

BCTGM *News*

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**2021 Frito Lay Strike LEADS TO
HISTORIC CONTRACT in 2022!**



the PRESIDENT'S MESSAGE

President Biden Delivers for BCTGM Members

We proudly have a President of the United States who's not afraid to publicly and boldly say he stands with UNIONS! More importantly, we have a President who puts actions behind his words. No union has benefited more than the BCTGM from President Biden's support for unions and workers' rights.

Joe Biden is a President who is committed to protecting our retirement benefits and keeping our jobs in America.

On March 11, 2021, President Biden signed into law the American Rescue Plan Act which SAVED the pension benefits of millions of current and future retirees, including those in the B&C Fund. This historic legislation included a provision that guarantees retirees that they will receive their full pension benefits they earned over a lifetime of hard work. For B&C Fund participants, active and retired, this guarantees no pension benefit cuts for current or future retirees and long-term financial security for the Fund.

Not one Republican in Congress voted for this legislation. It was President Biden and the Democrats in the House and Senate who saved our pensions.

In December, when 1,400 BCTGM Kellogg's workers were on strike fighting for a fair contract, President Biden issued a strong statement of "unyielding support" for striking Kellogg's workers.

In that statement, President Biden called out Kellogg's threat to replace workers in the final weeks of the strike, stating, "I am deeply troubled by reports of Kellogg's plans to permanently replace striking workers from the Bakery, Confectionery, Tobacco Workers and Grain Millers International during their ongoing collective bargaining negotiations. Permanently

replacing striking workers is an existential attack on the union and its members' jobs and livelihoods."

This is the first time in American history that a sitting President released an official statement from the White House in support of a strike.


This historic support from President Biden came at a critical time in the Kellogg's strike.

President Biden's statement sends a clear message to employers across the country that the White House supports unions and union members and their right to a fair contract. No other U.S. President has ever issued such a strong endorsement of union workers.

President Biden signed an Executive Order initiating a review of the government's Buy American policy and established the first-ever Made in America Office.


President Biden's presidency is about giving everyone a fair shot. We will seize this time to strengthen our Union and continue to improve the lives of BCTGM members and their families.

— Anthony Shelton, BCTGM International President



BCTGM

News




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President Shelton Thanks President Biden for his Unwavering Support for BCTGM Members

On March 5, BCTGM International President Anthony Shelton attended a labor roundtable with President Biden, U.S. Labor Secretary Marty Walsh and more than 30 AFL-CIO affiliated union presidents in Wilmington, Delaware.

Biden thanked the labor leaders for their support and outlined the actions his Administration has taken to help union members in his first year in office. Walsh spoke of the need to work collectively to empower American workers and underscored the president's support for strong unions as a key to strengthening the middle class. Walsh is a 30-plus year member of the Laborers' International union and former head of the Boston Building Trades Council.

The meeting focused on the Administration's wide range of accomplishments for workers including the American Rescue Plan, which included provisions to save pensions. President Shelton was able to personally thank Biden for his leadership in saving the pensions of BCTGM current and future retirees.

President Biden ran on a promise to be the most pro-labor president ever. A year into his presidency, he has proven to be true to his word.

"President Biden's historic support of BCTGM members on strike at Kellogg's came at a critical

time. I was honored to have the opportunity to thank him in person," states Shelton.

President Shelton also thanked Secretary Walsh for walking the picket line with our Kellogg's members on strike in Lancaster, Pa.

In addition to President Shelton, the meeting with Biden included AFL-CIO President Liz Shuler and AFL-CIO Secretary-Treasurer Fred Redmond.





BCTGM Local unions from throughout the Western Region gathered for three days for the 64th Western Region Conference in Las Vegas, Nevada. Nearly 50 delegates and guests met to share news, discuss upcoming negotiations and organizing opportunities, review strike activity and hear from BCTGM leaders and activists.

BCTGM International Union President Anthony Shelton opened the first morning of the conference with a review of all the exciting changes taking place in the Western Region, including the victorious end to the 11-week Jon Donaire strike in February. He reflected on the strike saying, “There was tremendous solidarity for the striking Jon Donaire workers shown by Local Unions throughout this region. This is what being a part of this great union means – you are never alone.”

Shelton also noted the hiring of numerous field staff to help provide the very best service to Local Unions and the membership.



International Secretary-Treasurer David Woods reflected on the four successful BCTGM strikes in the last year and noted the positive impact at the bargaining table because of the victories. “We thank you Frito Lay workers, Nabisco workers, Kellogg’s workers and Jon Donaire workers. Because of your bravery and readiness to sacrifice it all and fight another day, every BCTGM member in this union benefits,” said Woods.

Each afternoon of the Conference, delegates separated into Committees: Organizing, Wholesale Bakery, Pasta, Candy & Snack, Strike and Boycott. Local unions reported their activities within each Committee and a Chairperson delivered a final report to the Conference.

Western Region International Vice President Shad Clark provided an update of contract settlements, local union changes and organizing efforts in the Region. He commended the Western Region Local Unions for their strength and service to the membership.

Other speakers included Assistant to the President Harry Kaiser and International Director of Organization John Price.



Western Conference STRIKE Panel

Included as special feature of the 2022 Western Conference, Local Union leaders and representatives discussed the lessons learned, inspirations and strengths gained through the 2021 strikes.

The panel discussion included Local 26 (Denver, Colo.) President Cliffton Horton, Local 364 (Portland, Ore.), Business Agent Cameron

Taylor, Local 364 Financial Secretary Mike Burlingham and BCTGM International Representative Karrie Setters. Moderated by BCTGM Director of Digital Media Michelle Ellis, the panel shared stories of the challenges and issues that threaten and strengthened picket line solidarity.

Setters discussed the Jon Donaire strike and the importance of finding strength and unity in the face of company tactics to break union solidarity. Horton discussed tensions faced on the Nabisco picket line in Denver and the creative ways he found to keep morale high.



Taylor credited his contract-educated Nabisco members for their strength during the strike and Financial Secretary Mike Burlingham detailed resources they offered to help families hold the line “one day longer” than the company.

Local 364 also maintains a private group for members on Facebook which was active throughout the strike. Burlingham offered his perspective as a moderator of the page on the various ways it kept striking Nabisco members informed and educated during the strike.

At the conclusion, each leader answered the question, “What is the most important lesson you learned in the last year?” Echoed in each answer was the importance of keeping members educated and maintaining solidarity.





BCTGM Intl. Pres. Anthony Shelton (left), UMWA Pres. Cecil Roberts (center) and BCTGM Intl. Secy.-Treas. David Woods.

BCTGM Rallies with STRIKING Alabama Coal Workers

More than 800 coal miners in Alabama have been on strike against Warrior Met Coal for more than one year fighting for better

pay and benefits after making concessions to help the company survive.

It is believed to be the longest strike in Alabama history. The strike, the first for the Alabama Mine Workers in four decades, began on April 1, 2021.



On April 6, to mark the one-year anniversary of the strike, the United Mine Workers of America (UMWA) held a rally at Tannehill State Park in McCalla, Ala. BCTGM International President Anthony Shelton and International Secretary-Treasurer David Woods were among the crowd of more than 1,000 union members and supporters from throughout the country.

President Shelton was asked to address the crowd

by UMWA President Cecil Roberts.

“On behalf of the BCTGM International Union, I am honored to stand in solidarity with Warrior Met Coal Workers in your long fight for justice,” President Shelton told the crowd. “We will stand with you until the end when you will win! Stay one day longer, one day stronger!” he proclaimed.

Other AFL-CIO affiliated unions participated included the UAW, UNITE HERE!, UFCW and AFA.



Strike Victories Create MORE POWER at the Bargaining Table

Local 25 Rich Products

In early March, BCTGM Local 25 (Chattanooga, Tenn.) members at the Rich Products facility in Murfreesboro, Tenn. voted to approve a new four-year contract that features wage increases of \$3.75 over the course of the contract, establishes a new timeline that grants employees with one year service the right to two weeks of vacation, five days of paid-time-off for all full-time employees, enhanced retirement benefits including a 401K and retirement bonus, improvements to overtime language, and enhanced language for new hire orientation.



L. 57 negotiating committee members Monica Dunn, L. 57 Fin. Secy. Mark Lee and member Art Marks.



Local 57 Klosterman Baking

In February, Local 57 (Columbus, Ohio) successfully negotiated a new three-year contract that covers more than 75 members at Klosterman Baking in Cincinnati, Ohio. The new agreement features wage increases of 5.5%, 5.5%, and 4% for a total increase of 15% over the course of the contract. In addition, the Local negotiated several “quality of life” provisions, including: an additional two paid personal holidays, more flexibility with vacation usage, language changes to an employee’s start and stop times and overtime notification, and new pay for training. Lastly, a new 401k program was negotiated to supplement members’ B&C Fund pension.

Local 83 Disneyland

Nearly 150 Local 83 (Buena Park, Calif.) candy makers at Disneyland in Anaheim, Calif. ratified a new three-year contract that provides significant wage increases and benefit improvements. The BCTGM members are part of the Disney Master Services Council, which represents about 10,000 union members at Disneyland, Disney California Adventure and Downtown Disney. Disneyland union members were going to strike if a new agreement wasn’t reached. The new contract covers all union members at Disneyland Anaheim. Local 83 members work in the park’s two candy production kitchens making products that are sold throughout the park in retail shops where Local 83 members also work. The new agreement features wage increases of \$3.00 per hour over the course of the three-year contract and bonuses for highest seniority workers. Other improvements include; new health and safety protections, an extension of call-in rights, new hourly guarantees for new hires, and new weekend scheduling rules.



Local 25 Kellogg’s

Over 500 BCTGM members at the Kellogg bakery in Rome, Georgia overwhelmingly voted on a new contract in late 2021. The new, three-year deal includes wage increases of 4.5% in the first year, and 3% in each of the second and third years. The settlement also includes pension increases totaling \$4 over the course of the contract. Improvements were also made to language pertaining to Attendance and the Attendance bonus, job postings, military leave, hours of work and rest period.

Frito Lay Local 218 Members R

Building on the strength and unity gained during the successful three-week strike at the Frito-Lay plant in Topeka, Kansas in July 2021, BCTGM Local 218 (Kansas City, Mo.) returned to the bargaining table and reached the best contract ever negotiated for these Frito Lay workers.

Negotiations were led by Midwest International Vice President Brad Schmidt. The bargaining Committee included Local 218 Business Agent Chantel Mendenhall and

Local 218 Frito Lay members Kris Akin, Rodney North, Esther Fanning, Trevor Smith and alternate Alexis Padilla.

The local union and Frito Lay returned to the bargaining table less than a year after the strike because the two-year contract negotiated in 2021 was retroactive to 2020. Frito Lay members worked without a contract for nearly one year before they went on strike.

According to Vice President Schmidt, the company's attitude at the bargaining table was completely different than it was in the previous round of negotiations that resulted in the strike. "Our courageous members had shown that they were willing to stand up for themselves, and for what they believed was fair. The company understood this going into negotiations and it's reflected in this agreement."



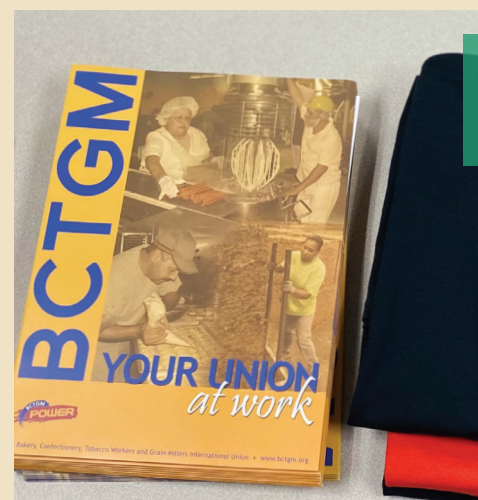
The Negotiating Committee included, from left to right, Kris Akin, Alexis Padilla, Rodney North, Midwest Intl. Vice Pres. Brad Schmidt, Esther Fanning and Trevor Smith.



Local 218 Business Agent Chantel Mendenhall (left) and Committee member Esther Fanning.



Committee members Kris Akin (left) and Rodney North (right) discuss the new contract proposal with member Amador Marquez (center).



Ratify Historic New Agreement

Schmidt added, “Our members should be proud of this Committee, proud of this contract, and proud of themselves for standing up and accepting nothing less than what they deserve. This contract is a true reflection of the strength and determination of Frito Lay workers.”

“This amazing contract would NEVER have been possible without the strike in 2021,” adds Mendenhall. “The bargaining Committee did an excellent job representing the needs of the members, but we all recognized this great contract was only attainable because of the brave individuals who stood up for themselves and went on strike last year.

“During the ratification vote, so many people told us this was the best contract they’d ever seen,” Mendenhall concludes.

The new agreement features wage increases of 11% over the course of the contract, a significant increase in shift differential, a \$1,500 one-time ratification bonus and an additional week of vacation for members with more than 20 years of service.

In addition to the benefit enhancements, other changes included improved sick leave, improved bereavement leave and significant improvements to the attendance control policy.

Negotiators were able to secure, for the first time ever, parental leave language that will allow Local 218 members to take two weeks of paid parental leave for the birth or adoption of a child.

The new agreement runs from April 10, 2022 through March 29, 2025.

Midwest International Vice President Brad Schmidt (right) and Committee member Rodney North during contract negotiations.



For 14 hours the day prior to the ratification vote, the Local 218 Committee held open meetings to explain the contract to union members.



New union member packets were available and Local 218 union t-shirts were offered during the information meeting.



Pictured here, left to right, are Committee members Rodney North, Trevor Smith, Esther Fanning, Alexis Padilla and L. 218 Bus. Agt. Chantel Mendenhall.



Swedish Match



L. 196T Rec. Secy. Harrell Crowe, L. 196T Pres. Brent Clary, Intl. Pres. Anthony Shelton, L. 196T Vice Pres. Melody McKinney, Intl. Secy.-Treas. David Woods and L. 196T Fin. Secy. Rick Gant.

Union Made Pride in Owensboro, Ky.

More than 450 BCTGM Local 196T (Owensboro, Ky.) members produce some of America's best-known brands of smokeless tobacco at the Swedish Match factory in Owensboro.

Pride in workmanship shines throughout the plant according to BCTGM International

President Anthony Shelton. President Shelton and International Secretary-Treasurer David Woods recently toured the facility to meet BCTGM Local 196T members and see the production process.

"Every worker I met was proud of the work they do to produce these smokeless tobacco products and proud to be a member



Intl. Pres. Shelton, Bobby Kellum, Melissa Davis and Intl. Secy.-Treas. Woods.



Intl. Secy.-Treas. Woods, Mike Gray and Intl. Pres. Shelton.



Rick Nelson, Intl. Pres. Shelton, Shaun Nonweiler, John Watkins and Intl. Secy.-Treas. Woods.

Longhorn, America's Best Chew, Game, Fiat Lux and Cricket. Additionally, the Owensboro plant produces Timber Wolf and America's Best Chew (Red Man) brands of moist snuff and Red Man, Southern Pride, J.D.'s Blend and Granger Select chewing tobacco.

"We have so many iconic brands produced right here in Owensboro, Kentucky. Red Man chewing tobacco has been produced in the U.S. for more than 100 years," Clary proudly says.

Swedish Match's roots in Owensboro date back to 1973, when Pinkerton Tobacco opened its only North American smokeless tobacco manufacturing center.

of their union. This is what great service by a local union helps to create – a happy and healthy workplace," notes Shelton.

BCTGM members at Swedish Match now produce a new tobacco-free nicotine pouch called ZYN, a flavored nicotine powder pouch. According to Local 196T President Brent Clary, ZYN is chewing tobacco without tobacco.

ZYN is a "smokeless and spitless tobacco-derived nicotine pouch." The nicotine salt used in ZYN is derived from tobacco leaves, but once the salt is extracted, no part of the leaf remains.

In addition to ZYN, Local 196T-made brands include General,



Chf. Steward Jeff Beavers, L. 196T Fin. Secy. Rick Gant, Pres. Brent Clary, Intl. President Shelton, Intl. Secy.-Treas. Woods



Intl. Secy.-Treas. Woods and Angela Perez (ZYN Department Steward)



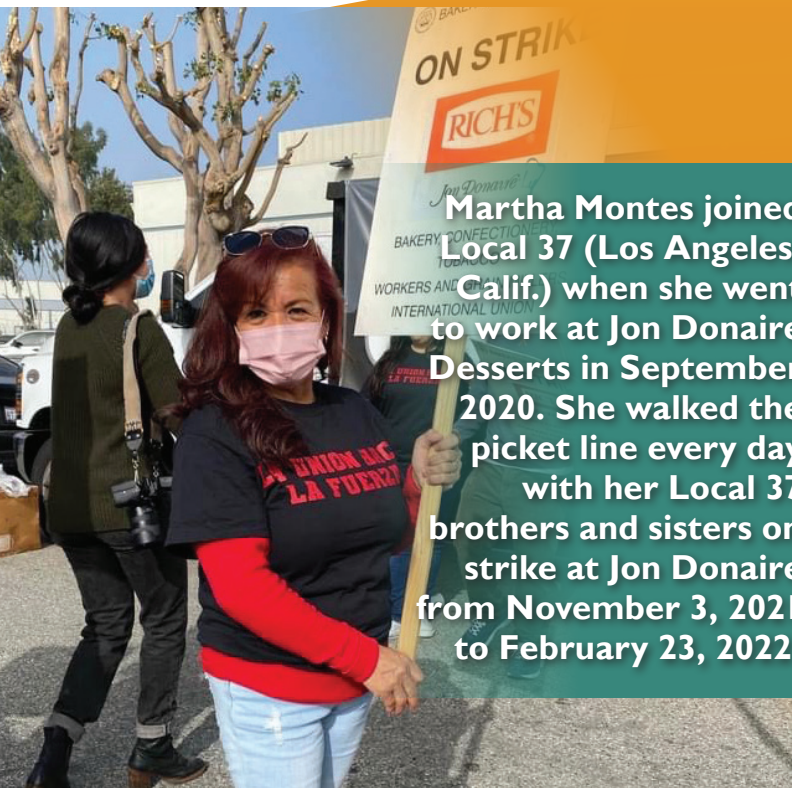
Intl. Secy.-Treas. Woods and Tatum Chapman



Michelle Nunez and Intl. Pres. Shelton

BCTGM

Membership Spotlight



Martha Montes joined **Local 37 (Los Angeles, Calif.)** when she went to work at **Jon Donaire Desserts** in September 2020. She walked the picket line every day with her Local 37 brothers and sisters on strike at Jon Donaire from November 3, 2021 to February 23, 2022.

Local 401 (Salt Lake City, Utah) member **Sanela Mahmutova** is a shop steward at the **Bimbo Bakeries USA** bakery in Salt Lake City.



Local 232 (Phoenix, Ariz.) member **Paul Leggitt** works at **Bay State Milling Company** and has been a union member since 2016. Local 232 members at Bay State Milling produce flour.



Elvia Cosina has been a **Local 37 (Los Angeles, Calif.)** member working at **Jon Donaire Desserts** since October 1, 2000. Cosina was very active during the 113-day strike at Jon Donaire that ended in a new contract in February.



Local 351 (Albuquerque, N.M.) member **Apolonio "Polo" Peña** has worked at **Bimbo Bakeries USA** in Albuquerque for 13 years.



LOCAL *View*



L. 358 Pres. Bragg Thanks Congressman for Saving Pensions

On March 23, Local 358 (Richmond, Va.) President Keith Bragg had a chance to personally thank U.S. Congressman Bobby Scott (D-VA-3), Chairman of the House Education and Labor Committee, for his work on the American Rescue Plan. Representing the BCTGM, Bragg attended a special community event in Yorktown, Va. organized by Congressman Scott. Bragg expressed his gratitude and explained the importance of the legislation to save multiemployer pensions for BCTGM members and retirees.

BCTGM Member Elected President of the Memphis and West Tennessee Central Labor Council

BCTGM Local 252G (Memphis, Tenn.) Vice President Kevin Bradshaw has been elected to serve as President of the Memphis and West Tennessee Central Labor Council.

Bradshaw, a 21-year union member, is a Case Handling Operator at the Kellogg's Memphis plant. During his tenure with Local 252G, he has also served as President, Trustee and Steward.

Most recently, Bradshaw served as a spokesperson for his union brothers and sisters at the Kellogg's Memphis plant during the 11-week strike by 1,400 BCTGM members at Kellogg's. In late November during the strike, Bradshaw helped lead a rally for Local 149 (Memphis) Blues City Brewery workers as they fought for their first union contract.

Since 2012, Bradshaw has served as Financial Secretary on the Executive Board of the Central Labor Council of Memphis and West Tennessee, which represents more than 25,000 union members in the Mid-South.



50-Year Celebration of Union Membership

Local 176T (Durham, N.C.) member Paul Moore started working at Liggett Tobacco on March 4, 1971 and joined the Union on June 4, 1971. Fifty years to the day later, Moore retired on March 4, 2022. During a special celebration held for Moore at the Local 176T union hall, President Aaron Graves presented Moore with a 50-year certificate and a gold membership card from the International Union and a special crystal award from the local.

Pictured from left to right are Graves, Paul and Angela Moore and Local 176T Vice President Darnce Mims.



GEB Discusses 2022 Convention, Elects New Member

During the 112th session of the BCTGM International Union General Executive Board (GEB) in Las Vegas, Nevada March 24-28, International President Anthony Shelton praised the Board members for their dedication and support and focused on the upcoming 2022 BCTGM International Convention.

President Shelton announced the theme of the 2022 Convention, “OUR UNION OUR FUTURE OUR FIGHT” and discussed the upcoming May GEB meeting to approve Convention Resolutions that will be presented to delegates during the proceedings, July 22 – August 2.

“Your job on the Board is an important one – especially going into this 2022 BCTGM

International Constitutional Convention. You will help guide our Union into the future and the decisions you make as a member of the GEB will help solidify the path we follow. The months ahead you will be called on to help make decisions about the Convention and how we shape the next four years,” said President Shelton.

On the first day of the meeting, Local 364 (Portland, Ore.) President Cameron Taylor was elected by acclamation to serve on the Board. Taylor was elected to fill a vacancy in the Western Region.

In September 2021 at the 111th session of the GEB in Washington D.C., Local 176T (Durham, N.C.) President Aaron Graves was elected by acclamation to fill a vacancy in the Tobacco Region.



Court Orders Mondelez to Pay \$2.3 Million to Unlawfully Discharged Workers

In March, three former employees of Mondelez at the Fairlawn, N.J. bakery (Local 719) received a monetary award totaling \$2.3 million, resulting from a 2020 NLRB Decision finding that they were unlawfully suspended and terminated in retaliation for their Union support or otherwise engaging in protected concerted activities.

The three workers were icing mixers and floor helpers at the plant and were active in Local 719 for many years prior to their unlawful discharges.

Mondelez was ordered to, among other things, reinstate the three workers and make them whole for their loss of earnings and other benefits, compensate them for adverse tax consequences, file a report allocating the

monetary award to the appropriate calendar year, expunge their unlawful suspensions and discharges from their files and notify them in writing that this was done, and post and distribute a Notice to Employees informing them of their rights under the National Labor Relations Act and affirming that those rights will not be violated by the Employer. The Fair Lawn Nabisco bakery was closed permanently by Mondelez in July 2021.

Mondelez paid the three employees a lump sum monetary award totaling \$2,313,126, expunged all references to the unlawful suspensions and discharges from their files, and mailed a Notice to Employees. The three employees waived reinstatement at any of Mondelez other facilities.



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— BCTGM International Representative Jason Thomas, a Bachelor's Degree student

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