

BCTGM

Forum

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the PRESIDENT'S MESSAGE

Labor Movement **UNITES,** **THRIVES** with Solidarity

When Oreo maker Mondelez International began moving production from BCTGM-represented American and Canadian plants to a new \$450 million plant in Mexico, it was taking advantage of a rigged economic system that rewards multinational corporations for exploiting workers in low-wage, low-regulatory countries.

In North America, we have seen jobs disappear as industries such as textile, electronic, auto, garment and candy companies have moved production to low-wage nations.

Our global partners are having the same debate and are asking the same questions. Manufacturing companies have departed Western Europe for Eastern European countries where worker pay rates are lower and there is less regulatory oversight. Once again, it is the workers in these countries who are being exploited.

We know the decline in union density around the world is linked to growing income inequality and impacts how much bargaining power we will have in the future world of work.

And yet, there is an overwhelming hunger for global solidarity. Working people from every corner of the world are tired of simply surviving in economies that favor the rich and powerful without shared prosperity.

I witnessed this call for worldwide unity as a delegate to the IUF 27th World Congress in Geneva, Switzerland, last month.

We met as a global community of labor leaders and trade unionists to discuss ways to combat the worldwide corporate and political attacks on unions and working families. We discussed mergers, acquisitions, plant closings and our relationships with multinationals like Mondelez, Groupe Danone, Nestle, Cargill, Pepsico, and Coca-Cola amongst others.

In particular, we discussed the global campaign against the Mondelez corporate business model that destroys good, middle-class jobs and exploits workers in low-wage countries. The BCTGM's Nabisco/Mondelez campaign is a galvanizing force and the BCTGM is recognized as being a prominent global leader of this fight for worker justice and solidarity.

At the end of the World Congress, there was great confidence that the global labor movement was stronger when workers reached across borders in solidarity and action.

In the United States, we have reached a tipping point – just focusing on protecting what we have is far more dangerous than taking risks. The anti-worker forces saw in the outcome of the 2016 elections an opportunity to regain control over policies that would allow them, once again, to enact laws that favor corporations and the wealthy and doom American workers.

But this lust for power is being met with a resistance from working people not seen in this country in nearly a century. Since January 20, workers, union and non-union alike, from both public and private sectors, have come together in extraordinary numbers to defend workers' and human rights. Their resolve has inspired workers across the country to stand up and speak out loudly for workers' rights and a new freedom from corporate greed and control over our quality of life.

At the 28th AFL-CIO Constitutional Convention in St. Louis, the BCTGM's campaign against Nabisco/Mondelez was

highlighted and celebrated for the enormous support it has gained throughout the North American labor movement.

Convention delegates approved policy agenda and political accountability measures that will put us on a path to the change we need. The final act of the 2017 AFL-CIO Convention was to overwhelmingly pass this Workers' Bill of Rights.

A Good Job with Fair Wages: Everyone who wants to work has the right to a good job where we earn a fair return on our work and receive a wage that allows us to support ourselves and our families.

Quality Health Care: Regardless of income, job or a pre-existing condition.

A Safe Job: Free from harassment and violence.

Paid Time Off and Flexible Scheduling

Freedom from Discrimination: In hiring, firing and promotions.

Retire with Dignity: And financial security.

Education: Public K-12, higher education and career training that advances our knowledge and skills without leaving us in debt.

Freedom to Join Together: To negotiate with our co-workers for better wages and working conditions, whether we are in a union or not.

A Voice in Democracy: To freely exercise our democratic voice through voting and civic participation so that we can make sure our government stands up for this Workers' Bill of Rights.

The labor movement, led by the AFL-CIO, has come together in true unity and with a renewed sense of purpose to seize this moment in history on behalf of American workers and the middle class. The BCTGM is proud to be in the forefront of labor's counterattack.

— David B. Durkee, BCTGM International President



BCTGM

News



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CALM Canadian Association of Labor Media
ACPS Association of Communications of the Americas

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ILCA INTERNATIONAL LABOR COMMUNICATIONS ASSOCIATION
AFL-CIO-CLC

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Organizing, fighting and winning together: the IUF 27th CONGRESS

At the IUF 27th World Congress in Geneva, Switzerland, the BCTGM delegation was among 518 delegates representing 216 labor organizations from 90 countries around the world.

Representing the BCTGM at the IUF Congress was BCTGM International President David Durkee, International Secretary-Treasurer Steve Bertelli, Assistant to the International President Harry Kaiser and Local 53 President/BCTGM International General Executive Board member Joyce Alston.

The Congress was structured around four themes: Organizing and fighting for well-paid jobs with dignity, rights and stability; organizing and fighting for safe and healthy workplaces; organizing and fighting for equality and diversity; and organizing and fighting for progressive, democratic politics.

The week began with IUF Women, Young Workers and LGBTI and Allies Conferences. It was the first time the IUF has held a Young Workers Conference before the opening of the Congress. The Women's Conference met before the Congress proceedings began and revised the IUF Action Program for Equality.

Alston was elected to the governing body of the IUF, the Executive Committee.

President Durkee went before the Congress to speak on behalf of Resolution #8, "Strengthening the IUF Divisions and Company-Wide Union Networks," specifically advocating the proposed



Representing the BCTGM at the 27th IUF Congress was (left to right) Asst. to the Intl. Pres. Harry Kaiser, Intl. Pres. David Durkee, L. 53 Pres./ GEB member Joyce Alston, and Intl. Secy-Treas. Steve Bertelli.

"IUF Food Processing Division."

In his remarks, Durkee detailed the BCTGM's 20-month campaign against Mondelez International and the U.S. boycott of all Mondelez/Nabisco products made in Mexico.

"With the assistance and solidarity of the IUF, our campaign has been transformed into a global campaign. We are winning this fight and ultimately we will be victorious because of the solidarity of IUF affiliates around the world and the 56 affiliates of the AFL-CIO in the United States," proclaimed Durkee.

The IUF Congress also focused on issues of importance surrounding affiliate relationships with multinationals such as Groupe Danone, Nestle, Cargill, Pepsico, and Coca-Cola amongst others. In breakout meetings, the BCTGM delegates discussed the Union's recent successful organizing drive at Cargill Cocoa and delegates from other affiliates shared organizing experiences with the agricultural giant.

Retiring IUF General Secretary Ron Oswald, who has led the IUF since 1997, gave his final IUF address prior to delegates unanimously electing IUF Assistant General Secretary Sue Longley to succeed Oswald as General Secretary and UFCW International Vice President Mark Lauritsen to succeed retiring IUF President Hans-Olof.

There were an additional 77 unions not present at the 2017 World Congress but represented by proxy, bringing the number of Union's represented to 293.



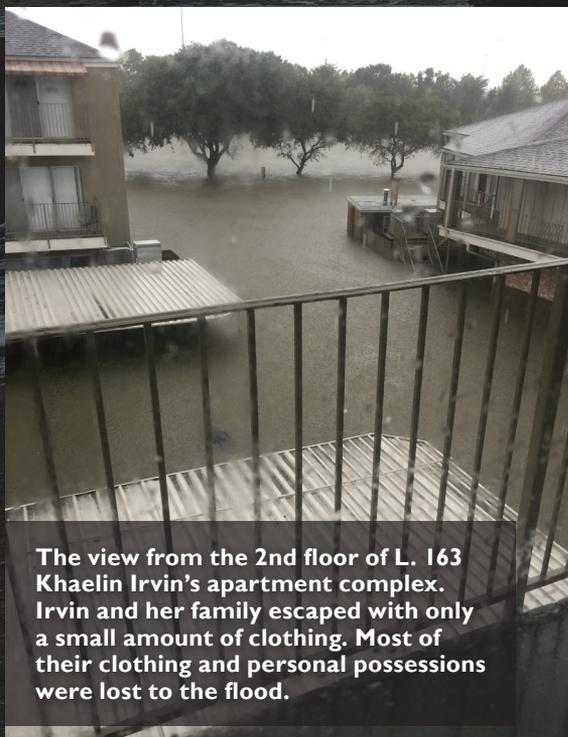
Intl. Pres. David Durkee (center) and Asst. to the Intl. Pres. Harry Kaiser (right) greet the officers and delegates from the Bakers, Food and Allied Workers' Union (BFAWU) of the U.K. Pictured from left to right is Lizzie Downing, Vice Pres.; Ronnie Draper, Gen. Secy.; Durkee; John Fitzpatrick, Exec. Council; and Kaiser.

SOLIDARITY AFTER THE

Devastation on an unprecedented scale. That's what Hurricane Harvey left in its wake when it slammed into Texas on August 25.

With rainfall topping 50 inches in some areas, the hurricane and the subsequent flooding devastated a swath of Texas stretching from the Houston area into Louisiana. At least 82 people died because of the storm and thousands were displaced and lost their homes.

For nearly a dozen BCTGM Local 163 members in Houston, the wrath of the hurricane caused massive damage to homes, the loss of vehicles and the total destruction of personal property. With some homes under more than 5-feet of water, several BCTGM families had to be rescued by police boats.



The view from the 2nd floor of L. 163 Khaelin Irvin's apartment complex. Irvin and her family escaped with only a small amount of clothing. Most of their clothing and personal possessions were lost to the flood.

According to Local 163 Financial Secretary Donald Pierce, there are 10 BCTGM members employed by Bimbo Bakeries USA, who have suffered major losses as a result of Harvey. Pierce himself had about 2-feet of water in his home following the hurricane. In addition, he lost two vehicles in the flood water that submerged his neighborhood. He is presently working with contractors to make his home livable again.

BCTGM International Representative Jason Davis visited the Houston area following Hurricane Harvey and provided details on the damage sustained by the Local 163 members, including:

J'Cori Larry was living with his mother and several other family members when Hurricane Harvey hit Houston. The home was flooded with 4-feet of water, forcing everyone to be evacuated by boat. His car was swept away in the storm water and he has been living with different family members and friends in the area. Larry says he is unsure if the home will be repaired.

When flood water began rushing into **Ricardo Flores'** home, he was able to get his children evacuated to safety. But when he and his wife returned to the house, they were trapped by

the flood waters and had to be rescued. Flores is now living on the second floor of the home while attempting to complete some of the repairs himself.

Khaelin Irvin was evacuated to safety from her first floor apartment unit before the hurricane flood water reached the second floor of the complex. According to Irvin, neighbors swam from second floor balconies to other second floor apartments to check on the safety of others. She was able to save some clothing for her and her child before she evacuated, however, most of their clothing and personal possessions were lost to the flood.

Tam Tran had nearly 5-feet of water fill his entire home. He and his family are staying with relatives in the area until he can have his home made livable again. While Tran has attempted some repairs, the damage is too extensive and he will have to hire contractors to determine what parts of the home can be salvaged.

Just two weeks later, Hurricane Irma slammed into Southwestern Florida. According to Davis, BCTGM 103 members in Orlando, Fla. remained safe from Irma's September 10 landfall and catastrophic impact. Davis also lives in the Orlando area.

Davis explained that standard homeowner's insurance policies cover damage from the high winds associated with hurricanes, but it does not cover damage from rain or flood waters. In the case of Harvey, more than 70 percent of home damages were caused by flooding.

STORM

BCTGM Disaster Relief Fund

Immediately following reports of mass devastation in Houston, the BCTGM General Executive Board approved the appropriation of \$25,000 to the BCTGM Disaster Relief Fund. BCTGM International President David Durkee sent a letter to all BCTGM Local Unions requesting donations to the BCTGM Disaster Relief Fund. BCTGM Locals have responded generously and helped the International provide financial relief to union members severely affected by the hurricane.

“One of the greatest strengths of the BCTGM is the generosity, compassion and commitment to helping those in need that are exhibited by our members across this Union on a daily basis,” wrote Durkee.

The BCTGM Disaster Relief Fund was established in 1999 by BCTGM International President Frank Hurt and the General Executive Board to aid BCTGM members in North Carolina recover from the devastation caused by Hurricane Floyd.

“Due to the tremendous generosity of local unions, members, retirees and International staff, since its inception, the Fund has been able to assist many BCTGM families victimized by hurricanes, floods and other national disasters,” Durkee stated.



BCTGM Intl. GEB member L. 19 (Cleveland) Pres. Paul LaBuda (left) and L. 203T (Richmond, Va.) Pres. Butch Henley (right) present BCTGM Intl. Secy.-Treas. Steve Bertelli with a donation to the Disaster Relief Fund during the Sept. GEB meeting in Washington D.C.

Northern California Wildfires

At press time, hundreds of firefighters were attempting to contain wildfires rapidly spreading across the northern part of California, in what officials say is one of the most destructive fire emergencies in the state's history. Thousands of BCTGM members call Northern California home.



L. 192T (Reidsville, N.C.) Pres./GEB member John Bethel (right) presents a donation to the Disaster Relief Fund on behalf of his Local to BCTGM Intl. Secy.-Treas. Steve Bertelli.

“As a new round of natural disasters leaves enormous hardship in their wake, I have full confidence that BCTGM local unions and members will once again respond enthusiastically to this urgent call for support – it is the BCTGM way!”

How to Contribute

Local Union members can send contributions (check or money order only) payable to the BCTGM International Union disaster Relief Fund:

BCTGM Disaster Relief Fund
10401 Connecticut Ave./4th Floor
Kensington, Md. 20895

Canadian Council Conf

In Halifax, Nova Scotia, 21 delegates and guests, representing nine BCTGM Local Unions in Canada, gathered for the 5th Canadian Council Conference from September 30 to October 3.

The two-day regional conference was organized by officers of the Council and hosted by BCTGM Locals 410 (St. John's, Newfoundland) and 406 (Moncton, New Brunswick).

BCTGM Canadian Region International Vice President Ron Piercey opened the conference, stressing the need to grow the union in Canada by organizing new members. Guest speakers included International Secretary-Treasurer Steve Bertelli, Assistant to the International President Harry Kaiser and Canadian Labour Congress Atlantic Director Alex Furlong.

Each local union delivered reports detailing activities since the last conference in 2015. International Representatives Karl Walker



BCTGM Intl. Secy.-Treas. Steve Bertelli addresses the Canadian Council.



Asst. to BCTGM Intl. Pres. Harry Kaiser



L. 406 (Moncton, N.B.) Vice Pres. Ken Thompson



Intl. Reps. Sylvain Gagne and Karl Walker.



L. 350 (Montreal) Pres./GEB member Stephane Langlois.

Conference Meets in Halifax

and Sylvain Gagne led an organizing workshop that included independent group work focused on developing strategies to rebuild the Union in Canada.

The second and final day of the conference included a Health and Safety workshop that was led by Vice President Piercy and assisted by Walker and Gagne. Group work included discussion on how to keep workers safe in the modern workplace.



L. 350 (Montreal) Vice Pres. Richard Labelle (left) and L. 55 (Laval, Quebec) Fin. Secy. Martin Cayer.



BCTGM Canaian Region Intl. Vice Pres. Ron Piercey and Intl. Reps. Karl Walker and Sylvain Gagne lead an organizing workshop.



L. 410 (St. John's Newfoundland) Pres. Gerard Rose



L. 406 (Moncton, N.B.) Pres. Louis Boudreau



L. 350 (Montreal) Pres./GEB member Stephane Langlois (left), L. 264 (Toronto) Pres. Errol Stephenson (center) and L. 264 Fin. Secy./Bus. Agt. Bill Hegedus.

JOIN | FIGHT | WIN TOGETHER

AFL-CIO 28TH CONSTITUTIONAL CONVENTION

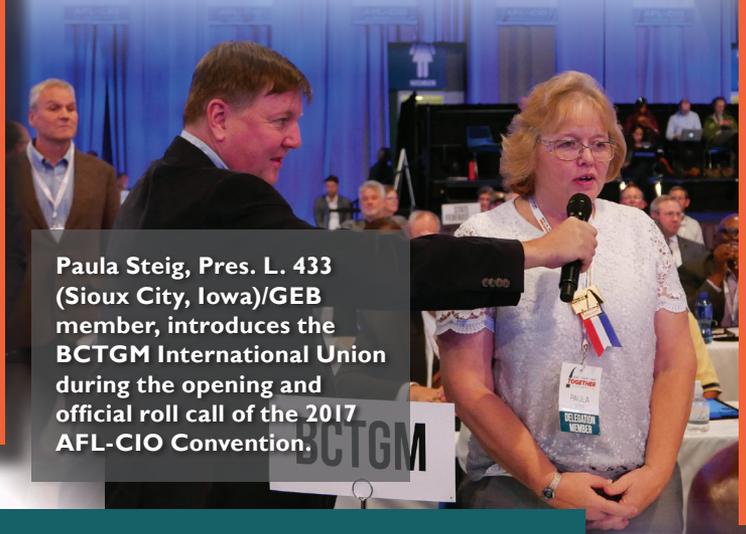
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The convention delegates unanimously re-elected President Richard Trumka, Secretary-Treasurer Liz Shuler and Executive Vice President Tefere Gebre to lead the AFL-CIO. In addition, delegates elected 55 vice presidents, including BCTGM International President David Durkee, to serve as the Executive Council for the four-year term.

BCTGM delegates and International staff

were among more than 1,200 union delegates and attendees who joined together in St. Louis October 22-25 for the AFL-CIO 28th Constitutional Convention. Here are some of the key moments:



Paula Steig, Pres. L. 433 (Sioux City, Iowa)/GEB member, introduces the BCTGM International Union during the opening and official roll call of the 2017 AFL-CIO Convention.



The BCTGM Delegation to the AFL-CIO 28th Constitutional Convention in St. Louis, Mo.



Delegates representing the BCTGM at the 2017 AFL-CIO Convention were (left to right) L. 433 (Sioux City, Iowa) Pres./GEB member Paula Steig, Asst. to Intl. Pres. Harry Kaiser, Midwest Region Intl. Vice Pres. Jethro Head, Intl. Secy.-Treas. Steve Bertelli and L. 1 (Chicago) Pres./GEB member Donald Woods.



BCTGM
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BCTGM
International
Secretary-Treasurer
Steve Bertelli thanks
the 56 AFL-CIO
affiliated Unions
and trade union
activists for their
overwhelming
support and
solidarity during the
Nabisco/Mondelez
campaign.



L. 300 (Chicago) member and former Nabisco/Mondelez worker Anthony Jackson was interviewed live on the Rick Smith Radio Show during the AFL-CIO Convention.



**“We are America.
We are unionism. We
represent 12.5 million
women and men who
have good jobs; who
support their unions;
who need a labor
movement that can
fight, win and grow,
and be positioned to
grow and thrive for
years to come.”**

L. 300 (Chicago) member and former Nabisco/Mondelez worker Michael Smith passionately explains to the AFL-CIO Convention delegates what it is like to be an American worker whose job is outsourced to Mexico because of corporate greed and failed trade laws.



BCTGM delegates join the entire convention in giving International Secretary-Treasurer Steve Bertelli and L. 300 (Chicago) member/former Nabisco/Mondelez worker Michael Smith a standing ovation.



Michelle Ellis (left), ILO Pres. Rich Trumka (center), BCTGM Dir. of Communications Corrina Christensen at the Convention in St. Louis on October 20.

BCTGM Communications Staff accepted five International Labor Communications Association (ILCA) Labor Media Awards on October 20 in St. Louis, prior to the start of the AFL-CIO 2017 Convention. The BCTGM was awarded first for Best National/International Union Multimedia Campaign for the 2-year Nabisco/Mondelez campaign; two second awards for writing and design; and two third awards in general excellence for national/international union publications.



STEWARDS Help Build the STRENGTH of the Union

Stewards in Atlanta, Baltimore, Chicago and Memphis 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 252G members employed by Kellogg in Memphis completed a shop steward training led by BCTGM Southern Region International Vice President Anthony Shelton. In Atlanta, BCTGM International Representative



In Baltimore, L. 68 held its annual shop steward training that included many newly-elected union members.

David Woods said the class focused on reviewing the important roles and responsibilities of shop stewards.

In Baltimore, Local 68 held its annual stewards training that included many newly elected members. In Chicago, Clark led an intensive two-day training

for the Local 300 stewards employed at the Nabisco/Mondelez bakery. All 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

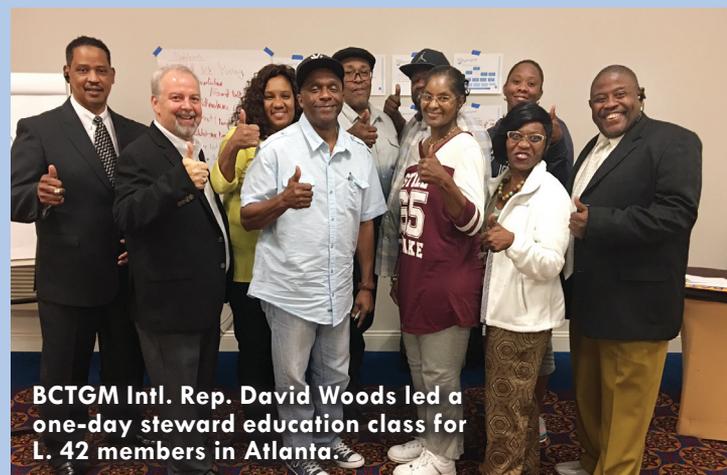
responsibilities of the steward, legal rights, health and safety in the workplace and communicating with union members.



BCTGM Intl. Dir. of Research/Education Matthew Clark led a two-day education seminar for L. 300 stewards from the Nabisco/Mondelez Bakery in Chicago.



Local 252G stewards from the Kellogg Company plant in Memphis.



BCTGM Intl. Rep. David Woods led a one-day steward education class for L. 42 members in Atlanta.



San Juan Mayor Rico Carmen Yulín Cruz is pictured here with the more than 300 union volunteers.

UNION VOLUNTEERS

Travel to Puerto Rico to Aid in REBUILDING EFFORT

On October 4, a packed United Airlines flight of more than 300 skilled union volunteers departed Newark, N.J. to San Juan, Puerto Rico, to help with the massive relief and rebuilding effort in the wake of Hurricane Maria’s devastation. The volunteers, from 17 states and represented by 20 different unions, remained on the island for two weeks.

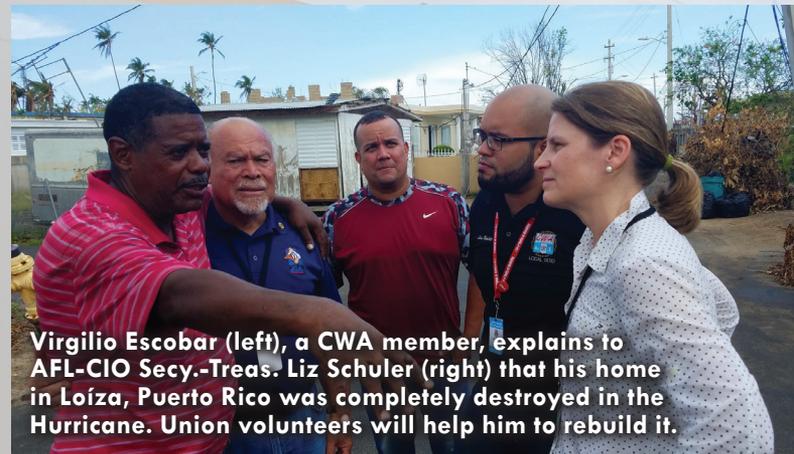
As the humanitarian crisis continued to escalate in the immediate aftermath of the hurricane in Puerto Rico, the AFL-CIO teamed up with the Association of Flight Attendants-CWA (AFA-CWA), Air Line Pilots Association (ALPA), Machinists (IAM) and United Airlines to fly the union volunteers to Puerto Rico. The flight was a response to the urgent need to get highly-skilled workers to Puerto Rico to help people seeking medical and humanitarian assistance, as well as to help with the rebuilding effort. The nurses, doctors, electricians, engineers, carpenters and truck drivers on the flight engaged in various efforts, including helping clear road blockages, caring for hospital patients, delivering emergency supplies, and restoring power and communications.

The flight was operated by members of ALPA and AFA-CWA who took leave to volunteer their time, and IAM members who worked as ramp employees to support the flight. The flight also transported more than 35,000 pounds of emergency relief supplies, including food, water and essential equipment. At press time, United had transported more than 740,000 pounds of relief-related cargo.

Reflecting on the union volunteers and the United

flight, AFL-CIO President Richard Trumka said, “The working families of Puerto Rico are our brothers and sisters. And this incredible partnership will bring skilled workers to the front lines to deliver supplies, care for victims and rebuild Puerto Rico. Our movement is at its best when we work together during times of great need. But we are even better when we find common ground and partner with business and industry on solutions to lift up our communities. This endeavor is entirely about working people helping working people in every way possible. In times of great tragedy, our country comes together, and we are committed to doing our part to assist the people of Puerto Rico.”

San Juan Mayor Rico Carmen Yulín Cruz praised the union volunteers when they arrived on the island saying, “We thank our Union brothers and sisters for hearing us and coming to Puerto Rico to help. You are an example of everything good and kind.”



Virgilio Escobar (left), a CWA member, explains to AFL-CIO Secy.-Treas. Liz Schuler (right) that his home in Loíza, Puerto Rico was completely destroyed in the Hurricane. Union volunteers will help him to rebuild it.

RETIREES



2018 Social Security COLA NOT ENOUGH

For retirees who are relieved their Social Security benefits are getting a small boost next year, the celebration shouldn't start quite yet.

The Social Security Administration announced in mid-October that Social Security payments would go up 2 percent in 2018, the first substantial raise in years. The annual cost-of-living adjustment (commonly called COLA) for 2018 marks the largest increase since 2012 — and coming after a 0.3% rise for 2017 — the change means the average monthly benefit for all 66 million Social Security recipients will rise by about \$25, to \$1,283 from \$1,258.

The COLA raise is meant to keep up with higher costs of everything from rent to medications. But many seniors think the government's calculations are flawed.

"If you polled seniors, 10 out of 10 would say the COLA is not keeping up with their costs," notes Gary Koenig, vice president of financial security for AARP.

More than 66 million Americans receive Social Security payments. Most recipients are retirees over age 65, but some payments also go to the severely disabled and orphans.

The Social Security Administration bases the COLA on a measure of inflation that captures how fast costs are rising for workers. Most seniors are retirees who no longer have jobs. Health care is their biggest expense, and it's one of the fastest rising costs in America.

While the increase is hardly enough to make a significant difference for most recipients, another problem is that the extra money could get eaten up by Medicare premiums for about 70% of retirees, according to The Senior Citizens League.

Here's why: A so-called "hold harmless" legal provision has protected the majority of retirees from increased Medicare Part B premiums if it would reduce their Social Security benefits. It affects people whose premiums are deducted from their monthly Social Security check.

Premiums for Part B, which primarily covers doctors' visits and other outpatient care, can change



annually, as it is expected to fund about 25% of the program's annual expected per-beneficiary spending. For 2017 the premium was \$134, with higher earners paying more.

Yet because of the hold harmless provision, the actual amount paid by most Medicare recipients is about \$109 monthly, research from The Senior Citizens League shows.

So even if Part B premiums don't rise in 2018, the average retiree will see that extra \$25 go toward paying the difference between their monthly Social Security check (\$109) and the Part B cost (\$134).

The mid-year Medicare trustees report projects premiums to remain at \$134 in 2018 and 2019, although that could change. Exactly when the government will announce its 2018 Part B premiums this year is uncertain, as it varies under different administrations.

The amount of earnings subject to the Social Security tax is also changing next year, to \$128,700 from \$127,200. Of the estimated 175 million workers who will pay the tax next year, about 12 million will pay more because of this change, according to the federal agency.

Social Security is a financial lifeline for many. According to the Census Bureau, the monthly payments lifted over 26 million Americans out of poverty last year, making it the most effect anti-poverty program the government has.

"The income older Americans get from Social Security is critical in keeping them out of poverty," Koenig said. About half of older Americans rely on Social Security for 50 percent or more of their income, AARP found.

President Trump promised no cuts to Social Security, Medicare and Medicaid on the campaign trail. We urge all BCTGM retirees to remind the President that we expect him to keep those promises to protect Social Security and programs that are critical to millions of working Americans. Visit retiredamericans.org to stay involved.

BCTGM Member & Cancer Survivor Sends Letter to Senator McCain

On September 26, BCTGM Local 114 (Portland, Ore.) retiree Nancy Milner wrote the following letter to U.S. Senator John McCain (R-Arizona) thanking him for voting to defeat the Republican-led health care bill, explaining the importance of her union health benefits, and encouraging the Senator in his battle with cancer. Sister Milner wanted to share her letter here in the BCTGM NEWS.

The Honorable John McCain
218 Russell Senate Office Building
Washington, DC 20510

Dear Senator McCain:

Thank you for your service in Vietnam, for your service as a U.S. Senator, and for doing the right thing for the people of this country with your vote to defeat the new health care bill. We are always better working together as a team, rather than working as individuals.

I am a cancer patient who has survived seven years with multiple myeloma. I am so sorry that you got glioblastoma cancer. Like you, I am blessed with having good health insurance. I have health care through my union, BCTGM Local 114 in Portland, Ore. Cancer is not for the weak of heart. You and I are strong.

I wanted to tell you some things that helped me survive:

Set goals with family and friends. I had a goal to see my granddaughter graduate from high school; next year she will graduate from college, and her brother will graduate from high school.

Take a vacation. Make a plan to go somewhere you've always wanted to go and never been. Go when you are feeling good. My friend Aki took me to Japan; my wife and I took a honeymoon to Hawaii.

Thank the chemo for killing the cancer. The drugs need a little push, a little help.

Thank the human Guinea pigs whose bravery continues to help find better drugs that will help you and I to live longer.

The Affordable Care Act (ACA) was a very good start in the right direction. The one thing that needs to be changed is the coverage of prescription drugs. In the ACA, pharmaceutical coverage only had to be as good as Part D Medicare, which is not a good plan. Every single health care company that I know of has changed their plans to this lower coverage. I figured out that it would cost me \$40,000 a year, out-of-pocket for my cancer drugs. When I pointed this out to my Union, they were able to change it to a better plan before it took effect. I am so lucky to have a group plan with my Union.

Like many cancer patients, I've had health care coverage for most of my life (since 1972) through one employer or another. My employer and I paid into this coverage for 38 years and rarely used it until I got sick with cancer in 2010. That's how insurance is supposed to work: sick people shouldn't have to pay when they get sick after paying for years and barely using it.

Putting limitations on lifetime benefits for health care would kick thousands of people off their health plans and cost many lives. Many people would die, including me, because they wouldn't be able to pay for their own health care costs for very long.

I have a mantra that I use:

I am young; I am strong
You the strange; Seed of day
Feel the change; Know the way.

You are in my thoughts and I will continue to send you good, positive energy. Wishing you good health and good quality of life. I send you love, luck and laughter. Thank you for your service and your time reading this letter.

Nancy Milner
Portland, Oregon



BCTGM L. 114 Fin. Secy.-Treas./GEB member Terry Lansing (left) and L. 114 retiree and cancer survivor Nancy Milner.

50-year Membership

BCTGM Local 24 (San Francisco) retiree Armando Bernasconi was born in Switzerland in 1922 and began his career as a Local 24 baker in 1958 at Italian French Bakery in San Francisco's

North Beach neighborhood. Armando worked as a baker for 26 years, retiring in 1985. According to L. 24 Fin. Secy.-Treas. Joe Biringer, Bernasconi has proudly continued to pay retiree dues since the date of his retirement, thus maintaining his

membership in the union for 59 years. "Armando is still an active member of an Anglers Association that utilizes a lake that is stocked with fish in Golden Gate Park, not far from his house. At 95 years young, he still enjoys a weekly trip to fish," notes Biringer. Pictured here is L.

24 Bus. Agt. Juan Mejorado (left) who presented Bernasconi (right) with his 50-year BCTGM membership certificate and 50-year gold card in San Francisco's Golden Gate Park.



Labor Day Celebrations

On Labor Day, thousands of union members took to the streets in parades and celebrations across the country to celebrate and honor the gains organized labor has made for workers throughout history. Pictured here are some highlights of those celebrations that included BCTGM Local Unions:



In Albuquerque, N.M., BCTGM L. 351 members distributed literature on the BCTGM's boycott of Nabisco/Mondelez products made in Mexico to attendees of the New Mexico AFL-CIO Labor Day celebration. Left to right: L. 351 Trustee Miguel Martinez, Vice Pres. Andrew Gutierrez, Timmy Reed, Pres. Bus. Agt. Earl Reed, Grievance Officer Sean Sanchez and his children Veronica and Steven.



Local 342 (Bloomington, Ill.) Pres. Mike Johnson (left) and Vice Pres. Matthew Parrott (right) were joined by union members and their families for the annual Bloomington Labor Day Parade and union cookout.



Local 347G (Danville, Ill.) members were joined by family members and friends for the Labor Day parade in Danville.

2018 BCTGM International SCHOLARSHIP PROGRAM

The BCTGM International Scholarship Program is an example of the BCTGM's commitment to higher education. Since 1962, the International Union has helped fulfill the educational dreams of students and union members throughout North America.

The 2018 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.

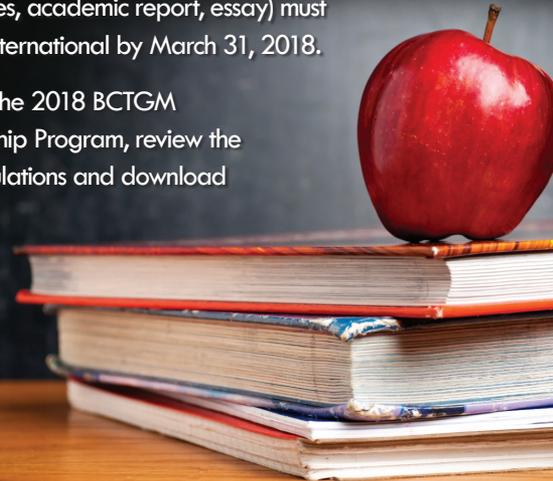
The program is open to members of the BCTGM and to the children of union members, all of whom must meet the eligibility requirements established by the General Executive Board (GEB) as well as the Rules and Procedures which are approved by the GEB.

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 has been accepted and will be attending.

Interested individuals should note that the International Union Scholarship Office must receive all applications by January 31, 2018. Other program requirements (personal profile, ACT/SAT scores, academic report, essay) must be submitted to the International by March 31, 2018.

To learn more about the 2018 BCTGM International Scholarship Program, review the official rules and regulations and download application information, visit www.bctgm.org.



Union Plus 2018 Scholarships

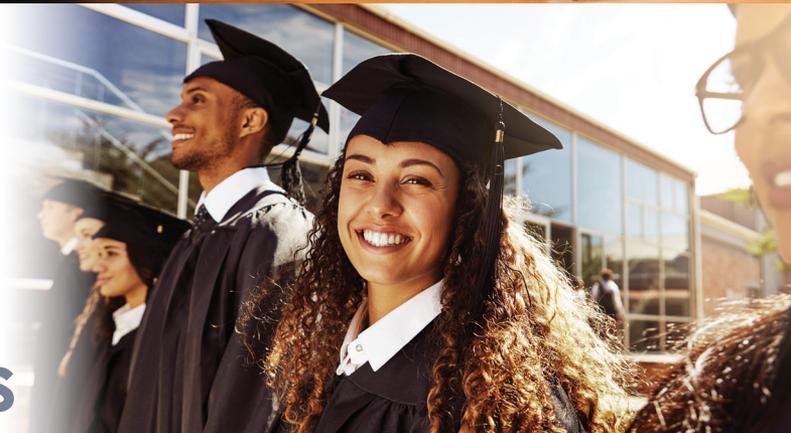
Since 1991, the Union Plus Scholarship Program has awarded more than \$4.2 million to 2,800 students of working families who want to begin or continue their post-secondary education.

The BCTGM Power scholarship is offered through the Union Plus Education Foundation, supported in part by contributions from the provider of the Union Plus Credit Card. (You do not need to be a Union Plus Credit Card holder to apply for this scholarship.)

Scholarship awards range from \$500 to \$4,000. These one-time cash awards are for study beginning in the fall of 2018. Students may re-apply each year.

Introducing Isaiah's Award

Union Plus is proud to announce the creation of Isaiah's Award, to honor the exceptional life of Isaiah



C., a beloved child, fostered and adopted by a current, long-time employee of Union Plus. Applicants for Isaiah's Award must have a special connection to the foster care system, and will be asked in their application to describe their personal, employment, volunteer experiences, or career goals related to the foster care system.

Applications must be received on or before 12:00 p.m. (Eastern Time) on January 31, 2018. Applications received after this deadline will not be considered. Applications can be submitted online: www.unionplus.org/benefits/money/union-plus-scholarships.

The Scholarship Committee will determine recipients of scholarship awards by May 31, 2018.

STOCK UP FOR A BCTGM-MADE FALL SEASON

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)

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.)



CONCORD CONFECTIONS (TOOTSIE ROLL INDUSTRIES):

Double Bubble Bubble Gum. (Local 264/Toronto)

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.)

