



REAL NEWS



Official Publication of the Bakery, Confectionery, Tobacco Workers & Grain Millers Union Local No. 19

Vol. XV • No. 4

Cleveland, Ohio

October 2014

39th Constitutional Convention Sets the Tone for the Future of the BCTGM and Its Local Unions



The Bakery, Confectionery, Tobacco Workers and Grain Millers 39th Constitutional Convention was held from August 6th through August 12th in Las Vegas, Nevada. The theme of this year's convention, "Fighting Today to Protect Our Future" was very appropriate for these very difficult times that all Unions and working people are facing. The 5 day gathering hosted a number of speakers from the AFL-CIO, other International Unions, along with politicians and professionals. The 300 delegates representing 109 Local Unions from the United States and

I and II and would eliminate 2 full-time International Board positions. This was in addition to the previous elimination of the Executive Vice President position which was acted on prior to this convention and in



Dave Durkee, President and Steve Bertelli, Secretary-Treasurer of International Union

Canada unanimously reelected all of the International's incumbent Officers and Board Members for another 4 year term of office including Local 19 President, Paul LaBuda, who is now in his 13th year serving as a General Executive Board Member from

the East Central Region. In addition, the delegation voted on 28 resolutions which had been submitted by either a Local Union, the International Executive Board or by Committee. These resolutions dealt with a number of topics, such as collective bargaining, health care, pension protection, political action, organizing and labor law to name a few. The International Officers proudly reported that over 7,000 new Union members had been organized by the BCTGM since the 2010 convention. Unfortunately, despite these positive gains our Union decreased in numbers nationally from over 85,000 four years ago to approximately 74,000 today. A major reason for the membership drop was the Hostess Brands strike and eventual liquidation which accounted for a loss of approximately 5,600 of our Union's members. Coupled with this were various other plant closures throughout North America as well as permanent layoffs due to over capacity and modernization of production methods within our industries that resulted in a reduced need for workers.

The International Union, in an effort to streamline its operations and to reduce its costs, introduced a resolution that was ultimately approved by the convention delegates that would combine Regions

and would eliminate 2 full-time International Board positions. This was in addition to the previous elimination of the Executive Vice President position which was acted on prior to this convention and in turn was ratified by the delegates. The past 4 years have been filled with some of the greatest challenges that our International Union has ever had to face. These challenges include the nationwide Hostess strike and eventual liquidation along with various other company closings and downsizing as well as company initiated lockouts at American Crystal Sugar, Roquette America and most recently Kelloggs. All of this created a tremendous burden on our International Union's Treasury as well as many of the Local Unions, some of whom are still recovering from the costs associated with these events. Our International Union alone paid out well in excess of 4½ million dollars in both strike pay and direct assistance to the respective employees at these companies in an effort to keep these brave Union members from losing everything as they fought for their basic rights as American workers. In recognition of the International's successful handling of the many challenges that have occurred over the past 4 years, the convention delegates came together in support of a resolution calling for a per capita increase for the International Union and a dues increase for the Local Unions. The consensus of the delegates was the realization of a need to keep both our International Union and the Local Unions in a position of strength now and in the future and further to insure that they have the resources not only to be able to provide service to their members but also to be able to fight for the future of our Union whenever needed. The convention delegates voted unanimously in favor of the resolution, thus ratifying the first convention mandated increase since 2010. This will result in a \$2.00 per month Union dues increase effective January 1, 2015 for all BCTGM members, \$1.00 of which will be remitted to the International Union and a further \$1.00 per month increase effective January 1, 2017 which will be directed to the Local Unions. It should be noted that the total of these increases computes to less than 2¢ per hour which is a small price to pay to protect all of the many benefits enjoyed by all BCTGM Union members.



Paul LaBuda
President



The War on the American Worker Continues



All of the past gains and accomplishments of Unionized workers that were achieved through years of collective bargaining and solidarity are now under fierce attack. In just our industry alone we have seen major battles with once friendly employers become the norm. One example, Hostess Brands, once the world's largest baking company who had a history of solid labor relations with its employees and their Unions, abruptly changed its attitude and direction when the company's ownership was transferred to a private equity group. These new owners looked only at improving their bottom line and increasing their C.E.O.'s pay checks by seeking concessions from their Unions and their workers rather than making improvements and investing in the company for the long term. In 2012 a nationwide strike was called by our International Union which was overwhelmingly supported by the Hostess workers who felt they had been betrayed by their employer on too many occasions. The strike and eventual liquidation of the company was the drastic yet unavoidable consequence of pure corporate greed. Hostess had greatly underestimated its workers who were willing to sacrifice everything to protect their pensions and those of their fellow Union brothers and sisters who would have been harmed by the very same concessions that the company was trying to force upon them.

Another recent anti-worker tactic being used by corporations in an attempt to get major labor agreement concessions or to try to break the Union entirely is the "lockout" which we have witnessed on 3 separate occasions in our industry in just the past few years. Roquette America, American Crystal Sugar and Kellogg's all chose to lockout their employees when they were unable to get their way at the bargaining table. Fortunately, all of these lockouts have ended, the Unions involved did survive the lockout and the members

returned to their jobs, but in the end it was at quite a cost to everyone involved.

If this is the future direction that companies are planning to take toward their workers and their Union agreements, we all need to be concerned. Local 19 faced the Hostess Brands challenge and we cannot forget that we could be taken on by another of our existing companies or possibly a future new owner. Local 19 has had a good working relationship and positive labor relations with the majority of our employers but as we have witnessed over the past few years with our brothers and sisters of other BCTGM Locals, this is subject to change at any time.

In my past 14 years as President of this Local Union, I have felt that one of our Executive Board's primary responsibilities was to always keep our Local Union strong by having the manpower to properly service our membership and a healthy Union treasury in order to take on a fight when needed. I am proud to say that we have been successful in both of these areas. Local 19 is not only the largest Local in our International Union based on its membership, it is also regarded as one of the most well run and financially sound Local Unions in the country. Our long range goal is to maintain this position of strength so that our membership will continue to have the security of knowing that their Union has both the staff and resources necessary to face the many challenges that will undoubtedly face us in the future.

GET A RETIRING CARD WHEN YOU LEAVE YOUR JOB

Be sure you request a Retiring Card when being laid off, going on a personal leave or terminating employment. It is your responsibility to obtain a Retiring Card, so please take care of it as soon as possible after leaving the company so that you will not be obligated to pay extra dues. The charge for the card is \$2.00, and all initiation fees and back dues must be paid before the Retiring Card can be issued.

Failure to request a Retiring Card as soon as you leave employment may result in your having to pay dues for months during which you did not work.

LEGAL ASSISTANCE

As a service to our members, the Union provides free legal advice with the law firm listed below. To avail yourself of this service, simply call the firm listed below and identify yourself as a member of Local 19. Your phone call will then be assigned to an attorney who will attempt to advise you of your options. If a simple phone call is not sufficient to resolve the problem, you may wish to retain the services of the law firm to help you, however, there is no obligation to do so.

Timothy R. Fadel
Wuliger, Fadel & Beyer

1340 Sumner Ave, Cleveland, Ohio 44115
1-216-781-7777 (Local)
1-866-251-4772 (Toll Free)

AFL-CIO 2014 Endorsements for the State of Ohio



Statewide Candidates

Governor



Ed FitzGerald

Secretary of State



Nina Turner

Attorney General



David Pepper

Auditor



John Patrick Carney

Treasurer



Connie Pillich



Ohio Supreme Court

John O'Donnell

Tom Letson

U.S. House of Representatives

Congressional

District Number	Endorsed Candidate
District 1	Fred Kandrata
District 2	Marek Tyszkiewicz
District 3	Joyce Beatty
District 4	Janet Garrett
District 5	Robert Fry
District 6	Jennifer Garrison
District 8	Tom Poetter
District 9	Marcy Kaptur
District 11	Marcia Fudge
District 13	Tim Ryan
District 14	Michael Wager
District 15	Scott Wharton
District 16	Pete Crossland

Cuyahoga County

Executive

Armond Budish

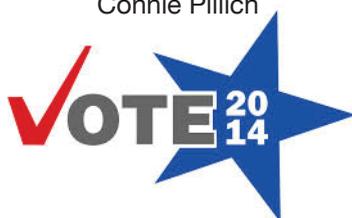
U.S. Court of Appeals

District Number	Endorsed Candidate
1st District	Fanon Rucker
5th District	Natalie Haupt
7th District	Cheryl Waite
7th District	Anthony Donofrio
8th District	Anita Laster Mays
9th District	Eve Belfance
10th District	Mary Jo Kilroy
10th District	Jennifer Brunner
10th District	Tim Horton
11th District	Cynthia Westcott Rice
11th District	Timothy Cannon

Ohio State Senate

Senate

District Number	Endorsed Candidate
SD 3	Star Johnson
SD 5	Dee Gillis
SD 7	Jimmy Allen
SD 9	Cecil Thomas
SD 11	Edna Brown
SD 13	Gayle Manning
SD 15	Charleta Tavares
SD 19	Neil Patel
SD 21	Sandra Williams
SD 23	Mike Skindell
SD 25	Kenny Yuko
SD 27	George Rusiska
SD 31	John Carlisle
SD 33	Joe Schiavoni



LOCAL 19's BULLDOG CORNER



By: Mike Galassi, Corresponding Secretary



Retiring in Style

Two retirees from the Schwebel Baking Company plant in Youngstown, Ohio have surely set the bar high in terms of enjoying their retirement years. Jimmy Patrick, a 35 year member who retired in 2012, saw his lifelong dream of owning a sports car come to fruition upon delivery of his 2011 Corvette convertible. Not to be outdone, Jim's close friend and fellow Schwebel retiree Jerry Rivello, who retired in 2004 after 42 years in the Industry said "why not" and purchased a 2013 60th Anniversary Corvette coupe. Both Jimmy and Jerry enjoy traveling to car shows and Corvette sponsored events in the area and have been known to travel long distances to watch NASCAR races around the country. When they are not cleaning and polishing their new vehicles, Jimmy and Jerry are dreaming ahead to the next new car that catches their eye. In addition to Jerry's new Corvette, he is the owner of a 1989 Corvette convertible. The hard part is deciding which car to drive each day!



Armond Budish for Cuyahoga County Executive

State Representative Armond Budish of Ohio's 8th District recently visited the Offices of Local 19 where he was presented with a PAC donation for his campaign to become the next Cuyahoga County Executive. Budish, a former Speaker of the House and House Minority Leader, has a solid track record of helping Ohio's working families through job creation and bringing business to our State. In his capacity as Speaker of the House he was instrumental in securing funds for the Innerbelt Bridge, Opportunity Corridor, the Medical Mart and the Horseshoe Casino. In addition, he spearheaded legislation that brought motion picture production, as well as nearly 20,000 jobs, to Cleveland through tax credits for Ohio productions.

BCTGM Made Halloween Treats

Enjoy a Union friendly Halloween this year with these BCTGM made products!

Boyer Candy: Mallo Cups, Peanut Butter Cups, Smoothie Cups, Triple Twist Pretzels, Dark Chocolate Mallo Cups (*Local 19/Cleveland, Ohio*)

Just Born, Inc.: PEEPS Jeepers Peepers Ghosts, PEEPS Mini-Pumpkins, Mike and Ike Vampire Variety, Mike and Ike Mummy Mix, Hot Tamales, Goldenberg's Peanut Chews (*Local 6/Philadelphia, PA*)

Annabelle Candy Company: Rocky Road, Abba Zaba, Look, Big Hunk and U-No (*Local 125/Oakland, CA*)

Concord Confections: Tootsie Roll Industries - Double Bubble Bubble Gum (*Local 264/Toronto*)

Hershey: Hershey Milk Chocolate Bars, Hershey Milk Chocolate with Almond Bars, Hershey Special Dark Chocolate Bars, Hershey Kisses, Rolo, Hershey Nuggets (*Local 464/Hershey, PA*)

New England Confectionery Company (NECCO): Candy Cauldron Mix, CLARK Bar Wicked Mix, Halloween Candy Buttons, Mary Jane Peanut Butter Chews (*Local 348/Framingham, MA*)

Tootsie Roll Industries, Inc.: All varieties of Tootsie Roll products, Dots (*Local 1/Chicago*)

Nestle Chocolate: Nestle Treasurers, Laffy Taffy, Flips Chocolate Pretzels, Baby Ruth, Butterfinger, BB's and Pearson's Nips (*Local 342/Bloomington, IL*)

Ghirardelli Chocolate: Pumpkin Spice Caramel Squares, Solid Milk, Milk & Caramel, Solid 60% Cacao Dark and Dark & Sea Salt Caramel and all varieties of chocolates (*Local 125/Oakland, CA*)



Pension Fund Turning the Corner and Moving Ahead

The Cleveland Bakers and Teamsters Pension Fund has been in existence for 52+ years and has accumulated assets of over 325 million dollars. The Fund's obligations cover approximately 10,000 Active Participants, Retirees, Inactive Vesteds and Beneficiaries. Since its inception, the Fund has paid out millions of dollars in pension benefits while continuing to increase the total assets of the Fund.

The enactment of the Pension Protection Act in 2006 and the untimely crash of the stock market in 2008, posed significant challenges to the Fund. The Fund was certified Red Zone in 2008 and the Trustees adopted a PPA compliant Rehabilitation Plan at that time. Being certified in the Red Zone puts significant legal restrictions on the Plan and requires a Rehabilitation Plan to help the Plan emerge from the Red Zone. The Trustees of the Fund have been very proactive in an effort to emerge to the Green Zone as soon as possible, having amended the Rehabilitation Plan in 2010, 2011 and currently, in an all-out effort to meet Fund objectives.

The Trustees will face many challenges in their effort to accelerate emergence to the Green Zone from a 20 year horizon to a 10 year horizon or less, but remain steadfast in our effort to ensure the retirement security for our participants, pensioners and beneficiaries. As the limitations imposed by the Red Zone are lifted, the Trustees will have more control over future decisions regarding the Plan. Once fully funded, the Trustees can modify future benefits to avoid future unfunded vested liabilities for the purpose of withdrawal liability, while maintaining reasonable cost to Employers and minimal changes to the current benefit structure.

Over the past year Local 19 and the Fund have received a number of requests from some of our largest

Ed Thomas
Vice President



Employers to calculate their unfunded liability for the purpose of withdrawing from the Fund. A withdrawal from the Fund by any of our large Employers would have a devastating effect on the Funds ability to meet its obligations and continue as a viable entity. Having seen numerous Taft Hartley Funds fail over the past few years, Local 19, Local 507, Fund Union Trustees and Fund Company Trustees together have developed this latest Rehabilitation Plan that was passed by the full Board of Pension Fund Trustees on June 11, 2014 and will be implemented as of January 1, 2015. The new Rehabilitation Plan requires the participating Employers to pay an additional \$131.50 per employee per week over a 10 year period, solely for funding of the Pension Plan. Having agreement between both the Funds Employer and Union Trustees on this updated Rehabilitation Plan was integral in increasing Fund assets and stabilizing your pension benefits. We truly have turned the corner and are moving ahead with our goal of ensuring your retirement security.

IN MEMORIAM

We mourn the passing of these members and offer condolences to their families and friends.

<i>Marva Arnold</i>	<i>Rosanna Morley</i>
<i>Gertrude Bartek</i>	<i>James R. O'Dea Jr.</i>
<i>Jeanette Frasolak</i>	<i>Samuel Patterson</i>
<i>William J. Gasper</i>	<i>James R. Saddler</i>
<i>James O. Hall</i>	<i>Diane Sims</i>
<i>Terry A. Howell</i>	<i>Yolanda Vura</i>
<i>Shirley Maxey</i>	

YOU & YOUR
PENSION
PLAN