



LOCAL 3G REPORTER

April 2014

"I am the Union, You are the Union, We are the Union"

TREVOR'S REPORT



Dear Brothers and Sisters,
It is with a very saddened heart that I will be writing this newsletter. As it was very bluntly put by our SLT in our most recent Labor Relations meeting, *"This is not the same Kellogg Company it once was."*

While we have spent the last few years trying to rebuild pride and trust in our company, the new company leadership could obviously care less. Deciding to ignore the Master Agreement in Memphis, ignoring the 70-year past practice and relatively recent signed MOA to attend monthly Union meetings, are a few examples. There is no respect for the agreements made with our company. The company is sending Supervisors we taught the basics of our processes to help run the Memphis plant; something we were assured would not happen. Now more than ever, we are all merely clock numbers with no names. W.K. Kellogg is surely rolling over in his grave over the treatment of its employees.

The company is choosing to use the struggling economy outside of the Kellogg world to justify concessions for our future members. **WE ARE NOT LIKE THEM!** We will not sell out our future brothers and sisters in order to protect ourselves. Generations of Grain Millers before us protected us. It is our job to protect future workers, as it will one day be their turn to protect us. This may not be the same Kellogg Company it once was, but we are still the same BCTGM, and we will not relinquish anything our Union has bargained for in good faith.

Now is the time for the Kellogg Company to show the world how a strong, profitable American company rewards workers that help generate their profit. They have the chance to restore the legacy that W.K. Kellogg created by *"I'll invest my money in people."*

In Solidarity,
Trevor Bidelman

"The Union Never Gave Us A Proposal"

The Truth Behind The Lockout

- The Union and Company agreed to everything except any changes to the "casual" program and "alternative crew schedules"
- 24 proposals were on the table and we worked through and agreed to 22 of the 24 with the employer.
- Kellogg locked us out over the two remaining – WHY? Those two items were already covered in the existent Master Contract that cannot be changed until October 2015

Kellogg's Memphis Labor Cost

per pound of Cereal produced



Consumer Price

\$4.25 /Box

- 15.6 ounces -

\$3.91 left after factory production costs are all paid.

.27 Cents Fixed Overhead
 .04 Cents Variable Overhead
.03 Cents DIRECT LABOR
.34 Cents/per pound produced

*Source – Kellogg 2012 Report on Cost/Memphis

Let's Talk Sense – Cents?



**Kellogg's CEO
John Bryant
2012 Compensation
6.6 million/annually**

John Bryant's Compensation Breakdown

- ✓ Weekly - \$127, 275
- ✓ Daily - \$ 25, 455
- ✓ Hourly - \$ 3,181

Retirement benefits for 9 years of service

\$3,513,000

Death Benefit

\$5,367,645

Severance Pay

\$7,887,464

OUR HISTORY

History of the Master Contract

By Retiree President, Dick Feld and Rocky Marsh

The Bakery, Confectionary, Tobacco Workers and Grain Millers. Local 3-G as we know it today has over 76 years of history. It was 1937 when the Kellogg employees joined the National Council of Grain Processors Union, which in 1948 changed its name to the American Federation of Grain Millers.

In 1942 Kellogg opened its first plant outside of Battle Creek in Omaha Nebraska.

The Union had an interest in 1951 to consider a Master Agreement but it was not until 1954, at the close of the International Convention in Chicago, that discussions began to work out rules and suggestions for a Master Contract. It took until 1968 before Kelloggs and the International Union would negotiate the first Master Agreement with Local 3, Local 50, Local 211 and Local 252.

Back in 1965 wages were on avg. \$3.00 an hour. Those wages were negotiated separate from the Master Agreement for Omaha, Local 50, San Leandro, Local 211, Memphis Local 252, and Lancaster Local 374. Each local union had a Supplemental Agreement that included the negotiated wages. Battle Creek Local 3-G wages were excluded from the Master Contract Negotiations until 1984.

In April of 1974 the average wage was \$5.65/hr. In April of 1985, \$13.44

After years of negotiating COLA and small wage increases, today's average hourly rate is approx. \$27.50 an hour.

We must give thanks to all those who fought so hard for a Master Agreement where wages, benefits, hours of work, overtime and holidays were negotiated. The 8 eight hour work day, the 40 hour work week, as stated in section 5.03 of the Master Agreement were negotiated. Seniority, union security, payday, pension, overtime, night rate premiums, manual work by supervision, grievance procedure, funeral leaves, cost of living, dues check off and arbitration are just some of the other provisions that were negotiated that we sometimes take for granted.

(Master Agreement pg iii)

"It is the purpose of this Agreement to promote and ensure harmonious relations, cooperation and understanding



between the Company and its employees, to encourage economy and efficiency of operations, maintenance of high standards of product quality, elimination of waste, cleanliness of plant, protection of property and safety of employees, and to assure true collective bargaining about working conditions and the general welfare of employees and the matters specifically covered by this agreement."

Now it's 2014 and we must fight for the provisions that are in our Master Agreement. We must protect what our brothers and sisters of the past fought so hard for. Always remember the sacrifices our founding brothers and sisters endured for the benefits that we enjoy today.

Let's stand UNITED and support each other in the fight that's just beginning.

AN ATTACK ON ONE IS AN ATTACK ON ALL!

Solidarity!!!!

2014 BOARD

Business Agent/President - Trevor Bidelman

Vice President - Kevin Andrews

Recording Secretary - Sandy Selby

Financial Secretary - Ken Mitchell

Steward Processing - John Mitchell

Steward Packing 'B' - Don Jackson

Warehouse Steward - Heather Green

Mechanical Stewart - Chris VanWagner

Trustee Two Year Term - Andy Maturen

Trustee Three Year Term - Scott Wilson

Sr. Trustee One Year Term - Rick Huggett

Knappen Milling - Chuck Harvath

ADVENTURES OF RIMSHOT



**WE ALL KNOW WHAT W.K. WOULD DO...
FIRED!**

**2014 Recipient of the Prestigious
H.K. Kellogg Values Award**



I think W.K. would be proud...

Dedication to Community

- plant closures & relocation of B.C. jobs

Commitment to Company Agreements

- violating the master contract

Rewarding Loyal Employees

- locked out 225 employees

Commitment to Employee Wellness

- denying healthcare benefits

BCTGM Local 3G Helping Hands Network

As members of BCTGM Local 3G, we believe that sharing with others in need is an important part of our labor tradition. We have a responsibility to volunteer in our communities—from charitable giving to helping families in economic or personal crises.

Local 3G is currently asking our membership for donations to help the Charitable Union.



The Charitable Union Founded in 1887, is a non-profit organization that helps provide clothes and bedding to children, families and veterans. Donations from local residents make it possible for them to help more than 11,000 people in Battle Creek and throughout Calhoun County every year.

A few things set the Charitable Union apart from other outstanding places such as Goodwill and The Salvation Army in Battle Creek. For one, they provide clothes, bedding and household items for free to those in need. They also help people prepare for independence and self-sufficiency—this allows them to continually help new people in need.

The Union will be accepting donations for the Charitable Union through the month of April.

The Charitable Union accepts lightly used clothing, household items/knickknacks along with small working appliances.

They are currently in high demand for jeans and coats.

All items can be dropped off at the Union hall during normal business hours.

Please contact Scott Wilson at 269-964-7952 should you have any questions.

“The journey out of poverty starts here.” Charitable Union

ONE YEAR LATER, SOLIDARITY THRIVES

by [Michigan State AFL-CIO](#)

About one year ago, Governor Snyder caved to corporate special interests and signed so-called Right to Work, a bill that he himself recognized as “divisive.”



Supporters pretend that so-called Right to Work is about freedom, but the freedoms that actually mean most to working people – like having free time to spend with family or the freedom to retire with dignity – are jeopardized by these policies.

We haven’t seen the job growth that was used as a pretext to pass this controversial legislation. In fact, unemployment is higher than it was a year ago and the governor cannot name one company moving to Michigan because of his actions.

The reality is that RTW was never about creating an economy that works for everyone. **This controversial law is designed to make it harder for workers to speak with one strong voice when negotiating with their employer.**

When Snyder closed the NERD Fund without disclosing information about the funds donors, it was the continuation of an agenda that doesn’t prioritize working families. It matters who paid into the fund because severe conflicts of interest may have existed. This secretive slush fund was used to upgrade the governor’s home, pay a six-figure salary to his closest advisor, as well as cover lavish housing and travel expenses for his politically-appointed Emergency Manager in Detroit.

The way that a new Court of Claims law was recently rushed through the legislature without much opportunity for public comment is also reminiscent of the anti-democratic way that RTW passed last year.



We are grateful to the tens of thousands of people who showed up at the capitol last year, and to all of those who continue to stand up and fight for working people.

One year longer is one year stronger.



TEAM MOBILIZE AMERICA

Working class Americans fighting for their fair share

Team-M is mobilizing Americans across the country to support the employees locked out by the Kellogg Company at BCTGM Local 252-G in Memphis, Tenn.

Team-M is a symbol of what is happening to millions of Americans across our great nation. It's called Corporate Greed, the betterment of the 1 percent. Corporate Greed's mission is to break up Unions so the greedy few at the top can suck the profits out of companies made by the hard working employees.

These greedy CEO's not only want unimaginable salaries, bonuses, and golden parachutes, they want to take away your benefits, cut your wages, and lower the standard of living for working class America.

Companies like Kellogg's want the public to believe that the Kellogg Company is as American as apple pie, a servant to the needy truly caring about people. Yes, they do donate (as they should) to people in need, but what is their motive? Is it real? Do they really care about people? If they do, how do they lock out an entire plant, deny their health care benefits, violate a Master Contract agreement, and even fire salaried employees within months of retirement.



Kellogg's continues to make millions of dollars quarter after quarter, year after year and it's never enough. They won't be happy until they suck out the very value that made Kellogg's what it is today: **"It's People"**.

The Kellogg Company was founded by a visionary, W. K. Kellogg. His legacy for the Kellogg Company was very simple: **"I'll invest my money in people"**.

Wouldn't it be sweet justice if the labor movement in America were kick started by the actions of the greedy CEO of the Kellogg Company. W. K. would be proud—It's Time!

What can each one of us do? Get Involved!

Sign Up for the BCTGM E-Activist Network

Signing up is your ticket to staying informed and making a difference on issues of importance to the BCTGM!

You will receive informative updates and calls to action on issues that are important to working families. Plus, the BCTGM Action Network allows your voice to be heard by giving you the capability to send messages to the decision makers on issues you care about most!



It's easy, just login to www.bctgm.org and enter your e-mail address.

Buy Union Made

In these difficult times, when everyone is looking to stretch their paycheck, quality & value take on added importance—and that's where union products and services beat the competition every time. When you buy union, you're supporting good jobs in American communities, jobs that provide living wages and benefits, safe working conditions and dignity and respect for work.

To find a list of Union Made products just login to www.bctgm.org and click on the *Buy BCTGM* tab or use your smart phone and text *made* to 235246 and receive a union made list.

"Our labor unions are not narrow, self-seeking groups. They have raised wages, shortened hours, and provided supplemental benefits. Through collective bargaining and grievance procedures, they have brought justice and democracy to the shop floor."

~John F. Kennedy

