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BCTGM

News

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BCTGM for CLINTON Kaine16

Championing
Labor's Agenda



the PRESIDENT'S MESSAGE

ALL HANDS on Deck

to Defend BCTGM PENSIONS

This year's presidential campaign certainly will never be described as uplifting or enlightening. But, in those limited instances when substance was addressed by the candidates, one issue that rarely came up was the future and importance of defined pension benefits for workers in this country. This omission is extremely unfortunate because defined benefit plans are under attack in the U.S.

For millions of men and women, such as BCTGM members, who have worked in hard, physically demanding jobs throughout their careers, a defined pension is a key part of the foundation for a financially secure, dignified retirement. The American economy has benefited enormously from generations of workers maintaining a respectable standard of living and real purchasing power in their retirement years because of defined pension benefits along with Social Security.

This is why the BCTGM International Union and our Local Unions place the highest priority on preserving and strengthening our members' pensions. Whether it is the highly-respected multi-employer B&C Pension Fund, covering nearly 110,000 active and retired members and which has paid out nearly \$12.5 billion in benefits since its inception, or the many single employer plans covering BCTGM members across our industries, the BCTGM continues to be relentless in defending our members' pensions.

Today, defending our members' pensions has become a more difficult challenge than at any time since the various Funds were established. Employers such as Nabisco/Mondelez and the Just Born candy company, participating employers in the B&C Fund for 59 and 41 years respectively, are waging a full-scale frontal assault on the B&C Fund and our members' benefits. These attacks come on the heels of the 2008 Great Recession brought on by massive Wall Street and banking industry fraud and the Hostess bankruptcy which were severe financial blows to the Fund.

Employers insidiously seek to divide older workers from younger workers and active workers from retirees with the false promise of 401k's and similarly risky, unreliable defined contribution programs. In their zeal to get out of the Fund and avoid contractual obligations, Just Born filled shop bulletin boards and our members' mailboxes with untruthful, distorted misinformation about the B&C Fund and its Trustees, which include officers of this International Union and executives of other participating companies.

Employers are attacking pensions for one reason and one reason only – to put more money in the pockets of corporate executives.

While pensions face unprecedented challenges from greedy employers, anti-worker lawmakers, in their desire to curry favor with these employers and their Wall Street contributors, also pose a serious threat to workers' retirement security as they attempt to implement policies that undermine the federal government's longstanding commitment to defined pensions and Social Security.

Now, more than ever, BCTGM members in every one of our shops, along with our retirees, must remain united in Solidarity in order to defend their pension plans.

Younger workers must recognize that they too will someday want to retire in the dignity and comfort that only a defined benefit pension plan, along with Social Security, can help provide.

More senior workers must recognize that bringing new workers into the pension is the only way to ensure that their

own pension benefits will be there for the duration of their retirement; that their benefits are put at real risk if there are not younger and new workers participating in the pension plan.

The harsh economic reality is that if employers are successful in getting out of our pension funds and discontinuing defined pensions for new workers, existing and future pension benefits will become severely threatened for everyone covered, active or retired.

When any employer attacks one of our collectively bargained pensions, the BCTGM will continue to respond aggressively. And, as we have with Nabisco and Just Born, we will call upon active members, retirees and their families across this Union to join the fight because a threat to one pension is a threat to all pensions.


In January, 2017, a new President and Congress will be sworn in to office. The BCTGM will join the AFL-CIO and affiliates throughout the labor movement in a campaign to force a renewed commitment by the federal government to the long-term health and viability of defined pension plans and Social Security. The success of this campaign will ultimately depend on how effectively union members, retirees and their families are in demanding that lawmakers do what is best for workers and retirees rather than for Wall Street bankers and corporate executives.

The fight to defend BCTGM pensions is urgent and ongoing. We need all hands on deck to secure what every member, active and retired, has worked so hard to achieve over the course of many decades.

I have every confidence that the BCTGM family will continue to stand strong and confront this challenge head on, just as we have done with every threat to our members' standard of living that we have faced throughout this Union's illustrious 130-year history.


Active members and retirees should be assured that the BCTGM International Union is fully prepared and actively engaged in this fight and that we are in it for the long haul!

— David B. Durkee, BCTGM International President



BCTGM

News



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CALM Canadian Association of Labor Media

ACPS Association of Confectionery and Cereal Processors

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IUF Summit Develops GLOBAL PLAN to Combat Mondelez

More than 50 delegates from trade unions representing Mondelez International workers around the world gathered in Chicago

on September 20- 21 at a Global Summit to address the destruction of jobs by Mondelez International, whose global subsidiaries include Nabisco, Cadbury, LU and Milka.

Representatives of the International Union of Food Workers (IUF) and the BCTGM International Union led the spirited meeting that focused on developing



endless restructuring and financial engineering to achieve short-term financial gains which has resulted in the elimination of thousands of good union jobs and the weakening of trade union rights around the world.

The company continues to outsource production from unionized

facilities to low-wage countries with lower levels of regulatory standards and social protections. Most recently, Mondelez eliminated hundreds of

union jobs at the Nabisco facility in Chicago and sent that production to Mexico. The company has also announced it will close its factory in Valladolid, Spain, cutting 220 jobs. This comes on the heels of plant

closings in Toronto, Philadelphia, and the iconic Cadbury plant in Somerdale, U.K. Most of this production was sent to low-wage nations.

“By combining our efforts with those of other unions representing Mondelez in Europe, Asia and Latin America, we will be well-suited to confront this corporation wherever they do business,” notes BCTGM International President David B. Durkee.

Twenty BCTGM delegates participated in the Global Summit, which provided an important and effective springboard for communication and future actions to address Mondelez’ activities around the world.

“Our collective thanks goes to the BCTGM for initiating this vital meeting of trade unionists. We are much stronger working together across the globe through strategic action and mobilization,” reflects IUF General Secretary Ron Oswald who presided over the meeting.



a coordinated, global response in defending quality jobs at Mondelez facilities.

The IUF is an international federation of trade unions which represents 10 million workers in 418 affiliated organizations in 126 countries. The BCTGM is an active affiliate of the IUF and has partnered together on many important initiatives. IUF affiliates represent a majority of unionized Mondelez workers around the world.

Bringing together labor leaders from across the globe became necessary after Mondelez embarked on a program of



Western Region Vice President Roark Retires

After 41 years as a dedicated member of the Union, BCTGM Western Region International Vice President Randy Roark announced his retirement during the 99th session of the General Executive Board (GEB) in Washington, D.C., effective January 1, 2017.

Roark was first elected as the Region VI (Western United States) International Vice President by the International GEB in July 1996. Roark was elected to his first full term on July 17, 1998, during the union's 35th Constitutional Convention in Las Vegas. He was re-elected as Region VI International Vice President by union delegates at the 2002, 2006, and 2010 Conventions. Roark was re-elected to lead the newly-named Western Region during the BCTGM 39th Constitutional Convention in 2014.

A native of California, Vice President Roark joined B&C Local 91 (Great Falls, Mont.) in 1975 as a wholesale baker at Eddy's Bakery. He was elected as the Local's President in 1980 and served



Intl. Pres. David Durkee (right) and Intl. Secy.-Treas. Steve Bertelli (left) present Western Region Intl. Vice Pres. Randy Roark (center) with a special plaque thanking him for his many years of service to the GEB.

that position until October 1983 when he became a Region VI International Representative.

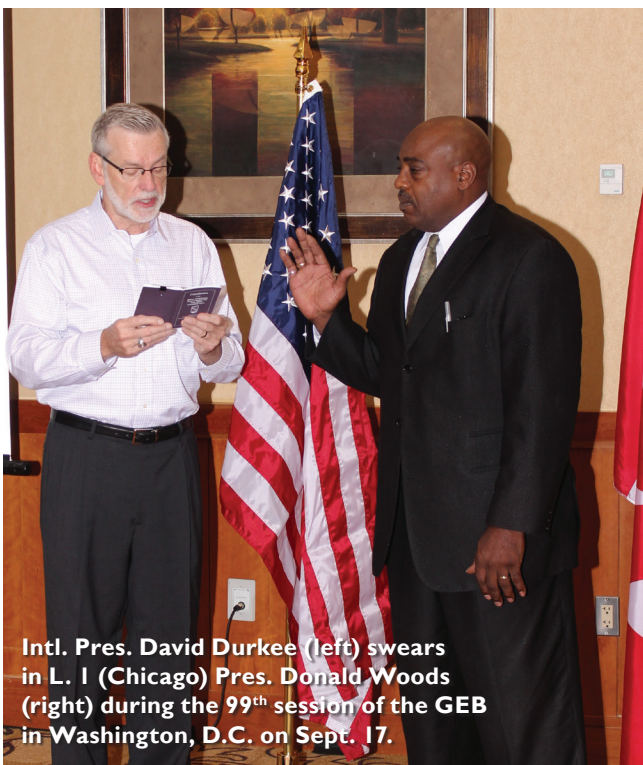
During the GEB meeting, BCTGM International President David Durkee presented Roark with a special plaque thanking him for his service to the International Union as a GEB member.

GEB Elects Midwest Region Member

On September 17, BCTGM Local 1 (Chicago) President Donald Woods was elected to serve as the Midwest Region member to the General Executive Board (GEB) during the 99th session of the GEB in Washington, D.C.

Woods joined Local 1 in April 1979 when he began working in the sanitation department at the New Process Baking Co. (Holsum Bakery). He later worked in production as a divider, mixer and oven operator.

In 1986, woods was elected as chief steward and a Local 1 Executive Board Member. In 1997, Woods was appointed as chairperson of the Trustee Committee and Chairperson of the Financial Committee of Local 1. In 2002, he was named as a Business Agent and Organizer for Local 1, a position he served until 2008 when he was elected as Local 1 President. Woods currently serves as a Vice President and Executive Board member of the Illinois AFL-CIO.



Intl. Pres. David Durkee (left) swears in L. 1 (Chicago) Pres. Donald Woods (right) during the 99th session of the GEB in Washington, D.C. on Sept. 17.

Union Veterans Council: Standing **TOGETHER** for a Better Life

by Will Fischer, executive director of the Union Veterans Council, AFL-CIO

I have the good fortune of being able to speak to union members daily. Whether at an international union's convention, at a central labor council meeting, or on a job site—I'm in constant communication with our sisters and brothers in the trade union movement. I'm also in constant communication with another group as well – in fact at the same time as I'm in communication with trade unionists. Know who I'm talking about? My fellow veterans.

I've yet to find myself in an audience of trade unionists that I've also not found myself in an audience of veterans. No matter what sector, no matter what state: If I'm talking to a group of people who work, I'm talking to a group of people who served.

And that is very much at the core of what our work at the Union Veterans Council is all about. We exist simply to make the lives of veterans and the working class better. We work to lift up the fact that the issues facing veterans and those facing the working class aren't necessarily independent of each other. We advocate to ensure veterans are able to have access to good jobs after completing their service. We mobilize to ensure veterans are able to have access to quality healthcare – healthcare we earned and healthcare that's delivered through a strong, fully funded and staffed VA. And we organize. We organize to ensure that when someone comes home, takes off their uniform and goes to work, that that person is able to go to work carrying with them basic dignity, respect and the ability to collectively bargain. That's what the Union Veterans Council does, sisters and brothers – we fight for those who fought for us and we stand together for a better life.

Now, let me ask: What politician would be opposed to what I've just outlined in the last few sentences? You'd be surprised. You see, one can't

say they're pro-veteran and at the same time support bad trade deals; trade deals that rip jobs away from veterans. And the BCTGM knows this all too well.

Yet, these are the actions that are routinely carried out by those who claim so loudly to be pro-veteran. Make no mistake about it, gang. The exact same folks who sent me and many of you and your loved ones all over the world to fight wars until the last drop of our blood was spilled are the exact same cast of characters who are more than willing to amass fortunes off our sweat and labor once we're back home.

So, what are we going to do about it? Well, for starters, we must organize. Organizing is first, foremost and fundamental. But organize not only as trade unionists but also as veterans. Your union is already way ahead of the game on this. But we can do more. Do you have a veterans committee at your local? Do you know who the other veterans in your local are? If not, reach out and we can help you make that happen.

Next, we must organize and expel those from office who prey upon us. Look, it's easy for a politician to give a speech about being "pro-veteran." But how do they vote? We can help you find out this information and then get it shared around within your local and in your communities.

Finally, we must organize and meet our enemies here at home the same way we once met our enemies in the streets abroad: Head on. If someone is attacking veterans, we must take the fight to them. Take them fight to them with rallies, lobbying efforts, political actions.

It's on us. We're home now. But we must organize now that we're back home. Organize and fight a new war – our war: A war for our future, for our dignity; a war against greed and against suffering.

Join us.



Will Fischer is the executive director of the Union Veterans Council, AFL-CIO. He's a Marine Corps Veteran of the war in Iraq and a member of the Painters and Allied Trades (IUPAT) District Council 51. Learn more and join the Union Veterans Council at unionveterans.org and follow them Facebook and Twitter.

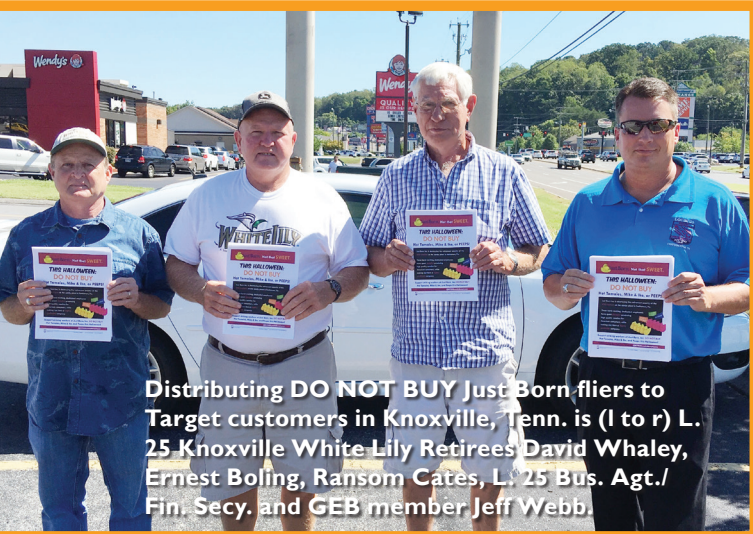
SOLIDARITY: It's What M

When BCTGM Local 6 members went on strike at the Just Born candy plant in Bethlehem, Pa. on September 7, their BCTGM brothers and sisters across North America sent a loud and clear message to the picket line: *WE ARE WITH YOU!*

Following a request by BCTGM International President David Durkee, union members throughout the U.S. and Canada spread news of the strike by handing

out DO NOT BUY Just Born Candy for Halloween informational fliers within their communities.

From Chattanooga, Tenn. and Beaverton, Ore., to Toronto, New Brunswick, and St. John's, Canada, BCTGM members throughout North America distributed fliers outside major retailers (TARGET, Food Lion, Food City, Walmart, Kroger) and posted information inside their respective plant locations, asking consumers to avoid buying Just Born candy products like Hot



Distributing DO NOT BUY Just Born fliers to Target customers in Knoxville, Tenn. is (l to r) L. 25 Knoxville White Lily Retirees David Whaley, Ernest Boling, Ransom Cates, L. 25 Bus. Agt./ Fin. Secy. and GEB member Jeff Webb.



In Chattanooga, Tenn. L. 25 Bus. Agt./Fin. Secy. Jeff Webb (left), L. 25 retired Bus. Agt. Tommy Kelly (center) and L. 25 Sara Lee Retiree Terry Kelly prepare to hand out DO NOT BUY fliers.



L. 252 Safeway bakers in Calgary, Alberta proudly display their support for L. 6 members at Just Born.



In St. John's, Newfoundland, L. 410 Pres. Gerald Rose hands out fliers to shoppers.



In Montreal, Quebec, officers and members of L. 350 distributed fliers at several locations.



L. 62G member displays the DO NOT BUY JUST BORN flier on the union bulletin board in the Genex Harvest States Oilseed plant in Mankato, Minn.

makes Us Strong!

Tamales, Mike & Ike, and PEEPS this holiday season.

In total, 25 BCTGM Local Unions distributed thousands of DO NOT BUY JUST BORN CANDY for Halloween fliers outside more than 20 retail locations and posted information inside more than 14 BCTGM plants.

"I am very proud of how enthusiastically our union members responded to this call for solidarity," reflects President Durkee.



L. 149 Pres. Letitia Malone (right) explains to a store manager why the union is advising customers **DO NOT BUY** Just Born candy products.



In Moncton, New Brunswick, L. 406 member Danny Maillet (left) and L. 406 Vice Pres. Kenny Thompson (right) urge shoppers to **not buy** Just Born Candy.



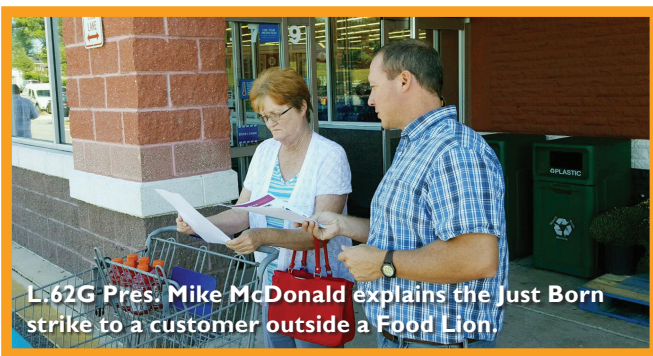
In Toronto, Local 264 Fin. Secy./Bus. Agt. Michael Smith (right) and member Bill Hegedus (left) urge shoppers outside Canadian retailers: **DO NOT BUY JUST BORN** candy.



In Portland, Ore. Local 364 officers, members and retirees asked shoppers outside several retail locations to **avoid buying** Just Born candy.



In Atlanta, BCTGM Local 42 members prepare to distribute **DO NOT BUY JUST BORN** fliers outside Kroger Foods.



L. 62G Pres. Mike McDonald explains the Just Born strike to a customer outside a Food Lion.

130 Years: Presidential Moments in

Union History

Franklin D. Roosevelt

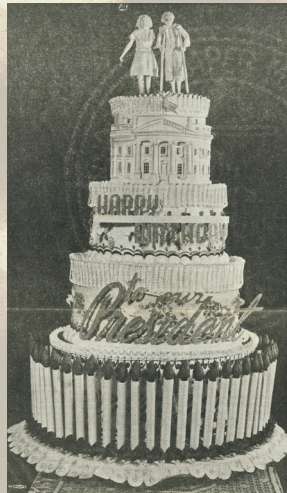
On January 3, 1938, President Franklin Delano Roosevelt announced the creation of the National Foundation for Infantile Paralysis, better known today as the March of Dimes Foundation. For Roosevelt, partially paralyzed by polio at the age of 39, the crusade against the crippling disease was deeply personal. On January 30, 1938, birthday galas were held around the country that doubled as celebrations of the President's birthday as well as fundraisers for the Foundation. That first year saw more than 600 "birthday balls" that collectively raised \$1 million for the Foundation and became a popular nationwide annual tradition.

The Union's historical records of this period show a relationship of deep respect and admiration between President Roosevelt and the Bakery and Confectionery Workers International Union. The Union's initial efforts to support the President's campaign against

polio began in 1940 when the International commissioned a cake to be made by a Washington D.C. union baker for President Roosevelt's 58th birthday.

American Federation of Labor (AFL) President William Green asked all National and International Unions of America to purchase one of the symbolic 58 candles to be placed on President Roosevelt's union-made birthday cake. The idea was to have all 58 candles symbolizing donations to the National Foundation for Infantile Paralysis by America's labor unions.

As noted in the January 6, 1940 Bakers' Journal, *"The Bakery Workers bought the first candle, which was equal to the Union's one-month per capita tax payment to the AFL. The masterpiece of the cake maker's art – the cake itself, will measure four feet in height. The base will be about 15 feet in circumference to accommodate the candles and scrolled names of the donating unions."*



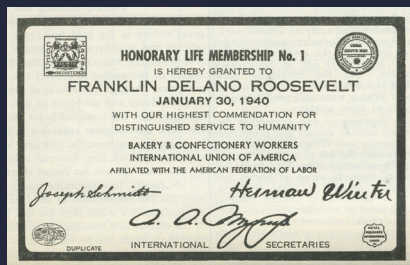
Honorary Member

"It was during the January 1940 cake presentation ceremony

that President Roosevelt in his expression of admiration of the birthday cake indicated an interest in having a membership in the union that included workers with such artistic skill. In response to this expressed interest, the No. 1 honorary life membership card has been issued to the President with the sanction and approval of the 1940 March Session of the General Executive Board.

"We believe this to be an outstanding incident in the history of our International Union, if not any other labor organization. Pictured here is a copy of the gold membership card issued to President Franklin D. Roosevelt."

– Bakers' Journal, October 4, 1941



President Roosevelt admires his 60th birthday cake together with William Green, President of the AFL, and Clement Maggia, the Union baker who designed and created the cake. Also pictured is B&C Intl. Pres./ Secy.-Treas. A.A. Myrup and his three-year-old daughter. Myrup was selected to represent the International Union's officers during the special White House cake presentation.

The 60th birthday cake of President Franklin D. Roosevelt

was donated by the International Union. The cake weighed 350 pounds and stood 6 feet, 4 inches tall.

The cake was presented to the President at the White House by William Green, President of the American Federation of Labor. In presenting the cake Green said, "This cake symbolizes our great faith in and devotion to you, our President. It manifests, further, our unity behind your noble efforts to preserve the American way of living."

– Bakers' Journal, February 21, 1942

John F. Kennedy



“I think this is the most important labor meeting that I have attended in the 12 years I have been a member of the United States Congress.”

— Senator John F. Kennedy, 1st Constitutional Convention ABC International Union, 1958

On September 8, 1958, the Democratic Senator from Massachusetts (1953-1960), John F. Kennedy arrives to address delegates of the 1st Convention of the American Bakery and Confectionery Workers International Union (ABC). Kennedy was escorted to the Convention floor by GEB members, including former International President John DeConcini (pictured to the right of Kennedy), who served as the ABC Executive Vice President in 1958.



Following the 1960 election of U.S. President John F. Kennedy, the 1961 Inaugural cake was commissioned by ABC Intl. President Daniel Conway to Local 51 in Newark, N.J. The massive cake was sent on a plane from Newark, N.J. to Washington, D.C. where it was met and transported by Executive Vice President John DeConcini and members of the Union's General Executive Board.



U.S. President John F. Kennedy cuts the Union-made Inauguration cake at the Inaugural Ball at the Mayflower Hotel in Washington D.C. on January 29, 1961.

Lyndon B. Johnson

The 56th birthday of U. S. President Lyndon B. Johnson was celebrated with a grand ball during the Democratic National Convention in Atlantic City, N.J. During the August 27, 1964 celebration, LBJ made the first cut to his Union-made birthday cake, a massive red, white and blue iced map of the United States. LBJ selected Texas, his home state, to make the first cut.



Labor Leads Fight against Excessive Prescription Drug Prices

Working Americans and Retirees are upset with prescription drug prices that are way too high. And they're frustrated by federal and state lawmakers' failure to do anything about it.

That is why the BCTGM, together with the unions of the AFL-CIO, is calling on policymakers to make dealing with excessive drug prices a top priority. In August, the AFL-CIO Executive Council, on which BCTGM International President David Durkee serves as a Vice President, called on policymakers to make dealing with excessive drug prices a top priority. Noting that Americans already pay the highest drug prices in the world, the Executive Council argued, "To make sure drug prices are fair, we need to change the rules that give drug companies unchecked monopoly rights."

Spending on prescription drugs keeps rising, driving premiums in working people's health plans higher and higher and making patients pay more and more out of pocket at the pharmacy counter. In 2014, the last year for which actual numbers are available, national spending on prescription drugs purchased through retail pharmacies jumped 12.2%, far more than workers' wages or inflation.

There is not just one thing behind this surge that's resulted in a typical family of four, with workplace health coverage, spending more than \$3,900 a year on pharmacy costs. A lot of publicity has been given to ultra-expensive medicines (sometimes called specialty drugs), like those for hepatitis C or some cancer treatments that can cost \$85,000 or more for one course of treatment. Likewise, many people are aware of the extreme examples of companies jacking prices up, like Daraprim, the lifesaving drug to treat a parasitic infection, the price for which was increased from \$13.50 to \$750 per pill overnight.

Less widely known, but equally important, are the big price increases we've seen for commonly prescribed drugs. As the AFL-CIO Executive Council noted: "The makers of brand drugs raised net prices for 27 major drugs by 25% or more between 2009–2015, with the discounted price of one diabetes drug more than tripling." There are even examples of generic drug prices spiking. According to AARP, one generic antibiotic rose from \$20 per 500 pills to \$1,849 from 2013–2014.

To deal with the untenable drug price situation, the AFL-CIO Executive Council is calling for big changes, including:

- Government drug price negotiations on behalf of all payers—including working people and their health plans.
- Real leverage for the government in those negotiations when agreement on a reasonable price can't be reached, such as through a system of binding arbitration or exercise of existing government authority to use a patented drug.
- Changes to address unfair or abusive practices, such as when companies try to block generics coming to market.
- Stopping trade agreements like the Trans-Pacific Partnership that expand monopoly rights for drug companies.
- Requiring drugs developed with government funding to be sold at fair prices.
- Exploration of alternative ways—instead of high prices for patients—to pay for drug innovations.

NFL Players Union **PLEDGES SUPPORT** of Minnesota Bakery Workers

In late September, delegates to the Minnesota AFL-CIO convention sent thousands of messages to the owner of Franklin Street Bakery where workers continue to fight to become members of BCTGM Local 22 in Minneapolis.

The social media blast by hundreds of Minnesota union delegates targeted the Taste of the NFL, a local charity event associated with the Super Bowl that was founded by Franklin Street Bakery co-owner and well-known Twin Cities' restaurateur Wayne Kostroski. The effort by the Minnesota union members, which called on Kostroski to respect workers and their right to organize, shut down the organizations social media pages.

Subsequently, the struggle of the Franklin Street Bakery workers to form a union has captured the attention of the union representing National Football League players, the NFL Players Association. In a letter to Kostroski and his partner, Mark Haugen, DeMaurice F. Smith, the executive director of the NFL Players Association, condemned the owners for the anti-union campaign being waged at the bakery.

“Our union is disappointed to hear that Franklin Street Bakery is apparently engaged in antiunion efforts that prevent workers from organizing and for which unfair labor practice charges have been filed,” wrote Smith.

“Many current and former NFL players have used their voices and platforms to raise awareness and funds for hunger relief and other charities in their communities. This type of humanitarian and collective spirit can make a difference in people’s lives, which is why we reach out to and encourage you to allow employees at the bakery to organize without interference.

“As the organized collective voice of the players of the NFL, we stand in solidarity with the workers of Franklin Street Bakery,” concluded Smith.

According to BCTGM International Director of

Organization John Price, “Franklin Street Bakery workers get no paid holidays, are forced to adhere to an extreme attendance policy and with low pay, most workers can’t afford to enroll in the company’s health insurance plan.”

Since beginning the effort to organize the Franklin Street bakery workers early this year, Local 22 has filed numerous unfair labor practice charges with the National Labor Relations Board for the company’s repeated violation of workers’ rights.

According to Local 22 President Bruce Peglow, “When the bakery workers first reached out to us for help, we were appalled to hear details of the the environment they were forced to work in – a place filled with favoritism, racism, sexual harassment and unsafe working conditions,” said Peglow.

Local 22 and the workers, with the support of the Minnesota AFL-CIO, are leading a campaign to spotlight the bakery’s owners, including a recent protest outside the bakery with community allies in August.

Local 22 President Peglow said the workers are encouraged by the support provided by other unions, activists and allies within the Twin Cities community. Peglow recently recounted the Franklin Street Bakery organizing struggle during an address to the Minnesota AFL-CIO Convention as he thanked the trade unionists for their continued support.

“We must and we will win a contract there,” concluded Peglow.



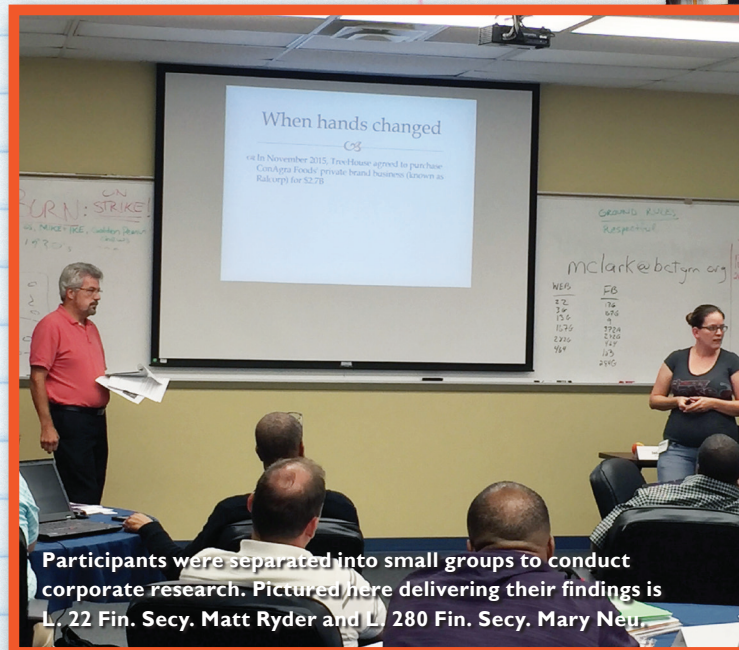
New Local Union Officers

Continuing education has always been a top priority of the BCTGM International Union, whether it be shop stewards, local union officers, or International Union staff. To that end, the BCTGM's Research and Education Department administered a one-week education conference for new local union officers in late September.

The six-day training for the 22 new local union officers from across the United States, was held at the Maritime Institute outside of Baltimore. The intensive classroom sessions focused on new member organizing, preparation for bargaining, political action, corporate research, communications, and labor history. Also included were workshops on health and safety, labor law



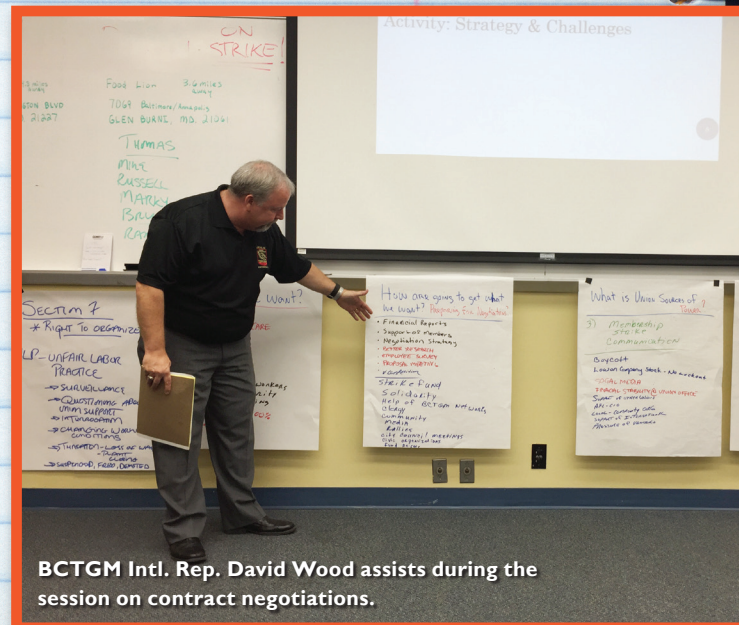
John Price, Intl. Director of Organization, discusses organizing tactics and strategies.



Participants were separated into small groups to conduct corporate research. Pictured here delivering their findings is L. 22 Fin. Secy. Matt Ryder and L. 280 Fin. Secy. Mary Neer.



L. 284G Fin. Secy. Eric Bair navigates his way through the setup of a website during the communications strategy and planning session.



BCTGM Intl. Rep. David Wood assists during the session on contract negotiations.

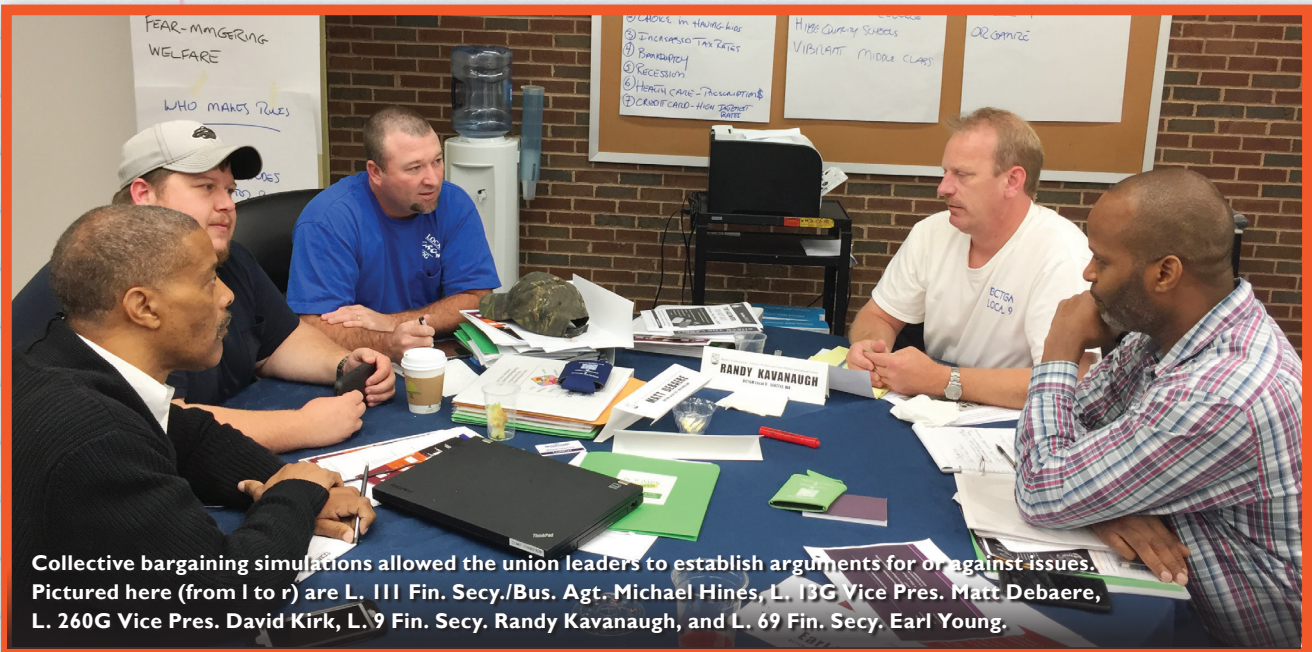
Study for the Future

and economics, and a special workshop for local union financial secretaries. Each of the programs featured speakers, presentations, small group activities, individual and group projects, and interactive activities.

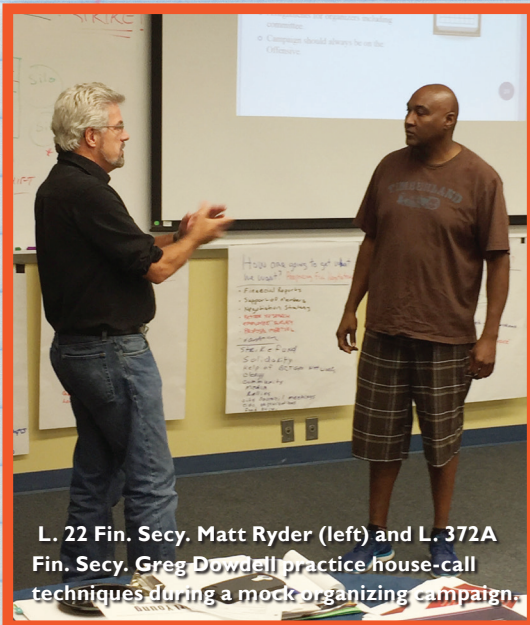
“Ensuring that our local officers have the skills needed to take on the challenges they will face on a daily basis is an absolute necessity,”

said International President David Durkee. “The program we have developed, and continue to build upon, gives our new officers the foundation to build successful, engaging and mobilizing local unions.”

Since its inception, approximately 800 local union officers have graduated from the International’s New Officers Training Programs.



Collective bargaining simulations allowed the union leaders to establish arguments for or against issues. Pictured here (from l to r) are L. III Fin. Secy./Bus. Agt. Michael Hines, L. 13G Vice Pres. Matt Debaere, L. 260G Vice Pres. David Kirk, L. 9 Fin. Secy. Randy Kavanaugh, and L. 69 Fin. Secy. Earl Young.



L. 22 Fin. Secy. Matt Ryder (left) and L. 372A Fin. Secy. Greg Dowdell practice house-call techniques during a mock organizing campaign.



Small group activities keep the union leaders engaged. Pictured here, from left, is L. 260G Vice Pres. David Kirk, L. 62G Pres. Michael McDonald, L. III Fin. Secy./Bus. Agt. Michael Hines, L. 69 Fin. Secy. Earl Young and L. 280 Fin. Secy. Mary Neu.

Unionists Tell Congress: Keep Your Promise to Mine Workers

BCTGM International staff members joined more than a thousand members of the United Mine Workers and other union activists at a Capitol Hill rally on September 9, calling on Congress to keep America's 70-year promise to thousands of retired miners and their families.

Union members and supporters came from as far as Colorado and Nevada to urge Congress to approve the Coal Miners Protection Act, S. 1714 and H.R. 2403. The measure would affect retired miners and their families in all 50 states, especially West Virginia, Pennsylvania, Kentucky, Ohio, Illinois, Indiana, Virginia and Alabama.

U.S. President Harry S. Truman brokered an agreement in 1946 to guarantee miners' lifetime health and retirement benefits, a move that averted a lengthy strike. The 70-year-old pact has been acknowledged by the U.S. Congress in past decades, however, the government must enact legislation to protect the retirement and health care security of 120,000 or more mine workers and families.

BCTGM Intl. Dir. of Research Matthew Clark (right) and Research Specialist Paul Lechtenberg (left).



Calling the legislation “a matter of life and death for current and retired miners and their families,” UMWA President Cecil Roberts addressed the crowd. “We’re here today to demand that the right thing be done!” Roberts thundered. “Keep the promise and pass the bill.”

On September 21, the U.S. Senate Finance Committee voted to approve the Miners Protection Act, Senate Bill 1714.

Dedicated Baker



BCTGM Local 24 (San Francisco) member Mario Moreno (center) has been a proud union member for more than 40 years. Moreno has worked at Oroweat Bakery (Bimbo Bakeries U.S.A.) in South San Francisco since 1971. He has served as a shop steward, International Convention delegate, as well as past President and Executive Board member of Local 24. Pictured presenting Moreno with a 40-year membership certificate are Local 24 Business Agents Oscar Hernandez (right) and Juan Mejorado (left).

Celebrating Labor



BCTGM Local 125 (Oakland, Calif.) distributed Boycott Made-in-Mexico Nabisco fliers and urged consumers to buy only union-made treats during the city's annual 2016 Labor Day Picnic. L. 125 officers also handed out products made by their members like Red Vines, Sconza, Jelly Belly and Ghirardelli. The officers and members of L. 125 also presented retired Pres. Donna Scaranno with a certificate honoring her 40 year career with the union. Pictured here (from left) is L. 125 Vice Pres. Jesus Flores, Trustee/Exec. Board Tony Padilla, Exec. Board member Cori Bruce, Trustee/Exec. Board John Belmares, Pres. Donna Scarano with her 40-year certificate, Pres. David Morgan, Secy.-Treas. Rene Castillo, and Briana Scaranno and Trustee/Exec. Board Bee Ausbie.



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 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

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 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 2017 BCTGM International Scholarship Program, review the official rules and regulations and application information, visit www.bctgm.org.



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

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.)

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.)



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

CONCORD CONFECTIONS (TOOTSIE ROLL INDUSTRIES): Double Bubble Bubble Gum. (Local 264/Toronto)

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



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)

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.)

