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DECEMBER 2021

BCTGM *News*

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warm holiday wishes





the PRESIDENT'S MESSAGE

A Workers' Movement FOR THE AGES

On the heels of “Striketober” and “Strikesgiving”, BCTGM Kellogg’s workers marched into “Strikemas”, braving each season with tenacity and renewed strength. The strike by 1,400 Kellogg’s workers in four states, which began on October 5, has shown the world what every day working heroes look like.

As union members and leaders, it is an exciting and historic time to be part of the labor movement. Workers in all industries, upset with the imbalances of power caused by employers bent on taking back from workers in the name of profit, are rising up and fighting back with a force not seen in decades.

Throughout 2021, BCTGM members from coast to coast have been inspired and energized by the bravery of union members who have made the ultimate choice to stand up and fight back against unfair employer demands. From Frito Lay and Nabisco, to Kellogg’s and Jon Donaire, BCTGM members have hit the streets in force and fought hard to improve their own working conditions and those of future generations.

Throughout the pandemic, employers described workers as “essential” and plastered signs outside their facilities proclaiming “heroes work here.” Then, they came to the bargaining table demanding take-aways while they were bragging to Wall Street about their record profits.

It is this corporate greed, two-faced disrespect for workers and outrageous bargaining demands that pushed thousands of BCTGM members to go out on strike this year, even when it meant great sacrifices for themselves and their families. Disrespect. Betrayal. Corporate Greed.

Strikes require personal strength, discipline and most importantly, solidarity. Kellogg’s workers have not backed down. Like their fellow brothers and sisters who struck earlier


in the year, BCTGM members at Kellogg’s are taking on a food processing giant and standing firm in their convictions. Kellogg’s workers walk the picket lines 24-hours-a-day, in all weather conditions. Their resolve and determination to fight one day longer runs not just through those picket lines, but deep into their communities. Working men and women of all trades support our fight and echo our message loud and clear.

Strikes take an enormous toll on workers, their families and their communities, but I can say with certainty that our members who walk those picket lines, who stand toe-to-toe with the biggest names in our industries, would not have it any other way. Our members are an inspiration to the entire labor movement and have helped spur a revitalization of organized labor in the United States.

I could not be prouder of our members and this great union. Employers across North America know that when you take on one of us, you take on all of us.


Wishing you peace and solidarity in 2022.

—Anthony Shelton, BCTGM International President




BCTGM

News



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AF-CIO-CLC • 1001

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Blues City Brewery Workers

Nearly one year after voting to join the BCTGM, Local 149 members at the Blues City Brewery in Memphis, Tenn. have ratified their first union contract.

In the middle of the pandemic and in the face of a vicious anti-union campaign, workers at the brewery voted on December 20, 2020 to join BCTGM Local 149. There are nearly 700 workers at the facility, with additional workers expected to join the workforce as the brewery is expanded.

After numerous stops and starts to negotiations, a final agreement was overwhelmingly ratified by the workers on November 11. The first collective bargaining agreement includes a seniority system, double time on the 7th workday, a grievance procedure, shortened probationary period for new hires, sick days and the protected right to have union representatives visit the plant to assist workers with concerns.

The negotiating committee included Southern Region International Vice President Zach Townsend, International Representatives Darrell Copeland and Jason Thomas, Local 149 President Letitia Malone and Blues City Brewery Local 149 members Darrell

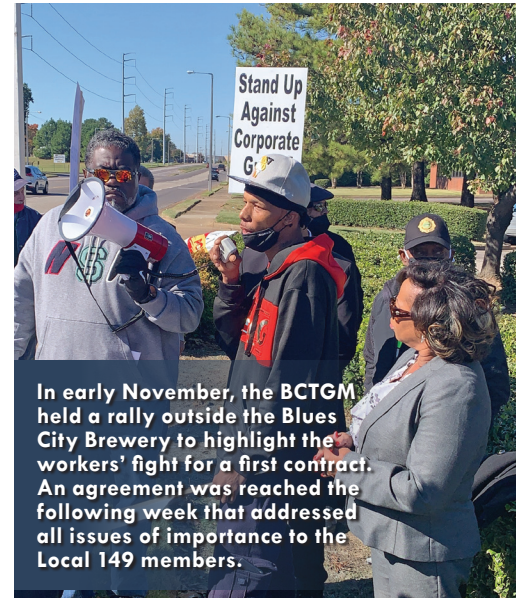
Ratify First Contract

Vanderbilt (Lead Packaging Operator) and Willie Thomas (Maintenance Apprentice).

“The negotiating team worked very hard to secure this first agreement,” notes Townsend.

“Workers now have a voice at work, which they never had before. Ultimately, this agreement will help make Blues City Brewery a better and safer place for workers,” says Townsend.

“We are overwhelmed with gratitude for our first union contract,” concludes Willie Thomas.



In early November, the BCTGM held a rally outside the Blues City Brewery to highlight the workers' fight for a first contract. An agreement was reached the following week that addressed all issues of importance to the Local 149 members.

Local 176T Members at Liggett

BCTGM Local 176T (Durham, N.C.) members at Liggett Tobacco overwhelmingly ratified a monumental new three-year collective bargaining agreement that provides significant wage increases, preserves and strengthens benefits and adds an additional holiday.

According to BCTGM International Representative Randy Fulk, the contract is a strong reflection of what union members wanted in their new agreement.

“Not only were we able to negotiate an eight percent wage increase throughout the life of the pact, we also added the Juneteenth Holiday,” notes Fulk.

“International Representative Derrick Byrd did great leading the negotiating committee through tough negotiations. In the end, this contract is a win-win for the members of Local 176T. The contract has all positive gains for workers – without anything negative,” Fulk reflected.

Tobacco Ratify New Pact

Local 176T members at the state-of-the-art Liggett Tobacco manufacturing facility in Mebane, N.C. produce brands including Eagle 20's, Pyramid, Liggett Select, Eve and Grand Prix.



The BCTGM negotiating committee included (front, left to right) L. 176T officers Fin. Secy. Marshall White, Vice Pres. Darnee Mims and Pres. Aaron Graves, Intl. Reps. Randy Fulk and Derrick Byrd, L. 176T members Pam Oakley, (standing) Bart Hester, Mark Hocutt and Mike Ange.



BCTGM Sugar Industry Local Union Stewards Prepare for Negotiations

Local Union shop stewards representing workers at American Crystal Sugar and Minn-Dak Coop facilities in the Red River Valley of North Dakota and Minnesota participated in an extensive bargaining preparation training in early November.

Locals 167G (Grand Forks, N.D.), 265G (Chaska, Minn.), 267G (Crookston, Minn.) and 372G (Hillsboro, N.D.) convened in Fargo, N.D. for a one-day steward training that focused on the roles that shop stewards play before and during contract negotiations. Approximately 30 stewards participated in the program.

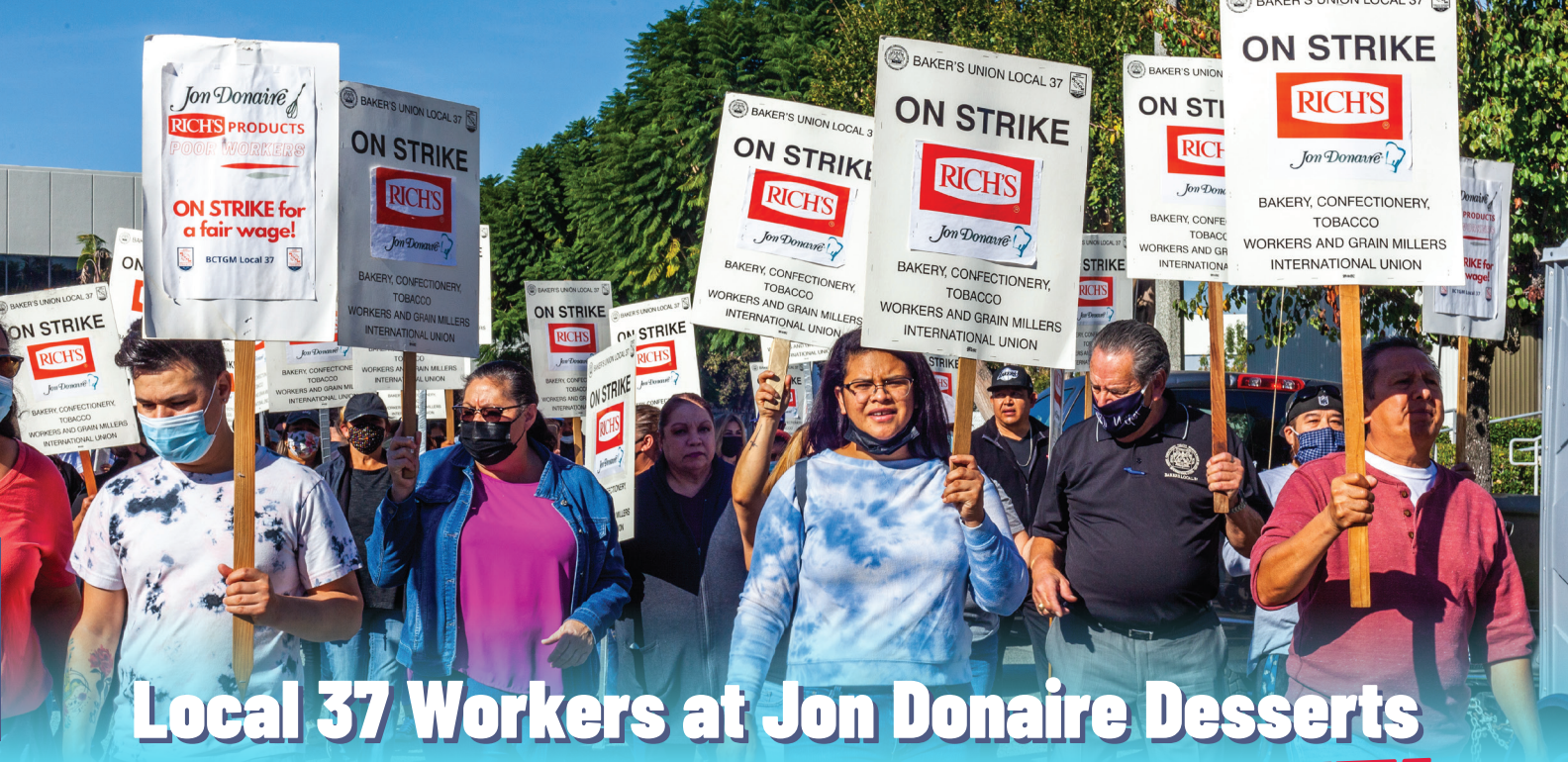
Topics covered in the training included: mobilizing the membership, identifying areas of leverage, internal organizing and preparing for negotiations.

The training was led by Matthew Clark, Director of the International's Research and Education Department. International Director of Organization John Price assisted with the training and focused on the importance of internal organizing leading into negotiations. Also assisting with the training was Midwest Vice President Brad Schmidt.

According to Price, shop stewards play a key role in activating and mobilizing the membership as negotiations grow close. "Stewards are the face of the organization; and now these stewards have the tools to get the membership ready for what are two sets of important negotiations," said Price.

The International Union also led a second day of steward training for shop stewards at Local 167G's non-sugar locations, including General Mills, North Dakota Mill and CHS. Local 62G (Mankato, Minn.) also sent stewards to participate in this program, which focused on grievance handling, communications, BCTGM history and organizing.





Local 37 Workers at Jon Donaire Desserts

On November 3, more than 100 Local 37 (Los Angeles, Calif.) workers at the Rich Products-owned Jon Donaire Desserts plant in Santa Fe Springs, California went on strike

ON STRIKE!

for better wages, improved health care and retirement benefits, and changes to the company's abusive point system, which provides workers with only three days of sick leave per year.

The Local 37 members at the plant, located in the Los Angeles area, are largely Latina workers. Workers at the Jon Donaire plant manufacture multiple varieties of ice cream cakes that are sold at Baskin-Robbins, Cold Stone Creamery, Walmart, Safeway,

and other major retail outlets.

"There are a lot of people here who have been mistreated," says Miguel Angel Perez, a warehouse worker. "About 80 percent of the workers are female. When workers want days off, or they have doctor appointments, or they have babysitting issues—the bosses don't care. What management wants is just someone that'll be here at work—and if they leave or miss a day, management will give them a point. And once you get to seven points, they fire you."

Currently, many workers at the plant make less than \$17 an hour—a rate that is particularly offensive given the high cost of living in the Los Angeles area. The BCTGM negotiating committee is demanding a fair increase in wages, improved health care benefits and changes to the company's unfair work rules as part of a new three-year contract.

Jon Donaire
STRIKE!



L. 37 members have held several rallies and have received tremendous support on the picket line.



Intl. Rep. Karrie Setters speaks during a recent rally for the Jon Donaire workers.

OCTOBER 5: *Kellogg's* ON STRRR-IKE!

Battle Creek, Mich.



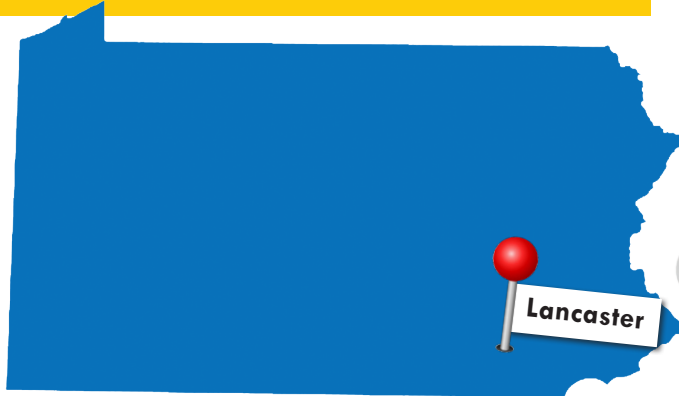
Battle Creek

“Somebody fought for us.
We’re going to fight for them.”

— **Alvin Scott**, Local 3G Member who has worked for 12 years in Packing Support Supply at the Kellogg’s plant in Battle Creek and says he went on strike to take a stand against the company’s two-tiered system.



Lancaster, Penn.



Intl. Pres. Anthony Shelton and U.S. Secretary of Labor Marty Walsh with L. 374G members.



"I stand here with you today, on behalf of myself and President Biden, to let you know how much the President cares about and feels for workers in America. It might be a little different for a Secretary of Labor of the United States of America coming out and standing on a picket line, but **when it's in your blood, it's in your blood.**"

— **Marty Walsh**, U.S. Secretary of Labor, to Local 374G when he walked the picket line with BCTGM Intl. President Anthony Shelton outside Kellogg's on Oct. 27.



American Federation of Teachers President Randi Weingarten visits the L. 374G picket line.

TURN

Memphis & Omaha

Memphis, Tenn.

**“You are not alone!
On behalf of the 1.4
million members of
AFSCME, we stand
with you every
single day...Workers
across this country
are saying they’ve
had enough.”**

— **Lee Saunders**, AFSCME
President, rallying with
L. 252G Kellogg’s workers
on November 7 (pictured
right). Saunders also spoke
of the proud legacy of
AFSCME Local 1733 and
drew a connection to the
historic Memphis sanitation
workers’ strike in 1968.

Memphis





Omaha, Neb.



"You are standing up to preserve the middle class! Workers got this country through this pandemic, made sacrifices and now **they should be rewarded for the work that they did, the sacrifice they made."**

— Liz Shuler, AFL-CIO President, walking the line with Local 50G members in Omaha on October 27.



Intl. Secy.-Treas. David Woods and AFL-CIO Pres. Liz Shuler spent the day on the L. 50G Kellogg's picket line.

Education Key to **GROWTH**

New local union officers and financial secretaries returned to the classroom as the BCTGM International Union convened its New Officers Training education conference for the first time since the beginning of the COVID-19 pandemic.

The trainings took place at the Maritime Institute of Technology and Graduate Studies (MITAGS) in Linthicum, Md.

More than 20 participants took part in the two-day local union financial secretary training led by BCTGM International Director of Finance and Administration Kurt Yaeger. This extensive training focused on reading and writing financial reports, filling out and sending per capita reports



"I loved how engaged the classroom was. Learning from other local unions' different tactics, strategies and struggles is going to help me strengthen my local union."



of new Local Union Officers

and auditing local union finances.

An additional 27 local union principal officers and business agents participated in a week-long session focused on local union administration, organizing, contract negotiation and communicating with members. These sessions were led by Research & Education Director Matthew Clark, with help from International Secretary-Treasurer David Woods, International Director of Organization John

Price, Assistant to the President Harry Kaiser, Director of Communications Corrina Christensen and Digital Media Director Michelle Ellis.

International President Anthony Shelton spent a day at the training center observing the local union officers in action and speaking with participants about his own experiences as a local union officer and longtime BCTGM member.



"The other local union officers were amazing and treated me like family. It's great that I've got them, and the International Union, to call anytime I may need help."

"I really learned a lot from the organizing day, on how to get leads at non-union plants, how to talk to non-union workers, and using the mapping the workplace exercise with workers."



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

This is a summary of the annual report of the Bakery and Confectionery Union and Industry International Health Benefits Fund, EIN 53-0227042, Plan No. 501, for the period January 1, 2020 through December 31, 2020. The annual report has been filed with the Employee Benefits Security Administration, U.S. Department of Labor, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

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

Insurance Information

The plan has a contract with United Healthcare Insurance Company to pay health and prescription drug claims incurred under the terms of the plan. The total premiums paid for the plan year ending December 31, 2020 were \$12,351,008.

Basic Financial Statement

The value of plan assets, after subtracting liabilities of the plan, was \$250,429,089 as of December 31, 2020, compared to \$231,490,449 as of January 1, 2020. During the plan year the plan experienced an increase in its net assets of \$18,938,640. This increase includes unrealized appreciation and depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. During the plan year, the plan had total income of \$46,545,543 including employer contributions of \$13,922,355, participant contributions of \$184,961, realized gains

of \$1,726,349 from the sale of assets, and earnings from investments of \$19,488,721, and other income of \$11,223,157.

Plan expenses were \$27,606,903. These expenses included \$4,728,335 in administrative expenses and \$22,878,568 in benefits paid to participants and beneficiaries. A total of 25,915 persons were participants in or beneficiaries of the plan at the end of the year.

Your Rights To Additional Information

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

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

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

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

FOR THE PERIOD JANUARY 1, 2020 THROUGH DECEMBER 31, 2020

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

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

Additional Explanation

Additional Basic Financial Statement Information: The retiree contributions of \$11,223,157 were for extended health insurance under the plan.

Información Adicional

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

FUNDS' TRUSTEES

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

Union Trustees –

- **Anthony Shelton (Chairman)**, Intl. Pres.;
- **David Woods**, Intl. Secy.-Treas.;
- **Shad Clark**, Intl. Vice Pres.;
- **Roger Miller**, Intl. Vice Pres.;
- **Brad Schmidt**, Intl. Vice Pres.;
- **Zachary L. Townsend**, Intl. Vice Pres.

Employer Trustees –

- **Lou Minella (Secretary)**, Sr. Vice Pres., Human Relations, Bimbo Bakeries, USA;
- **Jon McPherson**, Vice Pres., Labor Relations, The Kroger Company;
- **Phil Paturzo**, Vice Pres., Labor Relations, Bimbo Bakeries, USA;
- **Ken Hurley**, Vice Pres., HR & Global Labor Relations, Kellogg

Enjoy a BCTGM-Made Holiday Season

Delight your friends and loved ones with holiday treats made by hard-working BCTGM members!

Allan Candy Canes (Hershey Company)

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

Local 350T (Granby, Quebec)

Annabelle Candy Company

Rocky Road, Abba Zaba, Look, Big Hunk and U-No. Boyer Candies: Mallo cups, Peanut Butter cups, triple twist pretzels.

Local 125 (San Leandro, Calif.)

Brown & Haley

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

Local 9 (Seattle)



Dare Foods Limited

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

Local 264 (Toronto, Ontario)

Frankford Candy & Chocolate

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

Local 6 (Philadelphia)

Hershey Foods Corp.

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

Local 464 (Hershey, Pa.)



Pearson's Candy Company

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

Local 22 (Twin Cities, Minn.)

Sconza Candy Company

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

Local 125 (San Leandro, Calif.)

See's Candies

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

Local 125 (San Leandro, Calif.)

Jelly Belly

Holiday candy and Jelly Belly jelly beans in gift boxes and festive holiday bags. Special flavors include candy cane, peppermint bark, egg nog, pumpkin pie, cranberry and a special Christmas mixture.

Local 125 (San Leandro, Calif.)

Ghirardelli Chocolate Company

Holiday chocolate gift baskets, tins, boxes and festive packages with Ghirardelli

brand filled and solid chocolate in white, milk and dark varieties. Special for the holiday season is Peppermint Bark and Ghirardelli Impressions SQUARES chocolates, which feature holiday impressions on each chocolate square.

Local 125 (San Leandro, Calif.)



BCTGM

POWER

Give the Gift of Union **STRENGTH & SOLIDARITY** with AT&T Wireless

Get the latest tech toys and connect them with AT&T, the only nationwide **UNIONIZED** wireless carrier.

AT&T employs nearly 150,000 members of the Communication Workers of America (CWA). That means when you visit an AT&T store, you'll always be able to find a fellow union member to assist you. Meanwhile, AT&T has the nation's largest network, covering more than 99% of Americans.

Exclusive Wireless Savings, Just for Union Members

- **Union members can save 15% on the monthly service charge** of qualified wireless plans, including 3 GB, 6 GB and 10 GB plans – and 20% savings on select accessories from AT&T.
- **\$25 Waived Activation Fee** on Select Devices

This holiday season, shop online or take the BCTGM Power/Union Plus coupon into an official AT&T store and save on wireless service!

Other benefits may include:

- **\$650 Switcher Credit:** You could qualify to receive up to \$650 in credits per line when you switch to AT&T.
- **Up to \$250 in Cash Back Rebates:** Union Plus Credit Cardholders may be eligible to earn up to \$250 cash back from Union Plus.
- **Savings for Union Staff and Local Offices:** AT&T offers special discounts for union staff and local union office employees.

Visit www.unionplus.org/benefits/home/att-discounts to download your discount coupon, locate a store or shop online.

Printed in the U.S.A.

Wishing all BCTGM members a
Happy and *Safe*
Holiday Season

A photograph of two men, Anthony Shelton and David Woods, standing outdoors. They are positioned in front of a brick wall, with a dense background of green trees and foliage. Anthony Shelton, on the left, is wearing a grey suit, a purple shirt, and a purple and white striped tie. David Woods, on the right, is wearing a dark blue suit, a light blue shirt, and a dark blue patterned tie. Both men are smiling at the camera.

Anthony Shelton
International President

David Woods
International Secretary-Treasurer