it will expose problems.”

- President Barack Obama, November 17, 2016, Press Conference with Chancellor Merkel of Germany



Alex Wong/Getty Images

“At the union hall, we often discussed books, articles and news about strikes and heroes of the labor movement. They were novels like Wallace Stegner’s “Joe Hill” and John Steinbeck’s “Grapes of Wrath” that tell the very real stories of the lives of American workers, stories that too many in Washington have forgotten or ignored for far too long. As the Rev. Dr. Martin Luther King Jr. taught us, all work has dignity and importance, whether done by a street sweeper, Michelangelo or Beethoven. People take pride in the things they make, in serving their communities in hospitals or schools, in making their contribution to society with a job well done. But over the past 40 years, as people have worked harder for less pay and fewer benefits, the value of their work has eroded. When we devalue work, we threaten the pride and dignity that come from it.”

- U.S. Sen. Sherrod Brown (D-Ohio), “When Work Loses Its Dignity”, New York Times, November 17, 2016

“Donald Trump tapped into the anger of a declining middle class that is sick and tired of establishment economics, establishment politics and the establishment media. People are tired of working longer hours for lower wages, of seeing decent-paying jobs go to China and other low-wage countries, of billionaires not paying any federal income taxes and of not being able to afford a college education for their kids — all while the very rich become much richer. To the degree that Mr. Trump is serious about pursuing policies that improve the lives of working families in this country, I and other progressives are prepared to work with him. To the degree that he pursues racist, sexist, xenophobic and anti-environment policies, we will vigorously oppose him.”

- U.S. Sen. Bernie Sanders (I-Vermont), November 9, 2016

“This election is a statement about our broken economic and political rules. Therefore, the work of the labor movement continues with fresh urgency. The change voters cried out for in this campaign can be found by standing together in unions. The election is over. But we are more committed than ever to helping working people win a voice on the job and in our democracy. We will never stop striving to represent everyone, fighting for basic human dignity, expanding our diversity and growing our ranks to give working people a strong, united voice.”

- AFL-CIO President Richard Trumka, November 9, 2016

Struggles and Triumphs: Celebrating 130 Years of PURPOSE

As we reach the end of this year-long series celebrating the 130th anniversary of the International Union, we conclude with this reflection printed in the February, 3, 1940 Bakers' Journal:

“By its activities for the betterment of working conditions and accomplishments in the past, our organization has achieved honors and respect in the ranks of organized labor and today we can look back upon the years gone by with the greatest of pride. Going through many stormy and eventful episodes in its existence, constantly it has always forged ahead.

“Our movement emerged from these periods and serious situations with greater courage and with renewed energy the struggle was continued for trade union principles and noble aims, which were chosen when the International Union came into existence. And, we can say with full justification, these principles and aims have never been lost sight of.

“Out of small beginnings, successfully overcoming many periods of storm and stress, our organization has splendidly developed, both from within and without, and it now commands

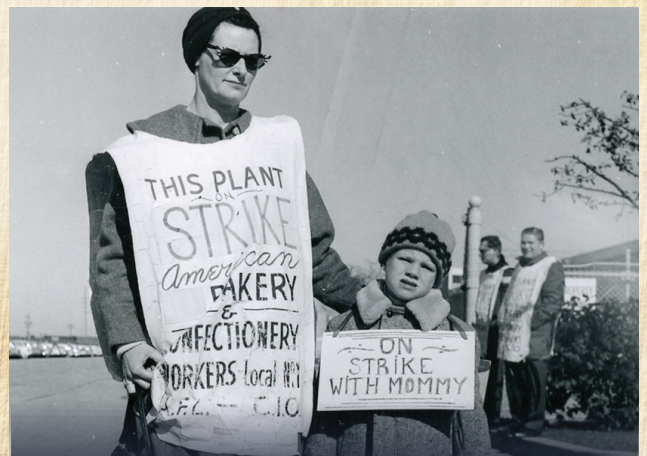
a respected position in the American trade union movement. Not only have we enormously increased our membership and financial structure, great advantages of economic achievement have been obtained by our local unions.

“The pace that we will be able to go in the coming years depends in a great measure upon the willingness of each individual member to cooperate. To increase this willingness and bring it to its highest point must be one of our strongest endeavors. Incessantly the International Union, through its membership, has always striven to accomplish the most important tasks, the improvement of working conditions.

We shall keep on to work in that direction and fight untiringly for the great cause and sacred purpose for which the International Union was organized in 1886.”



In 1978, the BC&T International Union and the entire labor movement supported S. 2467, the Labor Law Reform Act. Pictured here are union activists from throughout the country that converged on Capitol Hill calling upon the 95th Congress to take action on the measure.



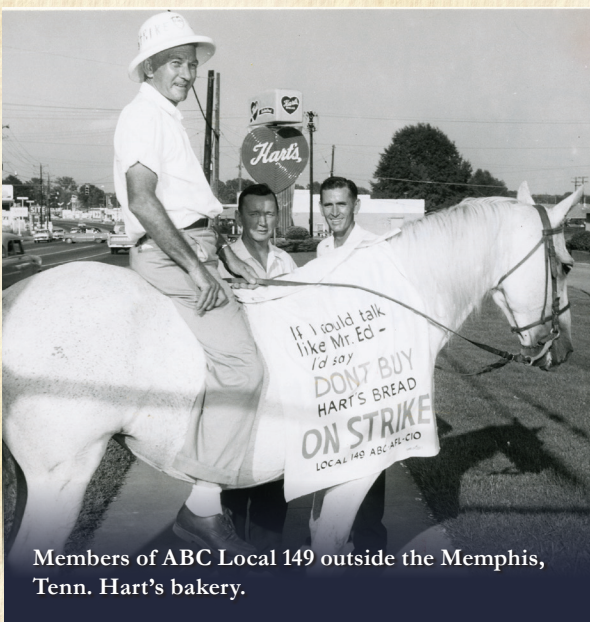
In November 1960, ABC Local 1 member Mary Johnson, a shop steward at the Sawyer Biscuit Co. in Melrose Park, Ill., and her son walk the picket line. The strike by 2,800 ABC members employed at six United Biscuit Co. facilities ended after 10 days and was proclaimed an “outstanding victory” for workers.



In March 1958, Pittsburgh Local 12, with a membership of 3,000, gives an enthusiastic standing vote for affiliation with the American Bakery & Confectionary Workers International Union, AFL-CIO.



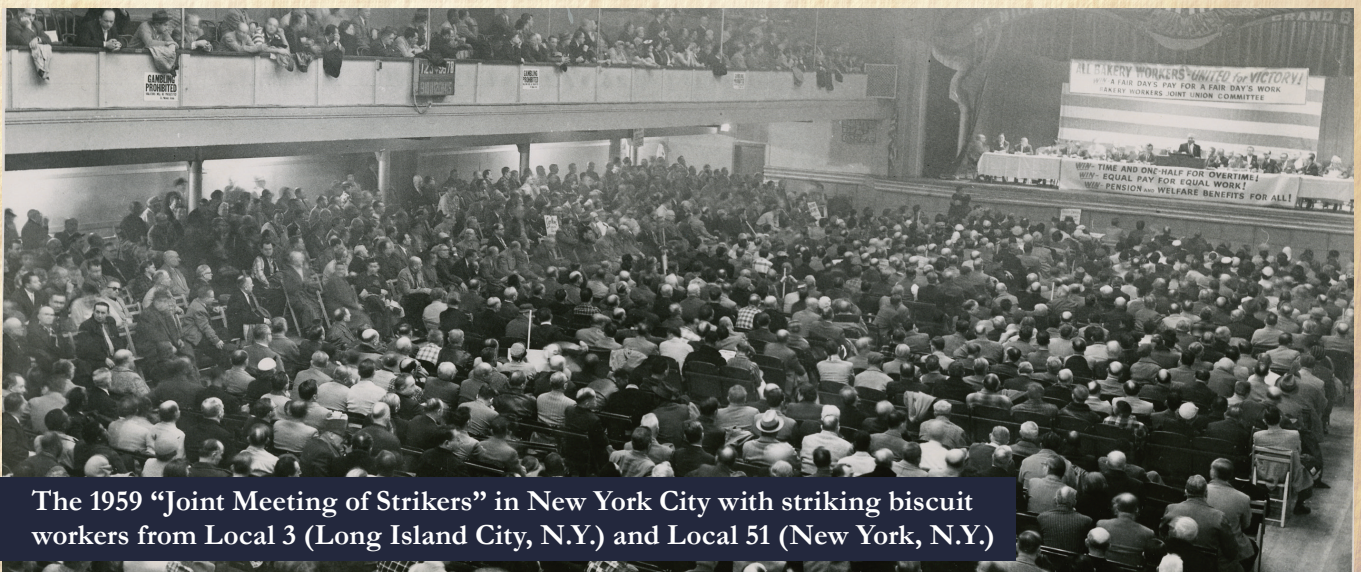
Undaunted by a violent attempt to break through their picket line, ABC Local 242 member Rita Sylvia, in a wheelchair, continues her picket duties outside the Peter Paul candy plant in Oakland, Calif. The strikers were struck by a truck driven by a scab during the 1961 strike. The workers went out on strike in protest of the firing of two pro-union workers at the candy plant. The ABC called for a nationwide boycott of the company's products.



Members of ABC Local 149 outside the Memphis, Tenn. Hart's bakery.



Members of B&C Local 110 in Savannah, Ga. on strike against the Derst Baking Co. are shown here marching to the Chamber of Commerce building in September 1971. The workers went out on strike April 3, 1971 and according to the October-November 1971 *B&C News*, they maintained "their fabulous unity despite opposition from the business community, the police and the courts."



The 1959 "Joint Meeting of Strikers" in New York City with striking biscuit workers from Local 3 (Long Island City, N.Y.) and Local 51 (New York, N.Y.)



In Richmond, Va. BCTGM Intl. Rep. Randy Fulk led the annual education program for Locals 203T (Richmond) and 359T (Hopewell, Va.). BCTGM Asst. to the Intl. President Harry Kaiser and BCTGM Strategic Campaign Coord. Ron Baker also participated.

Building **STRENGTH** *through* **Education** *in 2016*

The BCTGM International Union has always placed a premium on furthering the education and training levels of its International staff, local union officers, shop stewards, and members.

Throughout North America and from every sector of the Union, the International Union takes great pride in the education and training of BCTGM shop stewards.

According to International President David Durkee, shop stewards are the foundation of the union and it is through stewards that a local union is able to exercise democracy in the workplace and have a level of control. “Stewards are absolutely instrumental in signing up new members, educating members about their rights and the provisions of the collective bargaining agreement, enforcing health and safety standards, and communicating with members about economic and political issues,” said Durkee.

The International Union administers its steward training program through the BCTGM Research & Education Department. Department staff work with BCTGM International Vice Presidents and Representatives to design curriculum, presentations, activities and information. The majority of the steward programs are led by BCTGM International Vice Presidents and

Representatives in local union facilities throughout North America.

The curriculum may differ based on the size of a class or seniority of the stewards, but all programs include sections on grievance handling, communicating with members, mobilizing union activists, ‘talking union’, and role-playing scenarios.


In 2016, approximately 750 stewards, from 33 local unions in the United States and Canada successfully completed a BCTGM steward training program.




Midwest International Vice President Jethro Head reviews the grievance handling procedure with Local 347G (Danville, Ill.) stewards from Quaker Oats.

2016 BCTGM Local Union Steward Education Programs

Local 342 (Bloomington, Ill.)
Local 406 (Moncton, NB)
Local 69 (Port Chester, N.Y.)
Local 2T (Wheeling, W. Va.)
Local 70 (Grand Rapids, Mich.)
Local 374G (Lancaster, Pa.)
Local 57 (Columbus, Ohio)
Local 55 (Quebec, QC)
Local 22 (Minneapolis)
Local 81 (Traverse City, Mich.)
Local 719 (Fairlawn, N.J.)
Local 358 (Richmond, Va.)
Local 42 (Atlanta)
Local 364 (Portland, Ore.)
Local 26 (Denver)
Local 300 (Chicago)
Local 433 (Sioux City, Iowa)
Local 261T (Quebec, QC)
Local 317T (Greensboro, N.C.)
Local 347G (Danville, Ill.)
Local 25 (Chattanooga, Tenn.)
Local 167G (Grand Forks, N.D.)
Local 267G (Crookston, Minn.)
Local 372G (Hillsboro, N.D.)
Local 256G (Sharonville, Ohio)
Local 218 (Topeka, Kan.)
Local 68 (Baltimore)
Local 65 (Tulsa, Okla.)
Local 117G (Shawnee, Okla.)
Local 492 (Philadelphia)
Local 203T (Richmond)
Local 359T (Hopewell, Va.)



Local 25 (Chattanooga, Tenn.) stewards from Rich Products sharpen their skills during a one-day program led by Southern Region International Vice President Anthony Shelton and International Representative David Woods. Local 25 Business Agent/Financial Secretary/GEB member Jeff Webb and retired Local 25 Business Agent Tommy Kelly assisted the educators during the session.



In Tulsa, Okla. BCTGM International Representative David Woods leads a recent shop steward training for Local 65.

Enjoy a BCTGM-M

Delight your friends and loved ones with holiday treats made by hard-working BCTGM members! Listed here is a small sampling of holiday goodies made by BCTGM members in the U.S. and Canada.

Allan Candy Company

Allan Traditional Candy Canes (Peppermint, Cherry and Mini Peppermint), Allan Holiday Collection Candy Canes (French Vanilla & Gingerbread, Butterscotch & Cappuccino, Mini Canes), Allan Fruit Buddies Candy Canes, Allan Chewy Candy Canes.

Local 350T (Granby, Quebec)

Brown & Haley

Holiday gift boxes, baskets, tins and packages filled with the company's renowned Almond Roca, Cashew Roca, Mocha Roca, Sugar Free Almond Roca and Candy Cane Roca.



BCTGM Local 9 (Seattle)

Dare Foods Limited

A variety of gums, jellies, hard candy and gift tubs, festive filled with Icy & Spicy Mints, Snowdrift Mints, festive colored Ju Jubes and Dare's Scotch Mints.

Local 264 (Toronto, Ontario)

Frankford Candy & Chocolate

Holiday candy toys, gift baskets, tins boxes and packs filled with gums, jellies, hard candy, molded filled, hollow and solid chocolate under the Frankford name.

Local 6 (Philadelphia)

Ghirardelli Chocolate Company

Holiday chocolate gift baskets, tins, boxes and festive packages with Ghirardelli brand filled and solid chocolate in white, milk and dark varieties. Special for this holiday season is Peppermint Bark and Ghirardelli Impressions SQUARES chocolates, which feature holiday impressions on each chocolate square.



Local 125 (San Leandro, Calif.)

Pearson's Candy Company

Holiday tins, bagged and chocolate mints including The Nut Goodie Bar, Salted Nut Roll, and Pearson's Mint Patties.

Local 22 (Twin Cities, Minn.)

ade Holiday Season

Hershey Foods Corp.

Festive foil packaged Hershey Milk Chocolate Kisses, Hugs, Candy Cane Kisses, Cookie and Cream Kisses, White Chocolate Kisses, Special Dark Chocolate Kisses, Hershey's Milk Chocolate Bars, Hershey's Milk Chocolate with Almond Bars, Hershey Santa Claus Shaped Chocolate, Hershey Nuggets, Rollo.

Local 464 (Hershey, Pa.)



See's Candies

Holiday tins, baskets, boxes with hard, soft and nut chocolate candies, peppermint twists, fudge and foil chocolate. Chocolate Assortment, Nuts & Chews, Truffles, Lollypops, Brittles & Toffees.

Local 125 (San Leandro, Calif.)
and Local 83 (Buena Park, Calif.)

Sconza Candy Company

Red, White & Green Chocolate Jordanetts, Christmas Bell Jellies and Rings, Reindeer Corn, Red, White & Green Boston Baked Beans, Yogurt Raisins, Lemocello Almonds, Chocolate/ Yogurt Fruit & Raisins.

Local 125
(San Leandro, Calif.)



Have a Union Made Pie Too!

BCTGM Local 81 members at the Sara Lee Hillshire Bakery in Traverse City, Mich. produce a wide variety of Sara Lee brand fruit and crème pies as well as seasonal specialties such as pumpkin pie, sweet potato pie and pecan pie. There are more than 25 different Sara Lee pies made by members of Local 81.

If union-made pies aren't your favorite, enjoy a BCTGM-made Sara Lee Cheese Cake in original, French or New York Style with your family during the holiday festivities!



SPECIAL ALERT:

Medicare AT RISK in 2017

On November 10, 2016, House Speaker Paul Ryan told Fox News that he would push legislation in early 2017 that would end Medicare's guaranteed health care benefits.

Speaker Ryan's plan would:

- **Raise the Medicare Eligibility Age from 65 to 67:** This would deny nearly five million seniors insurance starting in 2020. By 67, most Americans have at least one chronic medical condition that would make the purchase of private insurance prohibitively expensive and difficult to obtain.
- **Vouchers or Coupon-care:** Instead of a Medicare card which provides access to health care, seniors would receive a limited voucher or coupon. These coupons would contribute toward the purchasing of a traditional Medicare plan or a private insurance policy and would require beneficiaries to pay significantly more out-of-pocket.
- **Medigap Plans Will Cover Less:** Presently, Medigap insurance plans are allowed to cover most of a beneficiary's co-payments. The Ryan Coupon-Care Voucher Plan would change the rules and Medigap policies would no longer be able to cover deductibles. Medigap plans would also be limited in how much of the difference between the deductible and the out of pocket cap could be covered.
- **Costs Shifted to Seniors:** Speaker Ryan's Coupon-Care Voucher Plan would double hospital stay copayments and would substantially increase all deductibles.

"The Alliance for Retired Americans is horrified by the nomination of Rep. Tom Price to be Secretary of the U.S. Department of Health and Human Services. This nomination is a declaration of war on seniors, retirees and anyone who is counting on having guaranteed health care benefits when they retire after a lifetime of hard work."

- **Richard Fiesta, executive director of the Alliance for Retired Americans**

"Speaker Ryan is intent on privatizing Medicare; that's the goal. Similar to earlier voucher plans, which the Congressional Budget Office estimated would cost Medicare beneficiaries more than traditional Medicare. This belief that privatization will drive down costs is based on faith, not fact."

- **Judith Stein, executive director of the Center for Medicare Advocacy**

"Policymakers can make changes to Medicare that will improve its operation without following Speaker Ryan's proposals to convert it to premium-support vouchers (which would end its guarantee of coverage), raise the eligibility age or shift costs to vulnerable beneficiaries. Possible measures include addressing rising drug costs, reducing excessive payments to Medicare Advantage plans and health care providers, and providing more administrative resources to prevent improper and wasteful payments."

- **Paul Van de Water, director of Policy Futures at the Center on Budget and Policy Priorities, "G.O.P. Plans Would End Medicare's Guaranteed Coverage"**

Give the Gift of Union History



2016 marks the 130th anniversary of the founding of the Union. To celebrate our long and proud history of service to union members and the protection of worker rights in the U.S. and Canada, the Union has designed a special 130th Anniversary ring.



French Option



10K GOLD

Men: \$965
Women: \$456



ALLURA GOLD

Men: \$609
Women: \$282



STERLING

Men: \$109
Women: \$99

Men's Sizes: Half sizes 8-14 • **Women's Sizes:** Half sizes 4-9

BCTGM 130th Anniversary Ring Order Form

First Name: _____ Last Name: _____

Mailing Address (Please no P.O. Boxes)

Street: _____

City: _____ State: _____ Zip: _____

Email Address: _____ **Phone:** _____

Metal Type (circle): Gold Allura Sterling **Size:** _____

Style (circle): Men's Women's **Language (circle):** English French

Payment Type: Check # _____ Credit Card # _____ Exp. _____ CVV: _____

Send order and payment to: Black Forest • P.O. Box 325 • Owatonna, MN 55060 | Phone: 800-670-7918

*No Orders or payments will be taken by the International Union. **Please contact BLACK FOREST directly.**

Prefer to order online? Go to OrderMyRing.com/BCTGM

SUMMARY ANNUAL REPORT FOR THE BAKERY AND CONFECTIONERY UNION AND INDUSTRY INTERNATIONAL HEALTH BENEFITS FUND

This is a summary of the annual report of the Bakery and Confectionery Union and Industry International Health Benefits Fund, EIN 53-0227042, Plan No. 501, for the period January 1, 2015 through December 31, 2015. The annual report has been filed with the Employee Benefits Security Administration, U.S. Department of Labor, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

The Joint Board of Trustees of the Bakery and Confectionery Union and Industry International Health Benefits Fund have committed themselves to pay all non-insured claims incurred under the terms of the Plan.

Insurance Information

The plan has contracts with UniCare Life and Health Insurance Company, Inc. and United Healthcare Insurance Company to pay health and indemnity claims incurred under the terms of the plan. The total premiums paid for the plan year ending December 31, 2015 were \$16,522,127.

Basic Financial Statement

The value of plan assets, after subtracting liabilities of the plan, was \$232,706,933 as of December 31, 2015, compared to \$245,646,473 as of January 1, 2015. During the plan year the plan experienced a decrease in its net assets of \$12,939,540. This decrease includes unrealized appreciation and depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. During the plan year, the plan had total income of \$30,788,610 including employer contributions

of \$17,334,670, employee contributions of \$211,878, realized losses of (\$813,639) from the sale of assets, and earnings from investments of \$1,970,289, and other income of \$12,085,412.

Plan expenses were \$43,728,150. These expenses included \$4,617,985 in administrative expenses and \$39,110,165 in benefits paid to participants and beneficiaries. A total of 27,729 persons were participants in or beneficiaries of the plan at the end of the year.

Your Rights To Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

- an accountant's report;
- financial information;
- information on payments to service providers;
- assets held for investment;
- transactions in excess of 5% of the plan assets;
- insurance information, including sales commissions paid by insurance carriers;

To obtain a copy of the full annual report, or any part thereof, write or call the office of Steven D. Brock who is the Manager of Administrative Services, Bakery and Confectionery Union and Industry International Health Benefits and Pension Funds, 10401 Connecticut Avenue, Kensington, MD 20895-3960, (301) 468-3750. The charge to cover copying costs will be \$10.00 for the full annual report, or 25 cents per page for any part thereof.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan

FOR THE PERIOD JANUARY 1, 2015 THROUGH DECEMBER 31, 2015

and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the plan at 10401 Connecticut Avenue, Kensington, MD 20895-3960 and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, Room N1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210.

Additional Explanation

Additional Basic Financial Statement Information: The retiree contributions of \$12,085,412 were for extended health insurance under the plan.

Información Adicional

Si tiene dificultad en la interpretación de este Sumario del Reporte Anual, por favor escriba o llama a la oficina de Steven D. Brock, que es el Director de los Servicios Administrativos de el Bakery and Confectionery Union and Industry International Health Benefits and Pension Funds, 10401 Connecticut Avenue, Kensington, Maryland 20895-3960, (301) 468-3750.

FUNDS' TRUSTEES

Following is a listing of the trustees currently serving on the boards of each Fund:

Union Trustees –

- **David B. Durkee (Chairman)**, Intl. Pres.;
- **Steven V. Bertelli**, Intl. Secy.-Treas.;
- **Jethro A. Head**, Intl. Vice Pres.;
- **Art Montminy**, Intl. Vice Pres.;
- **Anthony Shelton**, Intl. Vice Pres.;
- **Randy D. Roark**, Intl. Vice Pres.

Employer Trustees –

- **Lou Minella (Secretary)**, Sr. Vice Pres., Human Relations, Bimbo Bakeries, USA;
- **Phil Paturzo**, Vice Pres., Labor Relations, Bimbo Bakeries, USA;
- **Jon McPherson**, Director, Corporate Logistics, The Kroger Company;
- **Doug Ruygrok**, Vice Pres., Labor Relations, Albertson's Companies LLC;
- **Ed Thompson**, Vice Pres. of Global Labor Relations, Kellogg.

Political Solidarity



On Saturday, November 5, BCTGM Local 6 (Philadelphia) officers were among hundreds of union activists to participate in the Pennsylvania AFL-CIO's get-out-the-vote effort. In Delaware County, the union members were joined by AFL-CIO President Richard Trumka and Pa. AFL-CIO President Rick Bloomingdale as they went door to door. Pictured here, left to right, is Financial Secretary Kevin Looney, President Hank McKay, Trumka, Bloomingdale and Local 6 Business Agent Edgar Rodriguez.

50 Years at Nabisco



On September 1, 1966, BCTGM Local 719 member William Sypniewski walked into the Nabisco (Mondelez) bakery in Fair Lawn, N.J. for the first time and began making some of America's most beloved snacks. Recently, Sypniewski was presented with a 50-year service award celebrating his union membership. Pictured here is Sypniewski (right) accepting his commemorative certificate from Local 719 Financial Secretary-Treasurer/Business Agent Stan Milewski. The Fairlawn Nabisco bakery is the only Mondelez facility that makes Barnum Animal Crackers packaged in circus train boxes with string handles. Local 719 members also produce Ritz crackers and Oreo cookies.

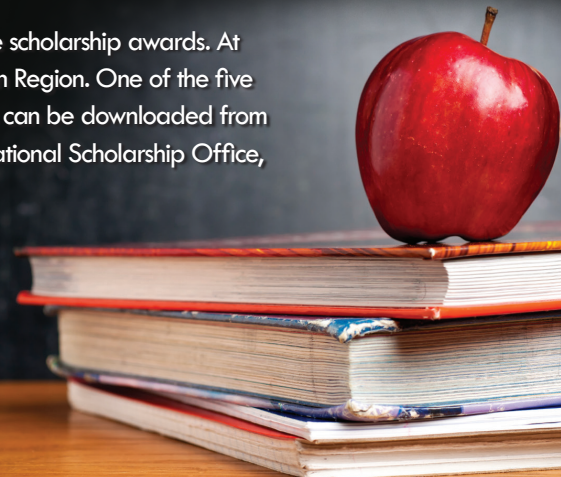
2017 Scholarships Reminder

2017 BCTGM International Scholarship Program

The 2017 BCTGM International Scholarship Program will award five \$2,000 one-time scholarship awards. At least one of the five scholarships is designated for a union member from the Canadian Region. One of the five scholarships may be awarded to an active BCTGM member. Details and applications can be downloaded from the International's website, www.bctgm.org, or obtained through the BCTGM International Scholarship Office, **301-933-8600**. Application deadline is January 31, 2017.

2017 Union Plus Scholarship Program

Union Plus will present one-time scholarship awards ranging from \$500 - \$4,000 in 2017. Details and applications are available through the BCTGM International Scholarship Office or downloaded from www.unionplus.org. Application deadline is January 31, 2017.



BCTGM POWER

Holiday Savings

Stretch this year's holiday budget with money-saving discounts and special deals exclusively for union families. Check out BCTGM Power/Union Plus discounts on everything from flowers and laptops to wireless phones, movies, clothing and more!

❄️ **ConsumerReports.org Savings**

ConsumerReports.org is published by Consumers Union, which is union organized, with testers and writers represented by the Communications Workers of America (CWA). Union members can subscribe for only \$22 per year.

❄️ **Gift Certificate Discounts**

Save on gift certificates for major retail and restaurant chains including AMC Theatres, Applebee's, Home Goods, Macy's, Old Navy, Olive Garden and more - with your union member discount through Working Advantage.

❄️ **Movie Ticket Discounts**

Order your movie tickets through the Union Plus program provider, Working Advantage, and save up to 48% off of box office prices at many national and local theater chains -- including AMC, Regal, Showcase and Cinemark!

❄️ **Flowers & Gifts Discount**

The Union Plus Flower Delivery Service provider, Teleflora, offers a 20% discount and is committed to a 100% local hand-florist delivered rather than flowers delivered in a box by express mail. Browse arrangements and order online or call 1-888-667-7779.

❄️ **AT&T Wireless Discounts**

Save 15% on monthly wireless service and up to \$250 in cash back rebates from AT&T Wireless, the only national wireless provider that is "Proud to Be Union."

To order online or find out more about these union member only discounts go to www.unionplus.org

We wish all **BCTGM** members a
Happy **AND** *Safe*
HOLIDAY SEASON!



Steve Bertelli

International Secretary-Treasurer



David B. Durkee

International President