

IFF
STRIKE!





the PRESIDENT'S MESSAGE

HOT UNION SUMMER



It's official: We are having a hot union summer.

Urban Dictionary cemented the trend when it added the term to its website in July, defining hot union summer as “the summer where everyone from actors to fast food workers and even your mom either unionize their workplace or support their existing union by going on strike for better working conditions.”

Now we can add soybean processing workers to that list! The workers employed at International Flavors and Fragrances (IFF) and members of BCTGM Local 390G in Memphis, Tenn. went on strike June 4.

Our courageous members in Memphis joined an uprising of workers across America who have hit the streets in a historic fight for fairness. This summer we have seen striking nurses, graduate students, Starbucks workers, elementary school teachers, hotel and retail workers, among others.

At press time, 11,000 workers affiliated with the Writers Guild of America have been on strike since early May. Roughly 160,000 members of SAG-AFTRA joined them on the streets in July, meaning that nearly every unionized performer and writer is on strike for the first time in 63 years.

Union folks will remember the summer of 2023 as “solidarity summer” as this collective spirit of strength and resolve has spread from coast to coast.

This is not surprising. Workers are fed up. Workers are angry, exhausted and frustrated. As it was for BCTGM members, the pandemic was the tipping point. In 2021, BCTGM members across the country stood up and said enough is enough. The BCTGM struck Frito Lay, Kellogg's and Nabisco in what became known by the fall of 2021 as “Striketober.” Our Union

led the way and helped energize the labor movement.


Our argument then remains the same as today: Treat workers with the respect they deserve. Compensate them fairly. Offer workers quality, affordable health insurance. Provide a work schedule that allows workers to sleep, see their family and enjoy time off. Workers are productive when they are treated with respect.

We have made the sacrifices and helped make record profits for companies. Now is the time to balance the scales and negotiate contracts that reward our members fairly.

This “hot union summer” will continue so long as employers play us for fools. We will band together with our brothers and sisters throughout the labor movement. We will walk their lines. We will march with their signs. We will observe their picket lines. We will boycott when called upon.


We are all part of a powerful movement that is bursting at the seams. Employers be warned!

— **Anthony Shelton**, BCTGM International President




BCTGM


News



Official Publication of the Bakery, Confectionery, Tobacco Workers and Grain Millers International Union
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BCTGM News (ISSN 1525-4860) is published quarterly by the Bakery, Confectionery, Tobacco Workers and Grain Millers International Union, 10401 Connecticut Avenue, Kensington, MD 20895-3961. Periodicals postage paid at Kensington, MD and at additional mailing offices. Subscription to new members only. Postmaster: Send address changes to BCTGM News, 10401 Connecticut Avenue, Kensington, MD 20895-3961.

Kaiser Retires; Clark Named Executive Assistant to the International President

After 20 years with the International Union, Harry Kaiser, Executive Assistant to the International President, retired on July 14. He served under three International Union Presidents.

Kaiser was hired by International President Frank Hurt in 2003 after serving as a political and legislative consultant to the International Union. After Hurt's retirement in 2012, Kaiser served as Executive Assistant to International President David Durkee until his death in 2020. He continued to serve as Executive Assistant to International President Anthony Shelton.

In reflecting on Kaiser's long career as a trade unionist, President Shelton notes, "I have worked with Harry since he began with the Union and I was an International Representative. I can say without a doubt that Harry is one of the most dedicated people in the labor movement. From his extensive work on the Union's political and legislative issues, to helping me transition into the International President's Office following the death of President Durkee, Harry has served this Union and our membership with dedication and integrity."

Matthew Clark, who has served as the BCTGM's International Director of Research and Education since November 2014, was appointed to assume the position of Executive Assistant to the International President following Kaiser's retirement.

Clark was hired as a research specialist in the BCTGM Research Department in March 2000 after completing his Master's degree in Labor



Studies at the University of Massachusetts in 1999. A native of Toronto, Ontario, he received his undergraduate education at Trent University in Peterborough, Ontario.


Shortly after beginning his work with the BCTGM, he was sent to Alabama to help with the Earthgrains strike. He has since assisted with research and analysis during every major contract negotiation, including Nabisco, Kellogg's, Hershey, General Mills, BIMBO Bakeries USA and more. Clark's expertise in contract analysis proved vital during the Hostess strike in 2012, the Kellogg's lockout in Memphis in 2014, and most recently during the 2021 BCTGM strikes at Frito Lay, Kellogg's and Nabisco.

As Education Director for the International Union, Clark has assisted in the education of hundreds of Local Union officers who have completed the BCTGM's New Officers Training program. Over the last two decades, he has also trained thousands of stewards throughout North America.

Clark worked closely with Kaiser on legislative issues, including those related to trade, pension reform, tobacco jobs, Made in America standards and country of origin labeling.

"Matthew and Harry have worked together as trade unionists and BCTGM educators and activists in every area of this Union for the last 20 years. I cannot think of a better person to assist me as we move forward in the next chapter of this great Union," concludes Shelton.





More than 50 delegates from 20 Local Unions from the East-Central Region attended the conference.

East-Central Council Meets

In early June, the East-Central Council convened its annual meeting in Atlantic City, N.J.

More than 50 delegates from 20 Local Unions attended the conference, the first to be held since the pandemic began in 2020.

International President Anthony Shelton addressed the delegates on the opening morning of the conference and spoke about the need to service the Union's existing membership and organize non-union workers.

"To attract non-union workers in our industries to the BCTGM, we need to run good Locals that provide excellent service to our

members and be active within our communities," said Shelton.

Council delegates also heard from Secretary-Treasurer David Woods who discussed the different ways the International Union is a valuable resource for Local Unions in negotiating, organizing and political action.

John Price, BCTGM International Director of Organization, spent time discussing the different ways Local Unions can use the National Labor Relations Board (NLRB) as an ally during organizing drives. Specifically, Price discussed how to use unfair labor practice charges as an effective tactic during organizing campaigns.





L. 3G Pres. Trevor Bidelman, L. 3G Rec. Secy. Kelly Stokes and L. 260G Fin. Secy. Matthew Ewald.



L. 358 Bus. Agt. Darlene Carpenter (right) presents a report while L. 53 Pres. Joyce Alston takes notes.



Intl. Pres. Anthony Shelton (left) pays tribute to retiring Asst. to the Intl. President Harry Kaiser (right).

50-YEAR CELEBRATION

Timothy Benjamin began working at ITT/Continental bakery in 1973 in Framingham, Massachusetts. His first job was stacking Suzy Q racks.

Benjamin worked several jobs at the plant before he was elected as Shop Steward of Local 348 (Framingham) in 1985. The year after that, he was elected to the Local 348 Executive Board and other union positions followed.

In 1995, Benjamin became a full-time officer as a Local 348 Business Agent. He helped represent the members of several union-contracted companies in the Boston area including NECCO wafers and Homestead Baking Company. It wasn't long before Benjamin was elected the President of Local 348.

In 2019, Local 348 merged with Local 334 of Portland,

Maine and Benjamin became a member of the Local 334 Executive Board.

At the 2023 East-Central Council meeting, International President Anthony Shelton presented Benjamin with a certificate and a 50-year gold card honoring his long Union membership.

"I am immensely proud of this International Union and there has been no greater joy in my life than serving my union brothers and sisters," said Benjamin.



Pictured from left to right are L. 334 Fin. Secy. Jim Anderschat, East-Central Vice Pres. Roger Miller, Intl. Secy.-Treas. David Woods, Intl. Pres. Anthony Shelton, Tim Benjamin and L. 334 Bus. Agt John Jordan.

PROUD, STRONG AND EDUCATED

From Richmond, Va. and Salt Lake City, Utah to Buffalo, N.Y. and Moncton, New Brunswick in Canada, BCTGM stewards throughout North America have successfully completed trainings in the first half of 2023 thanks to stewards' education programs led by the BCTGM International Union.

Many of the trainings have been led by International Vice Presidents and International Representatives and assisted by Local Union officers. Some programs have included International Secretary-Treasurer David Woods and Director of Organization John Price.

Curriculum for the steward training programs includes the legal rights and



Intl. Secy.-Treas. David Woods led a shop steward training for Local 406 in Moncton, New Brunswick, Canada.



Local 36G (Buffalo, N.Y.) stewards.



Local 358 (Richmond, Va.) stewards.



L. 358 Pres. Keith Bragg with stewards Lakeshia Williams and Jaquish Wright.



TED UNION SHOP STEWARDS

responsibilities of stewards, union member communication, grievance investigation, grievance writing, new member orientation, health and safety and internal organizing.

Stewards are trained to understand the concerns and priorities of their coworkers, organize with them to take action, and communicate priorities to other Union leaders.

Throughout the trainings, the Union leaders

and instructors incorporate many different shop floor experiences of the stewards and use them as teaching moments so stewards have the opportunity to learn from one another.

Pictured on these two pages are proud BCTGM stewards from shops throughout North America, learning ways to best represent their co-workers and enforce their collective bargaining agreements.



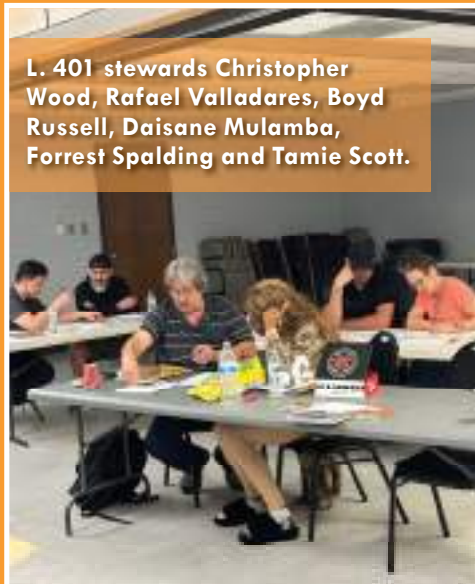
Local 218 (Kansas City, Mo.) stewards.



Midwest Region Vice Pres. Brad Schmidt leads the training for L. 218 stewards.



L.358 stewards
LaBelle Johnson and
Donald Winston.



L. 401 stewards Christopher
Wood, Rafael Valladares, Boyd
Russell, Daisane Mulamba,
Forrest Spalding and Tamie Scott.



Local 401 (Salt Lake City, Utah) stewards.



Pictured on day 61 of the IFF strike are (from left) L. 390G members Bob Thompson, Darrick McElrath and Bradley Jones.

ON STRIKE!

Local 390G at IFF in Memphis, Tenn.

On June 4, over 200 members of BCTGM Local 390G went on strike against International Flavors and Fragrances (IFF) in Memphis, Tenn.

Workers had been working under the terms of their expired contract for more than a year while the company refused to negotiate a fair contract.

Despite Local 390G's attempts to negotiate a fair contract, IFF continues to insist that the

workers sacrifice their union negotiated health care benefits and accept an inferior plan that could cost them thousands of dollars more per year in out-of-pocket costs. Additionally, the company wants to strip workers of their overtime premium pay.

"We are proud of our members at IFF for taking a strong stand against this company's greed and we will support them for as long as it takes to force the company to negotiate a fair contract that rewards them for their hard work and dedication and protects their future," said International President Anthony Shelton.



Scabby the Rat holds the line outside the IFF plant with the striking members of Local 390G and supporters.



Intl. Pres. Anthony Shelton joined the Local 390G members on the picket line for a day of solidarity.

HOW TO SUPPORT *the* IFF STRIKE!

VISIT THE PICKET LINE

**Workers picketing 24-7 @
4272 South Mendenhall Rd.
Memphis, Tennessee**

SEND LETTERS OF SUPPORT

**Email: Cedric Wilson,
Local 390G President
cedwilson04@gmail.com**

DONATE TO STRIKE FUND

**Give to Local 390G's
GoFundMe HERE**



EMAIL CAMPAIGN



**Join our email campaign
urging IFF leaders to
bargain in good faith!**

SPREAD THE WORD ON SOCIAL MEDIA

Follow these social media pages / share our posts / use the hashtag #IFFStrike!



IFF Workers on Strike
facebook.com/IFFStrike



@BCTGM
twitter.com/bctgm

BCTGM International Union
facebook.com/bctgmunion



@BCTGM
instagram.com/bctgm

BALTIMORE'S HOMETOWN

H&S Bakery began as a small, craft bakery in a Baltimore, Md. row house in 1943.

Today, the H&S family of bakeries includes H&S Bakery, Northeast Foods and Schmidt Baking Company and is one of the largest family-owned variety bakers in the United States.

BCTGM Local 68 (Baltimore) workers produce more than 40 different varieties of bread at H&S bakeries. The company remains headquartered in Baltimore and operates 10 bakeries and 30 distribution centers along the East Coast.

Local 68-made bread and rolls supply many of the large retail grocers in the region, including private label brands sold by Trader Joe's and

Whole Foods. Additionally, all of the hamburger and hot dog rolls enjoyed by fans attending events at the Baltimore Orioles Camden Yards and the Baltimore Ravens M&T Stadium are Local 68-made.

H&S is major supplier of sandwich buns and English muffins for McDonald's restaurants on the East Coast and produces bread products for 90 percent of all Maryland public schools.

"Our members are dedicated to their work and are proud of the family ownership. We have



L. 68 Fin. Secy. Gary Oskoian (right) and 42-year member Reggie Rumber (left).



L. 68 Vice Pres. Rodney Lightfoot (left) and shop steward Boniface Sabiyamba.



Dharmesh Patel



Celina Suamuna



Clinton Dunnock



Daniel Heggie

N FAVORITE: H&S BAKERY

members working at H&S who have been there since 1978,” says Local 68 Financial Secretary Gary Oskoian. His father, Gregory Oskoian, was the was International Executive Vice President when the H&S Bakery workers joined the union and negotiated their first union contract in 1973.

“I have the letter signed by my father. informing H&S workers that they won the union election,” recalls Oskoian.

“Throughout this very hot summer, workers remain supportive of one another and work many hours of overtime to get the job done – all while staying hydrated,” he adds.

Photos on these pages include Local 68 members at the company’s flagship Baltimore bakery.

MID-ATLANTIC
BAKING CO.
Baltimore, MD



Khaddijah Himple



Pamela Tate



Joseph Seabron



Rajah Dorsey

In Memoriam Retired Western Region

The BCTGM mourns the passing of retired Western Region International Vice President Randy Roark, who died on August 3rd.

Roark was elected as the Western Region International Vice President on July 1, 1996 by the General Executive Board, under the leadership of International President Frank Hurt. He was re-elected to that position by delegates to the 1998 BCTGM Constitutional Convention and re-elected at each subsequent Union Convention through 2014.

Roark retired in December 2016 but remained active in the International Union working the 2018 and 2022 Conventions to help set up the meeting hall and distribute union-made products to delegates throughout the week. Also in his retirement, Roark provided valuable assistance to numerous West Coast Local Unions during contract negotiations.

A California native, Roark began his union career as a wholesale baker in Great Falls, Montana in 1975. He worked at numerous wholesale and retail bakeries throughout the region until he became a full-time officer of Local 91 (Great Falls). He was elected as President of Local 91 and served in that position until 1983.

Vice President Randy Roark

Roark joined the International Staff as an International Representative in 1983. In 1992, he was named assistant director of organizing for all states west of the Mississippi.

“The BCTGM has lost a great leader and friend. From his earliest days as a Local Union Officer, all the way until his retirement, Randy was one of the hardest workers this Union has ever known,” reflects International President Anthony Shelton. “Randy was a tough bargainer who won the respect of both companies and the union members he negotiated on behalf of throughout the West Coast. His heart was as big as his stature. He will be deeply missed by his Union family,” said Shelton.



Randy Roark is pictured here (left) with his son Randy Jr. (right) at the 2003 Union Industries Show. Roark led the Union's booth at the annual labor event for many years. A popular highlight of the show was Roark's raffle of Union-made goodies.

50 Years of Union Dedication

Lawrence Backlas became a member of BCTGM Local 36G (Buffalo, N.Y.) in 1971 when he went to work at the Milk-Bone Bakery in Buffalo.

Throughout his many years of service, Backlas was a shop steward, safety committee member, executive steward, member of the Local 36G Executive Board and held multiple roles at the Local including vice president.

Backlas organized and led the initial training committee at the Buffalo Milk-Bone plant that was solely made up of union members. Additionally, he was influential in developing the training manuals for Union members that helped increase safety of the work while increasing production – both of which helped secure the future of the manufacturing facility.

Backlas retired in June 2009 and is still an active dues paying member of the BCTGM. Each year, Backlas organizes the Milk-Bone retiree Christmas



L. 36G Bus. Agt. Scott Baer (left) and L. 36G Pres. Chuck Reeves (right) present Larry Backlas with a 50-year certificate.

party. When asked why he continues to pay dues in his retirement, his response is, “The union gave me my livelihood, my pension, and took care of my family. Why would I not continue to support my fellow brothers and sisters?”

Solidarity is a Two-Way Picket Line

BCTGM members have first-hand experience with the power of solidarity. The long days, nights and seasons outside your workplace fighting for a fair contract are made tolerable with the support of a larger community. Visits from other union workers who have stood shoulder to shoulder with striking BCTGM members helped bring strength and labor unity to all of our strikes.

Four hundred UAW Local 12 members have been on strike against Clarion in Holland, Ohio since May 8. The vehicle battery manufacturing plant is located just outside of Toledo, Ohio, home of BCTGM Local 58G.

Local 58G Recording Secretary Bridget Notzka wanted to bring BCTGM-made goods and solidarity to the striking UAW members. Notzka, pictured on the left on the UAW Local 12 picket line, worked at Hometown Foods in Toledo for 20 years before becoming Recording Secretary. “We wanted to support the UAW members in any way we could,” notes Notzka.

BCTGM International Representative Lisa Gregory helped Notzka load Local 58G-made Martha White muffin mixes, Kellogg’s Rice Krispies Treats, General Mills cereals and many other BCTGM-made goods into her truck to transport to the picket line.

“Strikes depend on Union solidarity,” reflects Gregory. “We know first-hand that strong solidarity – from your Union Brothers and Sisters as well as from your community – helps win strikes! The BCTGM knows this because we’ve lived through our own long and difficult strikes by standing strong,” adds Gregory, who was a vital player in both the Kellogg’s and Nabisco strikes in 2021.



Local 364 Food Bank Donation

At the Mondelēz plant in Portland, Ore., Local 364 spearheaded a product donation to the Oregon Food Bank on behalf of Mondelēz and the Local. Four pallets of union-made Mondelēz goods were transported to the food bank. According to Local 364 Bus. Agt./GEB Member Cameron Taylor, this is the second large product donation from the Local and Portland bakery. The first came during the pandemic when the Portland Labor Community Service Agency assembled food boxes for out of work Union members.

Tobacco Workers Conference

Preserving and strengthening union jobs in an ever-changing North American marketplace was the focus of the 2023 Tobacco Presidents meeting in South Carolina in July. For the first time since the pandemic, Canadian L. 261 (Quebec City, Quebec) Pres./GEB member Pierre Luc Doucet and L. 235T Pres. (Montreal, Quebec) Marc Belanger attended the two-day meeting. Delegates discussed legislation in both the U.S. and Canada that could threaten BCTGM members’ jobs.



Announcing the 2023 Winners of the *David B. Durkee Memorial Scholarship*

The BCTGM International proudly announces the winners of the 2023 David B. Durkee Memorial Scholarship Program. The International Union awards five \$5,000 scholarships to the children of Union members. The 2023 winners were chosen from a total of 43 applicants.

The BCTGM International Scholarship Program is an example of the Union's commitment to higher education at a time when college costs continue to soar out of reach for many working families. Since 1962, the International has helped fulfill the educational dreams of students representing BCTGM families throughout North America.



Autumn M. Casey, is the daughter of Patrick M. Casey, a Local 252G (Memphis, Tenn.) member employed at Kellogg's. Autumn will attend Northwest Mississippi Community College.



Jessica S. Harish, is the daughter of Channaiah K. Harish, a Local 358 (Richmond, Va.) member employed at Mondelēz. Jessica will attend James Madison University in Harrisonburg, Va.



Will B. White, is the son of Craig White, a Local 317T (Greensboro, N.C.) member employed at ITG Brands. Will will attend N.C. State University in Raleigh, NC.



Malayna J. Long, is the daughter of Rob Long, a Local 50G (Omaha, Neb.) member employed at Kellogg's. Malayna will attend University of Nebraska Omaha.



Emma K. Fowler, is the daughter of Michael Fowler, a Local 282G (Burley, Idaho) member employed at Amalgamated Sugar Co. Emma will attend the University of Montana.



Child of Local 19 Member Wins a 2023 BCTGM Power/Union Plus Scholarship

Union Plus has awarded \$200,000 in scholarships to 205 students representing 41 Unions, including one winner representing the BCTGM.

The BCTGM winner is:

Derek W. Thomas of Poland, Ohio has been awarded a \$500 scholarship. His father, Andrew Thomas, is a member of BCTGM Local 19 (Cleveland, Ohio), employed at the retail Giant Eagle bakery.

Since 1991, the Union Plus Scholarship Program has awarded more than \$5.2 million to students of working families who want to begin or continue their post-secondary education.

"This year's scholarship winners are an impressive group of students, and we are proud to be able to contribute to their higher education experience," Union Plus President Mitch Stevens said. *"These students have overcome many challenges over the past three years and show exceptional promise for their future endeavors."*

Applications for the 2024 Union Plus Scholarship are now available online at [Unionplus.org](https://unionplus.org). The deadline to apply is January 31, 2024.

We Want **YOU** to Be a BCTGM Activist!

How important is it to you to keep informed about the ways your union fights to protect your wages and benefits? How will BCTGM members continue to make our voices heard? Do you want to know what is going on with other BCTGM members around North America?

We want to help you stay informed and help fight back attacks on the working class!

Do this by becoming a BCTGM eActivist and receive all the most important union news, updates and action alerts in your email!

Becoming a BCTGM eActivist means you will receive:

- Important messages from BCTGM International President Anthony Shelton
- Updates on BCTGM organizing efforts, strikes and contract negotiations
- Action alerts on important legislative battles
- Social media tools and campaign updates
- BCTGM WORKS! The BCTGM's digital newsletter filled with BCTGM worker news.

**SCAN HERE to
SIGN UP NOW!**

