

BCTGM *News*

NOVEMBER/
DECEMBER 2022

VOLUME 24
NUMBER 6

HAPPY
HOLIDAYS





the PRESIDENT'S MESSAGE **ELECTIONS have** **CONSEQUENCES**

Every day, BCTGM members across our Union get up and go to work in physically demanding jobs in order to provide for their families. The greatest responsibility the International Union and Local Union officers have is to work hard every day to protect the rights and interests of members and to defend the integrity of the BCTGM. This is what we do in negotiations and when we enforce our Union contracts on the plant floor.

This is also the reason the BCTGM is actively involved in the political process at the national, state and local levels. Whether we like it or not, the hard truth is that decisions made by politicians have an extraordinary impact on the lives of our members and their families.

Elections have consequences. It's not about Democrats or Republicans. It's about electing candidates who will protect the working people of this country.

If we are to go to meet our primary responsibility of protecting the interests of our members and their families as well as defend the integrity of our Union, then we must put forth the very best effort we can to elect politicians who will support working people.

Elections are won or lost depending on who shows up to vote. Throughout our Labor 2022 campaign, BCTGM members across the country campaigned their hearts out on behalf of labor-endorsed candidates who will fight for working people. Take a look at some of the inspiring images from the past few weeks of campaigning on page 3.

The BCTGM will continue to work hard every day in the legislative process for the goals and vision of the America we want to see. We will hold politicians accountable for their action

or inaction, particularly those we've supported in the past.




For those in Congress who stand with us and fight for our agenda, they will have no stronger advocate than the BCTGM. For those who refuse to choose workers over anti-Union interests, they will have no fiercer adversary.

Elections have consequences. The economy is nothing but a set of rules that makes the winners and losers. Those rules are made by the people we elect. We need to elect people who change the rules.

It is our sincere hope that the New Year brings many more of the positive changes in government policies that workers and our nation so desperately need. As we enter this holiday season and look to the promise of a new year, let us all be encouraged and inspired by those BCTGM members who in 2022 joined together to fight back in order to secure a better future.

Happiest of Holidays to you all!

— Anthony Shelton, BCTGM International President



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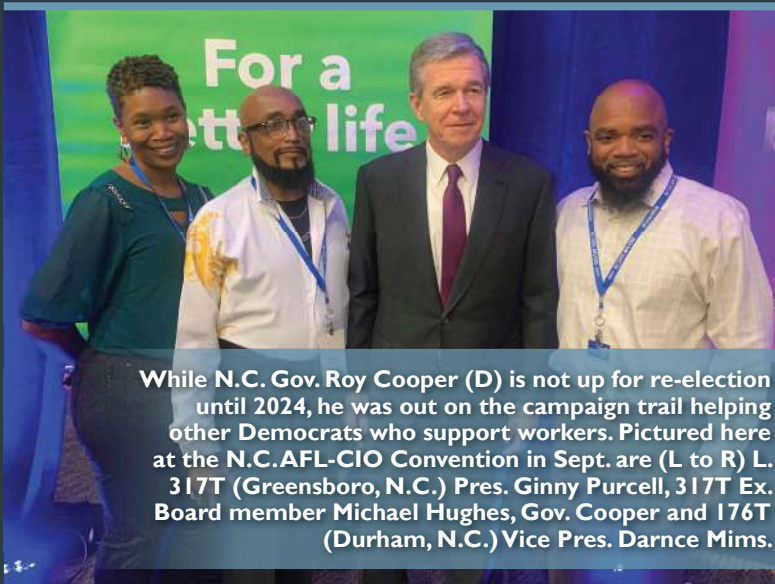
BCTGM in Labor 2022

The tireless organizing efforts of the BCTGM and working people across the country to educate voters about the issues that matter made a critical difference in the 2022 elections.

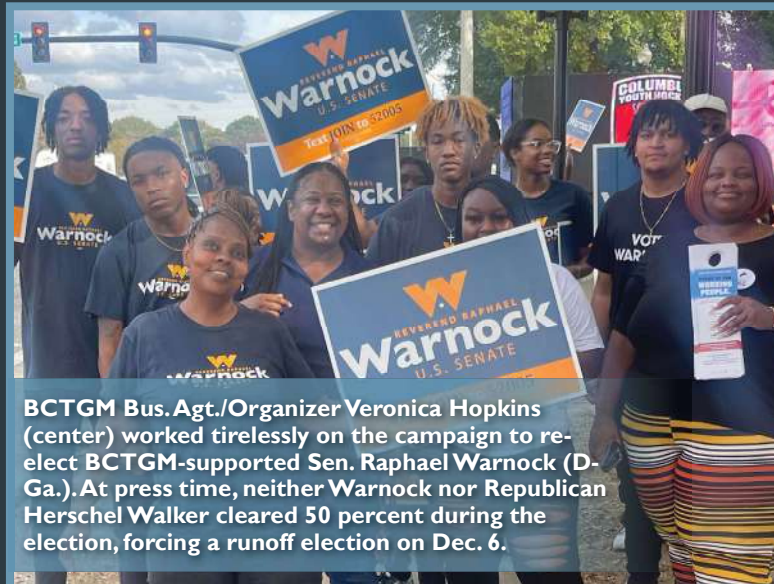
Quite simply, the victories in close races were fueled by the grassroots campaigns of tens of thousands of Union volunteers who knocked on doors and made worksite visits to educate voters on issues important to working families. Those conversations led working people to turn out and vote in

waves, defying the odds and denying political extremists the power to further erode our freedoms.

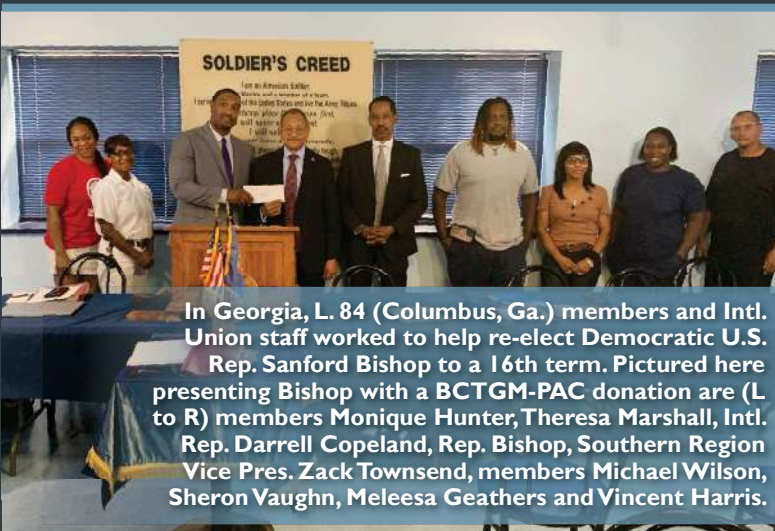
The Labor 2022 program was unlike any in history. The BCTGM played a vital role in helping to build labor's foundation and we will continue to help educate and engage voters through 2024 and beyond. Below are a few photos of BCTGM-supported candidates and BCTGM representatives who worked hard throughout the campaign season.



While N.C. Gov. Roy Cooper (D) is not up for re-election until 2024, he was out on the campaign trail helping other Democrats who support workers. Pictured here at the N.C.AFL-CIO Convention in Sept. are (L to R) L. 317T (Greensboro, N.C.) Pres. Ginny Purcell, 317T Ex. Board member Michael Hughes, Gov. Cooper and 176T (Durham, N.C.) Vice Pres. Darnce Mims.



BCTGM Bus. Agt./Organizer Veronica Hopkins (center) worked tirelessly on the campaign to re-elect BCTGM-supported Sen. Raphael Warnock (D-Ga.). At press time, neither Warnock nor Republican Herschel Walker cleared 50 percent during the election, forcing a runoff election on Dec. 6.



In Georgia, L. 84 (Columbus, Ga.) members and Intl. Union staff worked to help re-elect Democratic U.S. Rep. Sanford Bishop to a 16th term. Pictured here presenting Bishop with a BCTGM-PAC donation are (L to R) members Monique Hunter, Theresa Marshall, Intl. Rep. Darrell Copeland, Rep. Bishop, Southern Region Vice Pres. Zack Townsend, members Michael Wilson, Sheron Vaughn, Meleesa Geathers and Vincent Harris.



John Fetterman won Pennsylvania's open Senate seat. Fetterman is pictured here in 2021 walking the picket line with BCTGM Local 374G members on strike at Kellogg's in Lancaster, Pa. Scores of BCTGM members campaigned on his behalf throughout the state.

The Sweet Life of LOC

BCTGM Local 125 (San Leandro, Calif.) represents more than 1,300 candy workers in some of America's most renowned confectionery companies.

From chocolates and lollipops to jelly beans and licorice, Local 125 members are the workers behind some of America's most loved treats.

In November, BCTGM International Secretary-Treasurer David Woods spent a week with Western Region Vice President Shad Clark and Local 125 Officers. Together with Secretary-Treasurer Luis Amaya, President David



Intl. Secy.-Treas. David Woods (right) and Scott T. Van Tassell (left), a utility worker who began at the See's Candies factory in San Francisco in 1998.



Jade Tieu in the Ghirardelli packaging department.



L. 125 member Raul Gutierrez (right) greets Intl. Secy. Treas. Woods (left) in the shipping dept. at the See's Daly City, Calif. plant.



Carlos Ruiz (right) welcomes the BCTGM Officers to the shipping department at See's Daly City, Calif. facility. Ruiz began at See's in 1991.

al 125 Candy Workers

Cheong and Vice President Bao-Jun Button, Woods visited Union members and toured plants throughout the San Francisco Bay area.

"It was amazing to witness the hard work that Local 125 members put into candy making," reflects Woods. "I was honored to spend this time with the hardworking officers and members of Local 125," Woods concludes.

The sentiment was echoed by Button. "This was the first time we've had an International Union Officer tour our plants," says Button. "All of the members enjoyed meeting Secretary-Treasurer Woods and we were happy to show him our Union candy factories and the many products made right here the San Francisco Bay area," she adds.



Intl. Secy.-Treas. David Woods, West Coast Intl. Vice Pres. Shad Clark, L. 125 Secy. Treas. Luis Amaya and L. 125 Pres. David Cheong meet with the plant supervisor before beginning a tour at Annabelle Chocolate in Hayward, Calif.



Visiting members on the packaging line at the See's Candies plant in San Francisco is Local 125 Pres. David Cheong, Intl. Secy.-Treas. David Woods and West Coast Intl. Vice Pres. Shad Clark.



See's Lollipop Kitchen machine operator Jamie Barajas (left).



Daniel Martinez (center), a See's Lollipop machine operator, started at plant in 1999.

2022: A Banner Year for BCTGM Steward Education Programs

From Portland, Ore. to Minneapolis, Minn. and Memphis, Tenn., the International Union completed 2022 with a record number of steward trainings, making it a banner year for the BCTGM's education programs.

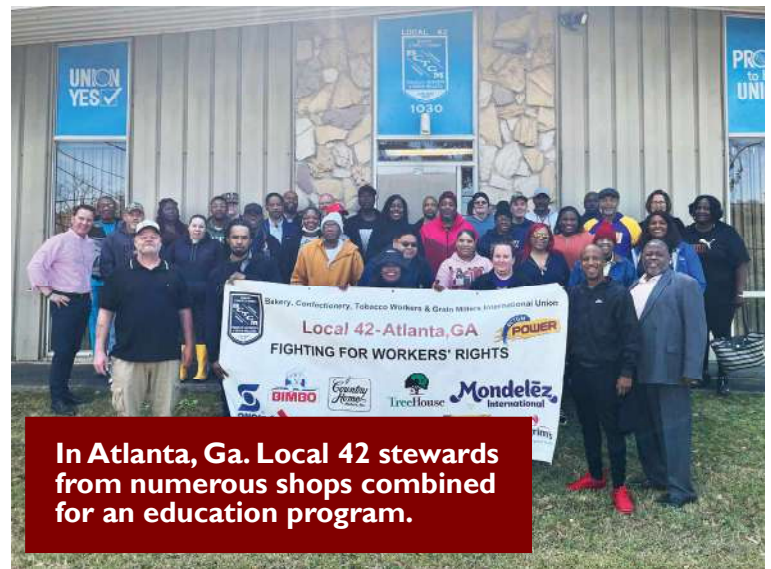
In 2022, more than 40 Local Unions participated in trainings sponsored by the

International Union in the U.S. and Canada. Stewards focused on developing their Union skills in grievance handling, arbitration, collective bargaining and organizing. Working collectively, the stewards brainstorm goals and develop action plans to take back to their Union shops.

Pictured here are scenes from some of the final steward education programs of 2022.



In Memphis, Tenn. Locals 149, 352G, and 407G came together for a one-day stewards training program.



In Atlanta, Ga. Local 42 stewards from numerous shops combined for an education program.



The stewards of Local 317T in Greensboro, N.C. were pleased to attend the recent training.





Striking Local 100G Members

At press time, BCTGM Local 100G members on strike at Ingredion in Cedar Rapids, Iowa had been on the picket line for more than 100-days.

In late October, Local 100G members fed up with the company's refusal to negotiate a fair contract decided to deliver a message in person by traveling 250 miles from Cedar Rapids to Ingredion Global headquarters in Westchester, Illinois.

Joined by more than 100 Union members and supporters from numerous Unions, Local 100G led a demonstration outside the Ingredion offices.

The crowd cheered as BCTGM

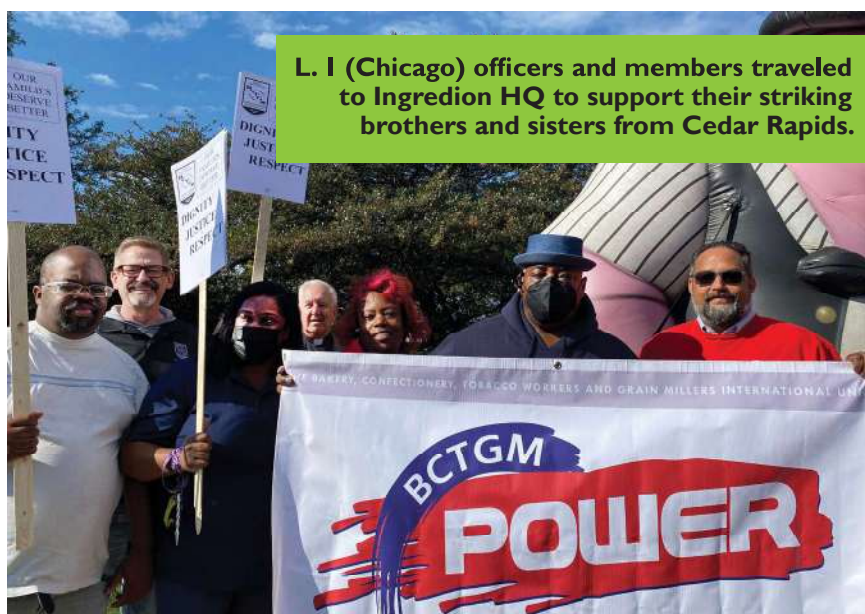
Travel to Ingredion HQ

International Representative Jason Davis and Local 100G members entered the building to deliver a letter to Ingredion CEO Jim Zallie.

"Each day this drags on, more and more experienced employees are evaluating their position with your company and finding new employment," stated the letter.

In the press conference that followed, Davis told the crowd negotiations will continue until a fair agreement is reached.

"We go back to work as one. We will not be divided," stated Local 100G President Mike Moore. "We will get a contract that is good for our workers."



L. I. (Chicago) officers and members traveled to Ingredion HQ to support their striking brothers and sisters from Cedar Rapids.



Intl. Rep. Jason Davis reads the letter to Ingredion CEO to the Union crowd.



LOCAL 85 MEMBERS RATIFY NEW CONTRACT ENDING CORN NUTS STRIKE!

On October 19, BCTGM Local 85 (Sacramento, Calif.) members who work at the Corn Nuts plant in Fresno, Calif. voted to accept a new collective bargaining agreement ending the strike at the Hormel-owned facility that began on August 15.

In commenting on the ratification, BCTGM International President Anthony Shelton said, "Our striking members at the Corn Nuts plant courageously stood their ground and sacrificed so much in order to achieve a fair contract."

"The new agreement improves the workers' health insurance plan while maintaining

reasonable costs for BCTGM members and their families. This is a victory for our members who fought against changes to their health plan imposed on them after the plant was acquired by Hormel," stated Local 85 President Jerry Gil.

"Our entire Union commends and thanks the Corn Nuts members who stood strong and undeterred in this fight. The BCTGM has shown, once again, that this Union will do whatever it takes, make any sacrifice, take on any employer or adversary in order to preserve the rights of our members and maintain a high standard of living for BCTGM families," concluded Shelton.



Solidarity on the picket line created strong bonds and deep friendships that workers say they will carry into the future.



Intl. Secy.-Treas. David Woods (second from left) talks to workers following the overwhelming ratification of the new contract.

Local 22 Defines **Service & D**

Dedication: *noun.* 1: devoting or setting aside for a particular purpose; 2: self-sacrificing devotion and loyalty.

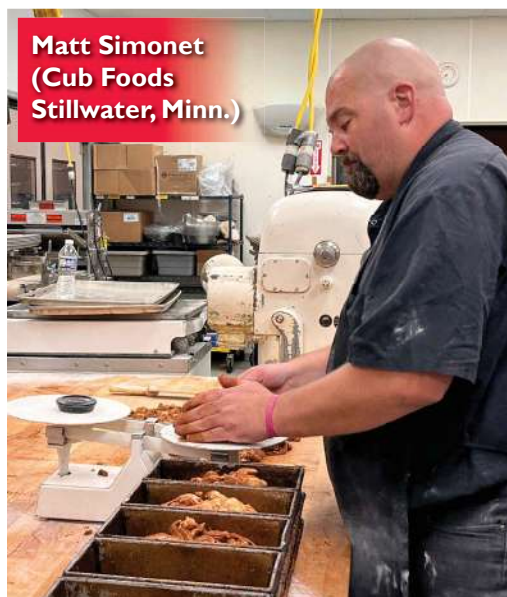
BCTGM Local 22 (Minneapolis, Minn.) Officers are passionate about providing Union members with the very best service. With 1,700 members in nearly 100 shops spread across three states, staying in touch with Union members is no easy task.

From every corner of Minnesota, to Wisconsin and South Dakota, President Wally Borgan, Vice President Matt Ryder and Financial Secretary James Rutten split the Local's shops so that every Union facility receives efficient handling of any issues that need to be resolved.

"Excellent service is what we proudly give our members," reflects Borgan. "We are a 24-hours-a-day kind of Local Union. I can say with great pride that we have a finger on what is going on in each shop with examples



Cece Raleigh (Cub Foods Stillwater, Minn.)



Matt Simonet (Cub Foods Stillwater, Minn.)



Journeyman baker John Johnson (Cub Foods Stillwater, Minn.)

Members at Happy's Potato Chips

in Minneapolis recently ratified "one of the best contracts in 40 years," says L. 22 Vice Pres. Matt Ryder. Pictured here are negotiating committee members Nou Yang and Javier Alvarez with Shop Steward Stacey Jarrett and Ryder, Pres. Wally Borgan and Fin. Secy. James Rutten.



education Across Three States

from our stewards on the many ways they are defending the Union contract,” says Borgan.

This work ethic pays off in the trust and approval that Local 22 members give their hardworking officers. “We are very proud to have bargained some of the best contracts in our Local’s history that have been overwhelmingly ratified by our membership. We want to honor the hard work they do by negotiating the very best contracts we can,” adds Borgan.

In the end, what means the most is a kind word from a thankful Union member. “It is nice to be appreciated for doing what you love by members who recognize what you do to help them,” reflects Vice President Ryder.

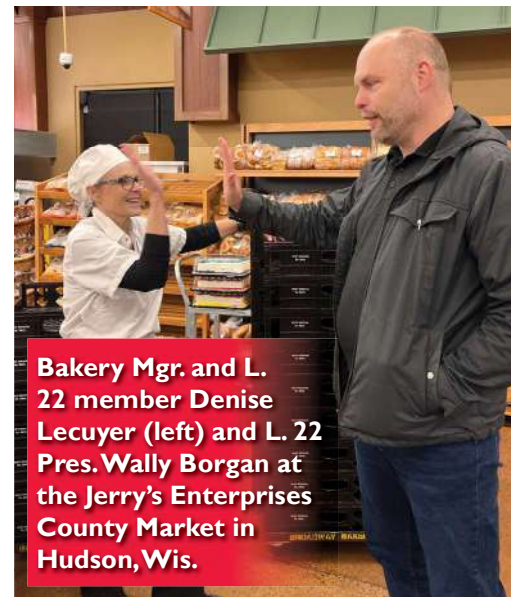
Pictured here are photos of Local 22 members at Cub Foods in Stillwater, Minn., Jerry’s Enterprises County Market in Hudson, Wis. and Happy’s Potato Chips in Minneapolis. Future issues of the BCTGM NEWS will feature additional Local 22 shops.



Journeyman baker Bart Anderson (Jerry’s Enterprises County Market Hudson, Wis.)



Donut frier Scott Nordquist (Jerry’s Enterprises County Market Hudson, Wis.)



Bakery Mgr. and L. 22 member Denise Lecuyer (left) and L. 22 Pres. Wally Borgan at the Jerry’s Enterprises County Market in Hudson, Wis.

Local 22 Officers Give Back

◀ **Left:** Local 22 members from Jerry’s Broadway Bakery Commissary collected strike donations from their co-workers and made a “solidarity card” signed by all members at the bakery to send to the members of 100G (Cedar Rapids, Iowa) on strike at Ingredion. Pictured here presenting the donation and card to Pres. Wally Borgan (center) to forward to the picket line are Margaret Wolf (left) and Gabby Prosser (right). L. 22 officers and members have made three visits to the Ingredion picket line and have provided significant support to the strike.

Right: L. 22 Officers (L-R) Fin. Secy. James Rutten, Pres. Wally Borgan and Vice Pres. Matt Ryder served lunch to more than 500 nurses and supporters during the Minnesota Nurses Association strike outside of Abbott Northwestern Hospital in Minneapolis. The strike was the largest private-sector nurses strike in U.S. history with 15,000 nurses launching a three-day strike at 15 hospitals across the Twin Cities and Duluth, Minnesota area.



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, 2021 through December 31, 2021. 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, 2021 were \$10,038,602.

Basic Financial Statement

The value of plan assets, after subtracting liabilities of the plan, was \$260,348,770 as of December 31, 2021, compared to \$250,429,089 as of January 1, 2021. During the plan year the plan experienced an increase in its net assets of \$9,919,681. 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 \$34,681,992 including employer contributions of \$13,434,271, participant contributions of \$177,117, realized losses of

(\$2,451,834) from the sale of assets, and earnings from investments of \$13,234,208, and other income of \$10,288,230.

Plan expenses were \$24,762,311. These expenses included \$3,002,242 in administrative expenses and \$21,760,069 in benefits paid to participants and beneficiaries. A total of 24,342 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, 2021 THROUGH DECEMBER 31, 2021

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 \$10,288,230 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;

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 Jordanettes, 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, Lollypops, Brittles & Toffees.

Local 125 (San Leandro, Calif.) and Local 83 (Buena Park, 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.)





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

Anthony Shelton
International President

David Woods
International Secretary-Treasurer