



2011
BCTGM
Local 3-G

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Wishing You A Safe And Happy Holiday Season

BCTGM Local 3-G Executive Board

ROCKY'S REPORT

Dear Brother and Sisters;



This time of year, I like remembering to be thankful and blessed. I am thankful for living in a country where we have so many freedoms. One of those freedoms is belonging to an organized labor union.

Unions have a substantial impact on the compensation and work lives of both unionized and non-unionized

workers. This newsletter will show some current data on unions' effect on wages, fringe benefits, total compensation, and pay inequality.

- Union raise wages of unionized workers by roughly 20% and raise compensation, including both wages and benefits by about 28%.

- Unions reduce wage inequality because they raise wages more for low-and middle-wage workers than for higher-wage workers, more for blue-collar than for white-collar workers, and more for workers who do not have a college degree.

- Strong unions set a pay standard that nonunion employers follow. For example, a high school graduate whose workplace is not unionized but whose industry is 25% unionized is paid 5% more than similar workers in less unionized industries.

- The impact of unions on total nonunion wages is almost as large as the impact on total union wages.

- The most sweeping advantage for unionized workers is in fringe benefits. Unionized workers are more likely than their nonunionized counterparts to receive paid leave, are approximately 18% to 28% more likely to have employer-provided health insurance, and are 23% to 54% more likely to be in employer-provided pension plans.

- Unionized workers receive more generous health benefits than nonunionized workers. They also pay 18% lower health care deductibles and smaller share of the costs for family coverage. In retirement, unionized workers are 24% more likely to be covered by health insurance paid for by their employer.

- Unionized workers receive better pension plans. Not only are they more likely to have a guaranteed benefit in retirement, their employers contribute 28% more toward pensions.

- Unionized workers receive 26% more vacation time and 14% more total paid leave (vacations and holidays).

While the BCTGM, Local 3-G, Collective Bargaining Agreement is much better than these percentages I feel blessed to be a part of a Master Agreement that has provided such a wonderful standard of living. So this Christmas please remember to be thankful and share the knowledge with your families about our blessing and freedom to belong to the Bakery, Confectionery, Tobacco Workers and Grain Millers Union, Local 3-G.

Finally, please write your concerns to me by going to our Web Site. Welcome to WWW.BCTGMLOCAL3.COM.

Merry Christmas and Happy New Year



MASTER CONTRACT

2012 Master Contract Tentative Time Line

January 2012

Master Contract proposals to be submitted

March 2012

Membership action to be taken on Master Contract Proposals

May 2012

Policy Meeting

July 2012

Exchange Master Contract proposals
Authorization to Strike vote

September 2012

Company would be notified of intent to Strike

“Right to Work (for less)” - The Wrong Answer for Michigan’s Economy



In case you missed it, the non-partisan Economic Policy Institute released a new report on the potential impact of a so-called “Right to Work” law on Michigan’s economy. Here are some of the key findings:

RTW laws have no impact on the performance of state economies. Seven of the 10 highest-unemployment states are states with RTW laws, including Nevada and Florida, which have unemployment rates higher than Michigan’s unemployment rate of 10.5%, and South Carolina, which also has an unemployment rate of 10.5%. Factors other than RTW laws, such as major industries and climate, shape states’ economies.

RTW laws lower wages for union and non-union workers by an average of \$1,500 a year and decrease the likelihood employees will get health insurance or pensions through their jobs. By lowering compensation, they have the indirect effect of undermining consumer spending, which threatens economic growth. For every \$1 million in wage cuts to workers, \$850,000 less is spent in the economy, which translates into a loss of six jobs.

It’s clear that some state politicians and their special interest friends are making a power grab and trying to pass a law to weaken middle class families. By undermining workers’ rights, these greedy CEOs would gain even more profits – at the expense of our jobs, our retirement security and our kids’ future.

Governor Snyder and anti-union politicians in the legislature have moved one anti-worker measure after another, doing nothing to help put Michigan back to work. We need our elected leaders to help create the kind of jobs that pay a fair wage and help give our kids the education they need to have a better life, rather than exploiting our children’s teachers, nurses and firefighters - the people who make Michigan safe every day.



“In our glorious fight for civil rights, we must guard against being fooled by false slogans, as ‘right-to-work.’ It provides no ‘rights’ and no ‘works.’ Its purpose is to destroy labor unions and the freedom of collective bargaining... We demand this fraud be stopped.”

Martin Luther King Jr.

BCTGM Local 3-G would like to welcome the following employees Transfer from Casual to Full-Time Employment. Steve Miles, Guy Chester, Ben Hammon, Ken Shorter Jr., Allissa Spells, Gordon Yesh, Kerri Avery, Chris Boyer, Michelle Fulcher, Jeremy Roberts.

New Hire Full-time Employees October 3, 2011

David Hagerty, Paul Ilich, Darrel Allred, Joyce Gallegos, Ben Dobbertein

New Hire Full-Time Employees October 17, 2011

James Akins, Daniel Gibson, Jeffrey Jackson, Jason Jones, Kimberly Kovell, Brian Neeley, Vanessa Parsley

New Hire Full-Time Employees November 14, 2011

Rich Champlin, Jeremy Flynn, Eric Lampert, David Stafford, Ken Richards, Angelo Pouloupoulos, Mattie Childs, Andy Orns, Brenda Flemons, Toni Richards, Bryon Leche, Justin Wortz

As new employees please take the time to read an excerpt from the “*The Union Worker’s Bible*” below.



A Personal Message From Your Union Executives

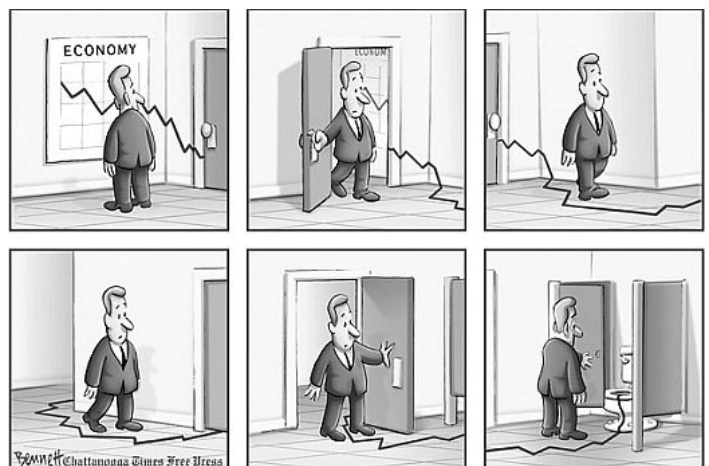
Welcome to a union that is dedicated in your behalf so that you will find friends, success, security, and contentment at your work.

This union believes very strongly in the dignity of the individual. We understand; however, that if we are to gain your loyalty and respect, the union will have to earn it.

We take great pride in this union and its accomplishments... it didn’t come easy, however. Remember, please, that unionism is not a heritage, but rather must be continually protected and fought for by men and women—real men and women.

We hope you will have continued faith in yourself, your company, your union, your country, and God.

“Unionism has helped to give to everyone who toils the position of dignity which is his due”



SAFETY NEWS

2011 was the first full year of our *Membership Driven, Company Supported* safety intuitive. We can all be proud of the effort that everyone has demonstrated over the last twelve months. Support from our Senior Leadership Team, Supervisors and Safety Reps have been outstanding. Everyone has worked hard to make our Plant a safer place to work

We have focused this year's Safety efforts on getting you the membership involved in safety. We asked you to fill out the new *Soft Safety Audit* and *No Name No Blame Near Miss* reporting cards. Your direct input has led us to eliminate or control risk.

Kellogg's performed a Corporate Safety Audit and they found our Safety Department was not compliant in many areas. Our Safety department learned a lot about what we need to do in the future to be OSHA compliant.

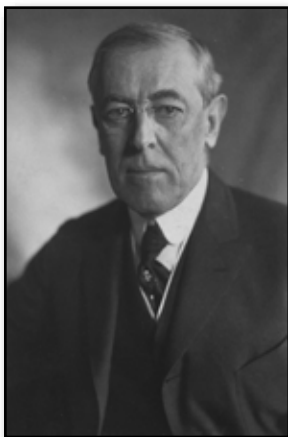
The auditors also found that although we had compliant faults, the membership at the Battle Creek Plant are engaged in Safety more than any other Plant they have audited.

The Safety Department's biggest disappointment is that we still have members getting injured. In the coming year our goal is to strengthen our negotiated PIP (*Partners in Prevention*) process to really be used for *Prevention Injury Opportunities* and *Reinforcing Culture Change*. You're going to learn more about this during our January 2012 Safety Kick-Off Meeting.

Changing our Safety Culture and believing that *Zero Injuries* are possible are key beliefs of *Partners in Prevention*. Remember, it's not what we say, *but what we do*, that will change our Safety Culture *One Step at a Time*.

Happy Holidays

Your Safety Department



Woodrow Wilson:

"While we are fighting for freedom, we must see, among other things, that labor is free."

HOLIDAY HUMOR



In order to truly enjoy this holiday season it is important for you to keep smiling and laughing. After all, the Christmas season is meant to be enjoyed. A few funny quotes that may help...

Christmas is a time when everybody wants his past forgotten and his present remembered." Phyllis Diller

Anyone who believes that men are the equal of women has never seen a man trying to wrap a Christmas present."
- Unknown Author

Never worry about the size of your Christmas tree. In the eyes of children, they are all 30 feet tall." Larry Wilde, in *The Merry Book of Christmas*



I once bought my kids a set of batteries for Christmas with a note on it saying: "Toys not included."
Bernard Manning

"Santa Claus has the right idea. Visit people once a year."
Victor Borge



Christmas is the season when you buy this year's gifts with next year's money." Unknown

"I stopped believing in Santa Claus when I was six. Mother took me to see him in a department store and he asked for my autograph."
Shirley Temple

Did you ever notice that life seems to follow certain patterns? Like I noticed that every year around this time, I hear Christmas music.



"Christmas is really about doing a little something extra for someone else." Charles Schulz



Please visit our web-site at www.bctgmlocal3g.com. The BCTGM Local 3G Reporter is online and past issues are also available for download. Our web-site also has current BCTGM and labor news. We plan on keeping our members updated through out the year with updated contract information.

BCTGM International web-site, www.bctgm.org is now on Facebook and Twitter. Visit our web-site for direct links to each of these social networks.



WWW.BCTGMLOCAL3G.COM