



HANDS OFF!

SOCIAL SECURITY



the PRESIDENT'S MESSAGE

The Labor Movement FIGHTS BACK

In the first 100 days of the new Administration we have seen an unprovoked and unprecedented attack on the U.S. labor movement.

While the offensive against workers' right to belong to a Union, bargain collectively and work in a safe environment has been relentless, the response by the labor movement has been nothing short of extraordinary.

The labor movement, including the BCTGM, has made it clear: we will not stand idly by while our members' livelihoods are dismantled, our communities and families are devastated, and our retirees worry over their retirement security. We will fight back.

The BCTGM has been working with labor allies, the AFL-CIO and other concerned groups to make our voices heard!

Hitting the Streets: Since day one, Unions have organized thousands of actions in cities and towns across every state—from protesting the illegal firing of federal workers, to showing support for schools and teachers, to rallying for veterans and the essential staff who provide vital services.

BCTGM Local Unions from North Carolina to Illinois to Oregon have rallied members and activists to speak out—and speak out loudly—about the continuous attack on workers.

Fighting in the Courts: Over the last four months, the AFL-CIO—working alongside affiliates—has launched a coordinated and unified response to the Administration's growing attacks on workers, Unions and their families. This response has blocked the Department of Government Efficiency (DOGE) from accessing vital employee data, and challenged the Administration's attempts to dismantle federal agencies, lay off hundreds of thousands of dedicated and essential government workers, and strip remaining employees of their collective bargaining rights.

Pushing Congress: Congress has a role to play in fighting back against this Administration. First, Congress should pass the Protect America's Workforce Act (H.R. 2550) which

would reverse Donald Trump's executive order stripping collective bargaining rights from one million federal workers. Next, Congress should pass labor law reform in order to level the playing field and allow more workers to join Unions, increasing the labor movement's density and power.

Working with the States: Many states have made protecting workers' rights a top priority. Illinois, California, Oregon and Minnesota have all passed state-level legislation that gives workers more power, more benefits and safer workplaces. We must continue to engage local governments across the country to act in workers' best interest, and to blunt the negative impact of the Trump Administration.

What I have heard most from our membership is how proud they are of our aggressive stance on fighting back against the worst parts of the Administration's attack on Unions. As long as the Administration continues to ignore labor laws, decimate workplace health & safety laws, undermine the legitimacy of collective bargaining and threaten workers' retirement security, the BCTGM will continue to fight back in every way that we can.

—Anthony Shelton, BCTGM International President



2 BCTGM News

Schmidt Retires, Davis Sworn in as Vice President of the Midwest Region

resident Shelton presents Midwest Region Vice Pres. Brad Schmidt

with a plaque to commemorate his retirement and 53 years

serving BCTGM members.

BCTGM Midwest Region International Vice President Brad Schmidt has retired, effective April 1.

Schmidt has been a member of the BCTGM for more than fifty years, beginning his career at Frito Lay in Topeka, Kan. in 1972 as a member of Local 218 (Topeka, Kan.). He was elected

to a number of leadership roles at the Local Union, and served as a member of the BCTGM International General Executive Board from 1999-2013. He was named an International Representative in 2013 and became Vice President of the Midwest Region in 2019.

"For 53 years Brad served this great Union with grit and integrity," says International President Anthony Shelton. "This International wishes him the long and healthy retirement he deserves for the lifetime of impeccable service he provided on behalf of our members."

Midwest Region International Representative Jason Davis was sworn in to fill the position of Midwest Region Vice President at the 120th Session of the General Executive Board, effective April 1. Davis was appointed to serve as a Midwest Region International Representative by President Shelton in 2020, after serving as a Southern Region International Representative since 2015.

Davis, a former Financial Secretary/Business Agent of BCTGM Local 103 (Orlando), has been a member of the Union since 1999, when he

ember of the Union since 1999, when he went to work at Hostess in Orlando.

Within a year, he was elected as a Shop Steward. Davis served the Local 103 membership as a Chief Shop Steward, Trustee, Recording Secretary and Vice President before assuming the job of International Representative in 2015.

Davis attended the
University of South Florida from
1994-97, and completed the
Harvard Trade Union Program in
2016. Since joining the BCTGM,
he has attended numerous
educational seminars sponsored
by the International Union, including
New Officers Training and others on
Organizing and Contract Negotiations.

"Jason has proven time and again to be a passionate trade unionist, eager to learn and grow in each role he has taken on for this Union," Shelton says. "I have full confidence in his ability to lead the Midwest Region well into the future."







On April 5, BCTGM members gathered with labor allies and community members across the U.S. to tell President Trump, Elon Musk and Republicans in the House and Senate: Hands Off Our Unions!

According to BCTGM International President Anthony Shelton, this is personal for BCTGM members. "In just three months, the Trump Administration has gutted federal agencies, paralyzed the National Labor Relations Board (NLRB) and stripped important health and safety protections from workers across our industries,"

Shelton said. "It has defunded the Federal Mediation and Conciliation Service (FMCS) which provides labor arbitration and mediation services, and eliminated corporate oversight—putting BCTGM members at risk in their jobs."

The Administration has also haphazardly—and in some cases illegally—eliminated millions of government jobs with the help of its Department of Government Efficiency (DOGE) run by Elon Musk, the world's richest man. In many instances, this has meant blatantly violating Union collective bargaining agreements. On March 28th, Trump made his most egregious attack on workers to date: an executive order canceling the collective





4 BCTGM News

bargaining agreements of a million federal workers.

"Our Union has always been a leader in the fight for legislative issues important to working families," Shelton continued. "This is precisely why a strong Labor Movement is necessary, and it is important for BCTGM leaders and members to lock arms with the growing coalition needed to meet this moment."

"I am proud to see our members among the millions fighting to protect their Union rights," Shelton concluded.

According to the HANDS OFF coalition website, *handsoff2025.com*, 1,300 protests were

carried out on April 5th, marking the largest day of collective action since Trump's inauguration.

"We were there to stand up for workers," said AFL-CIO President Liz Shuler. "Workers who have been fired, the federal employees we keep hearing about in the headlines. These are people who deliver the services that we count on in our communities. It felt really good to be in community millions of others who are angry and frustrated with the direction this administration is taking us."

Pictured on these pages, BCTGM members and staff join HANDS OFF protests in eight different cities across the U.S.















he annual BCTGM Western Conference was held in Phoenix, Arizona in mid-April. Local Unions in the Western Region came together for four days of meetings, speeches, presentations, reports and discussions.

Local Unions from California, Washington, Oregon, Idaho, Colorado, New Mexico and Utah attended the conference, which was presided over by Local 31 Financial Secretary/Western Conference President Doyle Townson and Local 24/Western Conference General Secretary-Treasurer Joe Biringer. Speeches by International President Anthony Shelton and Secretary-Treasurer/Organizing Director David Woods were focused on servicing, organizing, International Union activities and political action.

Also addressing the delegates were Executive Assistant to the President Matthew Clark, Assistant Controller Camden LaMarsh, Western Region Vice President Shad Clark, and International Representatives Karrie Setters, Alejandro Ahumada and Andrew Gutierrez.

Each Local Union gave reports on organizing, collective bargaining updates and legislative activities.



CTGM Local Unions in the Southern Region met for two days in Dallas to write the Region's agenda for the coming year.

The conference was hosted by Local 111 (Dallas), and led by Southern Region Vice President Zack Townsend with assistance from International Representatives Jason Thomas and Darrell Copeland.

Speakers at the conference included International President Anthony Shelton, Secretary-Treasurer/Organizing Director David Woods, Executive Assistant to the President Matthew Clark, Assistant Controller Camden LaMarsh and Dallas AFL-CIO Financial Secretary-Treasurer Louis Luckhardt.

Vice President Townsend challenged delegates to commit to organizing the non-union members in their facilities, and to reach out to workers in non-union bakeries, factories and mills in their communities. He also talked about the need for Local Unions to engage themselves and their members in their communities, churches, and local charities.

Attending the conference were Local Unions representing workers in Georgia, Texas, Oklahoma, Tennessee, Florida, Louisiana, North Carolina, South Carolina and Alabama.

6 BCTGM News

BCTGM Local 342: Walking the Walk Educating stewards in Bloomington, Ill.

On April 5, BCTGM Local 342 (Bloomington, III.) hosted an education conference attended by 20 new and experienced Local Union stewards, including the Local Union's Executive Board.

According to Local 342 President Mike Johnson, the Local is thriving thanks to the leadership of this group. "I am very proud of the longtime stewards who are committed to ongoing education, as well as the newer ones who have leaned into their roles with great enthusiasm," he says.

The training was led by Midwest Region Vice President Jason Davis, with assistance from International Representatives Veronica Hopkins and Ryan Hocke.

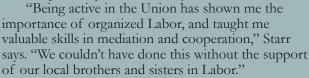
"I would like to thank the International staff for their help and expertise, as well as President Anthony Shelton for helping us host this event," Johnson continues. "It was a great day of Union fellowship."



BCTGM Member Elected to Local office

On April 1, 26-yearold BCTGM Local 342 (Bloomington, Ill.) Shop Steward Tanner Starr was elected Normal Township Trustee, in a resounding sweep for working class Democrats in McLean County, Ill.

Starr volunteered behind the scenes with several local political campaigns before taking on the challenge of running for office himself, and points to Union membership as an important part of his story.



Starr is a founding member of the Bloomington-Normal Community Land Trust (BNCLT), which provides affordable housing options and minor home improvement services for elderly and disabled members of the Normal Township community. Today, he lives with his wife and dog at their home in West Normal, where they plan to raise their family in the coming years.

"I have lived in McLean County my whole life," Starr says. "I am grateful for this opportunity to serve the community I love, and excited to get to work."

rallying for union rights

After hosting the Steward Training on the morning of April 5, BCTGM Local 342 President Mike Johnson headed to the HANDS OFF rally in Bloomington, III.

"I was so proud to join the protest to protect our Union rights at the Performing Arts Center in downtown Bloomington," Johnson said. "Especially the rights of our Federal Union members, which are directly in the crosshairs of the Trump administration."

Commenting on the great turnout in Bloomington, Johnson concluded "it was an awesome thing to be a part of."



BEET SUGAR: BCTGN

Most people believe the sugar they use and consume every day comes from sugarcane, but in the United States about 60% of it is Union-made from sugar beets in the cooler climates to the north. BCTGM members make nearly all of the U.S.-made sugar from sugar beets.

"This time of year our farmers are planting sugar beet seeds across close to 175,000 acres of fields from Idaho to Eastern Oregon and Washington," says BCTGM Local 283G (Twin Falls, Idaho) President Brendan Van Sickle.

Van Sickle works as a Boiler House Foreman Trainee at the Amalgamated Sugar Co. facility in Twin Falls, Idaho, and leads one of four BCTGM Local Unions representing beet processing workers for the company in the Western Region.

"The beets will have grown to the size of a football when they are harvested in the fall," he continues. "They are delivered to piling grounds where they get disseminated to Amalgamated Sugar's different beet processing plants."

The Union work begins at the plant, and includes washing, slicing, heating, juicing and eventually turning them into a molasses. "Many people think there is a sifting process involved, but it's much different than that," Van Sickle continues. "The molasses from the beets is actually steamed, purified and then crystallized into the white satin sugar everyone is familiar with."

According to Western Region International Vice President Shad Clark, Local 283G belongs to what is called an 'inter-factory council,' along with fellow BCTGM Locals 282G (Heyburn, Idaho), 284G (Nampa, Idaho) and 290G (Nyssa, Ore.)—all of which represent workers at Amalgamated Sugar. "They are unique in that they are all under one contract representing the different locations," he says. "So they bargain the contract together, but will often take up work issues and arbitrations together as well."



N-MADE IN THE U

The inter-factory council is a contract feature that is common among BCTGM Sugar Locals. In the East-Central Region, four BCTGM Local Unions make up the interfactory council for Michigan Sugar Co. "We meet once a month to discuss anything going on," says BCTGM Local 260G (Caro, Mich.) President Randy Joles. "Once a year we also have a Sugar Council meeting with BCTGM Sugar Locals across the country to compare notes."

"We do not have an inter-factory council for American Crystal Sugar Co." says Local 167G (Grand Forks, N.D.) President John Riskey of the BCTGM's largest sugar employer in the Midwest. "But similarly, we do have all seven factory locations under the same collective bargaining agreement."

Much of the Union-made sugar produced at

these and other BCTGM-represented sugar beet processing facilities will be packaged and sold in grocery stores, while the rest will be delivered by freight for use at other BCTGM-represented snack, baking and cereal companies.

"People would be surprised to know how many of their BCTGM-made food products—such as Kellogg's snacks, General Mills cereals and Hershey's chocolate—are BCTGM-made down to the sugar listed in their ingredients," says Local 282G President Shawn Fowler. "We are proud to be able to support other BCTGM jobs with the work that we do."

Pictured on these pages are BCTGM sugar industry workers in the Union's Western, Midwest and East-Central Regions.





BCTGM Sugar Locals

The following are BCTGM Local Unions which represent sugar workers at the country's largest beet processing companies:

Midwest Region:

- 167G, Grand Forks, N.D. | American Crystal Sugar Co., Minn-Dak Farmers Coop.
- 265G, Chaska, Minn. | American Crystal Sugar Co., United Sugar Producers & Refiners Coop.
- **267G**, Crookston, Minn. | American Crystal Sugar Co.
- 269G, Mason City, Iowa | American Crystal Sugar Co., United Sugar Producers & Refiners Coop.
- 372G, Hillsboro, N.D. | American Crystal Sugar Co.
 369G, Renville, Minn. | Southern Minnesota Beet Sugar Coop.

East-Central Region:

- 260G, Caro, Mich. | Michigan Sugar Co.
- **261G**, Sebewaing Mich. | Michigan Sugar Co.
- 262G, Croswell, Mich. | Michigan Sugar Co.
 263G, Bay City, Mich. | Michigan Sugar Co.
- 19, Cleveland, Ohio | Michigan Sugar Co.

Western Region:

- 282G, Heyburn, Idaho | Amalgamated Sugar Co.
- 283G, Twin Falls Idaho | Amalgamated Sugar Co.
- 284G, Nampa, Idaho | Amalgamated Sugar Co.
- 290G, Nyssa, Ore. | Amalgamated Sugar Co.
- 279G, Worland, Wyo. | Wyoming Sugar Co.
- 280G, Torrington, Wyo. | Western Sugar Coop.

Amalgamated Sugar Workers Talk to BCTGM Voices Podcast

On April 26, the BCTGM Voices
Project podcast interviewed two
members of the Union interfactory council for the Idaho-based
Amalgamated Sugar Co. during the
BCTGM Western Region Conference.

BCTGM Local 282G (Heyburn, Idaho)
President Shawn Fowler (SF) and Local 283G (Twin Falls, Idaho) President Brendan Van Sickle (BVS) were joined on the recording by International Secretary-Treasurer/Organizing Director David Woods and Western Region International Vice President Shad Clark.

Read an excerpt of the conversation here, and listen to the full episode at **bctgm**. **podbean.com**.

Q: What is the role and importance of the Union to processing sugar beets?

SF: Amalgamated Sugar Co. is growerowned. The farmers are not Union, but the BCTGM represents all of the trades inside the beet milling factory—including processing, warehouse and maintenance employees.

One thing we have in our contract is a safety article that establishes a safety committee. The beet milling process is so expansive with different styles of equipment from different areas that it becomes imperative for us to have a voice at the table.

Q: Idaho is a Right-to-Work (for Less) state, but the inter-factory council has been very successful in maintaining 100% Union participation among the factories. How do you accomplish this?

SF: We have a representative at every newhire orientation, which is also written into our contract. We have had a lot of success in getting new workers signed up for the Union on day one.

BVS: Being in a Right-to-Work (for Less) state, not many people are aware of what a Union even is. New hire orientation is our

L. 283G Pres. Brendan Van Sickle, Western Region Vice Pres. Shad Clark, BCTGM Intl. Secy. Treas./Dir. of Org. David Woods and L. 282G Pres. Shawn Fowler.



first opportunity to explain that and we take it very seriously. We need 100% participation in order to keep everybody safe and keep the wages where we need them.

Q: You just recently negotiated a new contract at Amalgamated Sugar Co., how do you feel about the outcome?

SF: We fought hard for what we needed and came close to calling a strike vote, actually. It was hard to talk some of the members down once we got to that point, but we did it because we really won big.

BVS: Yes, it's probably one of the best contract wins we have had in the history of Amalgamated Sugar Co. Standing together with all four facilities for what we really want and need was imperative to this success. I think we have better unity now than we ever have in the past—at least since I've been around.

LISTEN TO THIS ON OUR PODCAST!

EPISODE 39: BCTGM SUGAR Locals on Milling, Refining and having a voice at the Table

SCAN TO LISTEN





I0 BCTGM News

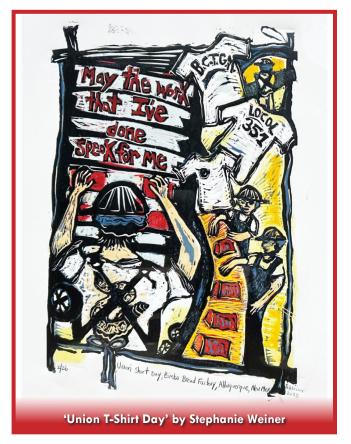
Labor Artist Honors BCTGM Local 351 'Union T-Shirt Day'

"As a lifelong Union activist myself, I have found much fulfillment in retelling the stories of social justice activism through my art," says retired AFSCME Council 31 Local 3506 Member and Artist Activist Stephanie Weiner.

Weiner first learned of BCTGM Local 351's (Albuquerque, N.M.) 2018 'Union T-Shirt Day' from watching archived Union interviews at the University of New Mexico.

"Andrew's interview was the first one I watched out of 75 videos in their catalog," she explains of a conversation she discovered with former Local 35 I President/Business Agent Andrew Gutierrez, who is now a BCTGM International Representative for the Western Region. "It really resonated with me because of the way he choked up when retelling it. You could tell he had been involved in plenty of militant actions as a Union leader, but still felt like this was one of the highlights of his career."

The story Gutierrez told in the interview was of Local 351's contract negotiations with Bimbo Bakeries in 2018, in which Local 351 members almost had to strike.



"175 of us wore these strike t-shirts on the plant floor during that last week of negotiations, which had a rattlesnake design on them," Gutierrez explains. "That was on Wednesday, and by Friday the company had made a respectable offer which was ratified effortlessly."

Weiner was correct in perceiving this was a highlight of Gutierrez's career. "It was my first or second year as the President/Business Agent of Local 351," Gutierrez says.



"Following that action, Local 351 became a real unit again and began moving as one with cohesion. The members really woke up to what is possible when we embody that UNION spirit—including me."

Describing the artwork, Weiner reflects, "Andrew said he walked into the plant that day and encountered this sea of rattlesnake t-shirts as far as the eye could see. I loved the drama of that visual, and that's what I really tried to capture with this piece."

Weiner, who was a Union English Language teacher for 32 years at City Colleges of Chicago, is no stranger to militant worker action. "I served as an executive board member for my Union, and on many negotiating and organizing committees over the years," she says. "I was as active as you can get in the Union."

In retirement, Weiner has embraced the life of an activist artist, exploring the current and historical stories of workers through her prints and selling them under the moniker *Revolutionary Lemonade Stand*.

Weiner created 26 prints of 'Union T-Shirt Day' to sell among her growing catalog. The first copy now hangs in the Union hall at BCTGM Local 351, the second in Gutierrez's office, and the rest are available for purchase on her website at **revolutionarylemonadestand.com.**

Knappen Milling ON STRIKE

Twenty members of BCTGM Local 3G (Battle Creek, Mich.) are engaged in an Unfair Labor Practice (ULP) strike against Knappen Milling Co. in Augusta, Mich.

The workers, who make Knappen Milling Baking Flour, are fighting against low wages, safety concerns, and for a Union security clause to be written back into their contract following the repeal of a decadelong Right-to-Work law in their state.

"Our wage increases have consistently lagged behind industry standards, and the percentage increases are simply unfair," reports Local 3G Chief Shop Steward Rick Madison. According to Madison, the workers' last raise was 2.4%, which only amounted to \$0.36 to \$0.40 depending which pay level they were at. "We want to do away with percentages. Any raises going forward should be the same for everyone," he says.

The workers have also felt unsafe in the plant, particularly on the night shift. "There are only two people who work third shift, and they are in separate buildings during those hours," Madison reports. "This is a serious safety issue. We want to have at least two in each building at all times, to which the company has refused."

The bargaining committee has also taken a hard line on the company's refusal to restore their Union security clause. "When Right-to-Work passed in Michigan in 2012, it banned the contract language we had in place for workers to join BCTGM Local 3G as a term of employment," Madison says. "That law was repealed in 2023, and took effect as our negotiations started in February. It is important that



we get that restored, as is our right once more in the state of Michigan."

The bargaining committee has filed two ULP charges against Knappen Milling with the NLRB, for direct bargaining with the members and retaliatory termination.

"Management has been talking with members and non-members about the strike and attempting to make deals related to crossing the picket line," Madison says. "One person who recently joined the Union was also illegally fired."

BCTGM International President Anthony Shelton issued the following statement in support of the striking Union members:

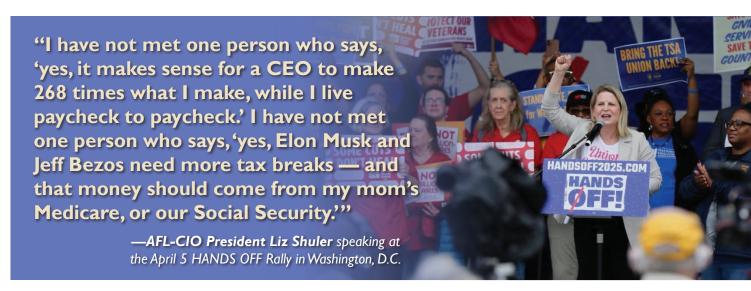
"The BCTGM International Union will stand in solidarity with our brothers and sisters at Knappen Milling for as long as it takes to achieve a fair and just contract.

"I commend our BCTGM Local 3G members for standing up for their rights on the job, and urge the rest of our Local Unions to support them however possible. Their fight, particularly on the subject of Union security, is one of our entire Union."





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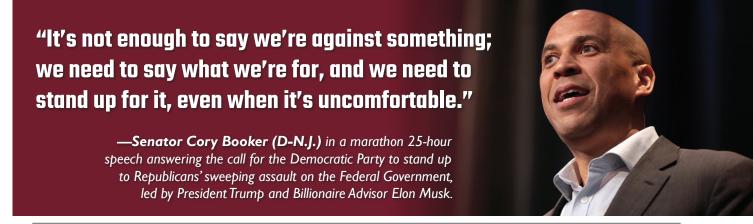


"The upward redistribution of wealth over the past 50 years has shifted \$80 trillion from the bottom 90% of Americans to the top 1%. That's \$80 trillion that would have gone into the paychecks of the working class. The greatest trick of all is trickledown economics."

—**Robert Reich,** former Secretary of Labor, Co-Founder of Inequality Media

"We've had 36,000 people show up in Denver, 15,000 in Tempe, Ariz. and now some 20,000 of you here in Tuscon. What that tells me is the American people are not going to let the billionaire class decimate the programs the working class of this country needs in order to give more tax cuts to billionaires."

—**Senator Bernie Sanders (I-VT)** speaking at his "Fighting Oligarchy Tour" stop in Tucson, Ariz.



Teamwork makes the Dream Work for Nestlé Purina and BCTGM Local 366G

Stylish apparel is a cornerstone of the Union culture at BCTGM Local 366G (Oklahoma City, Okla.).

"It makes the members feel like they are a part of something," says Local 366G President Karlos Brothers.

That sense of belonging has long been apparent to the management at their Oklahoma City Nestlé Purina plant, according to Southern Region International Representative Jason Thomas. "The leadership at both the Local Union and the plant have really worked hard to respect the needs of the workers as well as the company's bottom line in the last couple of years," he says. "The result is something that all Union shops should aspire to—it's a great working relationship."

Recently, it culminated in the creation of a collaborative hoodie for the workers to wear, shown right.

"The members love them," says Brothers. "Wearing these really completes that circle of pride we all feel in operating as one—representing our Union as much as the quality product we put out for Nestlé Purina each day."



Executive Officers visit Local 6

BCTGM International President Anthony Shelton and Secretary-Treasurer/Organizing Director David Woods paid a visit to the Bimbo Bake House Bakery in Hazleton, Pa. to catch up with members of BCTGM Local 6 (Philadelphia). "This facility closed at one point in 2019, but was re-opened in 2020 to increase bread production due to the pandemic," said Local 6 President Hank McKay. "It continues to grow with the expanding of the healthier Better for You' product line, which is now made here."

According to McKay, the members enjoyed showing the Union Executives around and answering their questions. "President Shelton and Secretary-Treasurer Woods have a genuine interest in what the members do and that means a lot to them." he asserts.



Woods visits Benson & Hedges

International Secretary-Treasurer/Organizing
Director David Woods stopped by Rothman's,
Benson & Hedges in Québec, Canada, where
BCTGM Local 261T (Québec City, Québec)
represents both the tobacco factory workers and
the security guards. Woods was escorted around the
factory with Canadian International Representative
Sylvain Gagne and Local 261T President/International
General Executive Board Member Pierre Luc Doucet.



I4 BCTGM News



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