

# *Happy Holidays*

Wishing you and your families a  
joyful and safe holiday season

BCTGM Local 3G Executive Board



## ROCKYS REPORT

Dear Brothers and Sisters;



The Christmas and New Year holidays are right before us! We all have much to be thankful for!

This past year we prepared and were successful in securing another Master Agreement with the Kellogg Company. I'm personally thankful for all our benefits and because all our brothers and sisters were united together in

solidarity, we were able to sustain our current contractual wages and benefit package.

Looking at my past 38 years we have made significant improvements. When I hired in and worked in the Processing Department doing clean-up, the hourly rate was \$5.17 an hour. At that time All Processing Utility Operators now called Crew Leaders were paid an hourly rate of \$6.39 an hour. In the 1972 - 1975 Master Agreement we had ten (10) paid holidays. Today we have fourteen (14) paid holidays. Wow, how much has changed in what seems like just yesterday.

I'm also thankful for a company like Kellogg's! The Kellogg Company is very successful with sales of more than 13 Billion. Kellogg continues to report success. The 3<sup>rd</sup> quarter reported net sales in North America increased by 11.1 percent to 2.5 billion. In U.S. Morning Foods and Kashi, the segment of internal net sales growth was reported at 5.4 percent. Mr. John Bryant our CEO stated, "Our third quarter results reflect the continued progress we have made in our performance and is **a testament to the hard work** around the world."

In 1980, Kellogg's reported financial highlights that included net sales reported \$2,150.9 million.

That same year the Kellogg Company had a legal battle with the primary task of fighting the Federal Trade Commission's, "shared monopoly" case against the cereal industry. Back then the AFGM, Local 3, assisted the Kellogg Company by working together against those outrageous proceedings brought on by the FTC.

As we see the 2012 year end, we don't have to worry about fighting a legal battle together regarding the FTC, but we do have many challenges. Some of these challenges require management and the Union membership to work diligently together. Two of those areas are as follows:

1. Plant Safety. All employees need to work with each other to make our plant the safest in the Ready To Eat Cereal Category (RTEC). This includes the Senior Leadership Team, Union Executive Board, Supervisors and Safety Representatives. Together, we can make our plant safe.
2. Food Safety. All employees need to work together protecting our products. While management has the

responsibility for formally documenting programs necessary to help maintain an effective food safety program, it is the responsibility of all employees, both management and the Union membership to support effective programs like cleaning practices, audits, inspections, pest control and all other General Manufacturing Practices.

As we enter into 2013, I would like to say, Thank You! Thank you for letting me have the privilege of serving all of our Brothers and Sisters for so many years. Some say it's a thankless job, but for me it has been so rewarding. Helping Brothers and Sisters in the time of need, serving the Union's interest on United Way Board of Directors, South Central Michigan, AFL-CIO Labor Council Executive Board and Tri-County Labor Agency are all rewarding endeavors to name a few. Negotiating labor agreements were always challenging but very rewarding. As I leave office, it's with great pride that I ask all our Brothers and Sisters to support our new officers of the BCTGM, Local 3-G. Please welcome and support our New Business Agent/President, Trevor Bidelman. Along with Trevor please support our new Recording Secretary, Sandy Selby, Warehouse Stewardess, Heather Greene and Processing Steward, Johnny Mitchell. I would like to thank everyone from previous Executive Boards, Officers and all our Union Representatives for all the support I have received throughout the years. You all have been an inspiration to me!

This holiday season, I would like everyone to have a very Merry Christmas and a safe and prosperous New Year!

## Christmas Cookie Favorite



### Snickers Cookies

1 cup margarine  
1 cup creamy peanut butter  
1 cup sugar  
1 cup brown sugar  
2 eggs

2 teaspoons vanilla  
3 cups flour  
1 teaspoon baking soda  
1 teaspoon baking powder  
60 miniature (bite-size) Snickers candy bars  
chocolate glaze (recipe below)

Preheat oven to 350 F. Cream margarine, peanut butter, sugar and brown sugar. Add eggs and vanilla. Combine dry ingredients and add to peanut butter mixture. Take 1 tablespoon of dough and flatten into round shape in palm of your hand. Place Snickers bar in center and fold dough around it. Roll in palms of your hand to form a smooth ball with the Snickers bar totally covered with the dough. Place on an un-greased cookie sheet. Bake for 10-12 minutes. Remove from cookie sheet and place on a wire rack to cool. Drizzle top of cookies with chocolate glaze.

Chocolate Glaze  
1 cup powdered sugar  
2 tablespoons unsweetened cocoa  
1 tablespoon milk

**ConAgra finally seals Ralcorp deal for \$5 billion.**

ConAgra Foods Inc sealed a deal to buy Ralcorp Holdings Inc for \$5 billion, more than a year and a half after first bidding on it, turning the maker of Chef Boyardee pasta into the top U.S. producer of store-branded foods.

The deal creates a packaged food giant with \$18 billion in annual sales -- from branded foods like Slim Jim meat snacks and Hunt's ketchup to foods that stores brand as their own.

The Conagra Foods purchase of Ralcor could have a possible effect on or Brothers and Sisters of BCTGM Local 66-G. With their current contract not expiring until next year, Conagra can either adhere to the current collective bargaining Agreement or submit Local 66-G to negotiations of a new contract.



**Don't Attack Workers or Collective Bargaining During Lame Duck**

The "lame duck" state legislative session which resumes on November 27 will likely bring Right to Work for Less legislation and other policies which would harm working families. We must let legislators know that we are paying attention and will hold them accountable if they put corporate special interests above the needs of working families.

With the election behind us, Lake Research Partners found that voters are overwhelmingly ready for politicians in Lansing to get to work creating jobs and improving education, not changing rules about unions or collective bargaining (83% agree, 64%strongly agree).

The same poll shows that a strong majority of Michigan voters (70%) continue to support the right of workers to organize and bargain collectively over wages, benefits, and working conditions, including a majority (55%) of those who voted No on Proposal 2.

Attacking working people will not put our state back on track. We can't afford to waste time on partisan policies that do nothing to create jobs.

Go to <http://www.miaflcio.org/> and sign the petition help working families.

**'RIGHT TO WORK'**

*The wrong answer for Michigan's economy*

by Gordan Lafer

As Michigan seeks to recover from the Great Recession while addressing the additional problems generated by contraction in the auto industry, some advocates are promoting the idea

that the state's economy can be turned around through adoption of a "right-to-work" law.

Large sums of money have been devoted to backing so-called "right-to-work" bills in numerous state legislatures.

Lobbyists for these misleadingly named laws claim that they significantly improve both job growth and the wages people earn.



The evidence shows that these claims are completely without scientific foundation as scientific analysis shows the opposite is true:

- Right-to-work laws have no impact in boosting economic growth.
- Right-to-work laws have no significant impact on attracting employers to a particular state.
- Right-to-work laws lower wages—for both union and nonunion workers alike—by 1,500 per year
- Right-to-work laws also decrease the likelihood that employees get either health insurance or pensions through their jobs—for both union and nonunion workers

Gordon Lafer is an Associate Professor at the Labor Education and Research Center at the University of Oregon.

CONTRACT SECTION

**Supplemental Agreement**

**Article II**

**Pledges: Section 202**

(b) It is agreed that the provisions of this Agreement shall be applied to all bargaining unit employees without discrimination in regard to race, color, religion, sex, age, national origin, height, weight, marital status, disability, or handicap. The Company and Union further agree that the provisions of this Agreement will be administered in compliance with all applicable laws and regulations regarding equal employment opportunity. Such employee who claims discrimination with regard to rights guaranteed by this Agreement may grieve as provided in Acticle III.





Best Best Gift You Can Give Your Family Is YOU!

## SAFETY NEWS

In 2012 our Plant continued on the journey towards achieving “zero” injuries; it takes *every single person, at all levels of the organization, committed to work safe 100 percent of the time*. We should all be proud of the progress our Plant has seen in 2012.

Through hard work and a strong commitment between the Company and Union, we have experienced many successes. In 2011 we had 22 recordable injuries; to date for 2012, we have 16 recordable injuries. That’s six less brothers and sisters getting injured. In 2011 we had 10 lost time incidents, and to date this year, we have just 3 lost time incidents.

Our cleanup group Lockout Tagout project has been completed in Building 100 and it’s *best in class*. No plant has taken their cleanup LOTO to the level our plant is currently using. I’d like to thank everyone who has worked on this project, and the commitment to the resources management has given to complete this project. Proper LOTO is the only way to ensure the equipment will not start. Please continue to embrace these new LOTO procedures.

Other safety successes include our joint commitment to *Partners in Prevention*. Focusing on “*what happened,*” “*why it happened,*” and “*how can we prevent this from happening again,*” is making a difference. We’ve started a project in Packing to eliminate the shoe knife and replace it with tools that can eliminate the risk of injury. We’ve strengthened our ERT Team by adding new members, and following through with our scheduled quarterly education.

Our continuous efforts to complete safety work orders, act on all near misses, listen to your safety concerns, and engage our workforce, *give us a lot to be proud of*.

Over the last two years, we have tried to put *Safety First*; in reality, all of us have felt those competing messages between production, startups, cleanups, and putting safety first. Our biggest challenge is how to get everyone to take personal responsibility for safety *100 percent of the time*. Safety should not be defined as the lack of injuries, but what *each one of us can do to control risk that will prevent injuries*.

Looking ahead to 2013, if we’re going to have a “*best in class*” safety process, we have to learn to be more proactive in our safety efforts. How do we make safety part of our process? How can we eliminate or reduce risk to prevent injuries? How do we put safety into our training?

How do we get our brothers and sisters to visualize risk in their work area and take the measures needed to keep them safe?

Your Safety Teams are going to be making some changes to their shift committees. All shifts are going to have a Chair and Co-Chair from both sides to work together on their shift. In 2013 your safety committees will be conducting “Peer to Peer” safety observations. These “No Name/No Blame” observations will cover a range of activities focused on gathering data so we can reduce risk to prevent injuries.

Let’s keep safety simple in 2013; one word “**PROTECT**”.



### 1<sup>st</sup> Protect Yourself

- Safety begins with you
- Take the time needed to work safe
- Don’t take unnecessary risks
- Wear the proper PPE

### 2<sup>nd</sup> Protect Your Co-Worker

- If you see your co-worker needs help, go help them
- If your co-worker is working unsafe, stop them

### 3<sup>rd</sup> Protect our Product

- We produce the premium brand
- This is our livelihood

In closing, I’d like to thank everyone for your continued efforts to make our Plant safer. We’ve learned a lot about solidarity this year; let’s show that same solidarity in safety. It’s about working together and **Protecting Us—all of us**.

Your Safety Department