



LOCAL 3G REPORTER

March 2011

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

ROCKY'S REPORT



March 22, 2011
Dear Brothers and Sisters:

"Every Union member should take a minute to reflect on the real advantages of having a Union in their workplace. Those advantages have a positive effect for the individual and society in general. Unions raise the standard of living through better

wages, affordable health benefits, pensions and workplace safety standards. Even basic things like vacations, sick days and holidays were originally secured through Union contracts.

The Union advantage in our communities is clear. Union members earn on average 28% more than non-union workers. Eighty One percent (81%) of Union members have job related health coverage, while only 50% of non-union workers do. Seventy two percent (72%) of Union workers have a guaranteed, defined pension, compared to only 15% of non-union workers." That is what I reported in 2007.

Unfortunately, there are those both in Michigan and from outside our state who want to dismantle all that Unions have gained for workers. I have never seen such an attack on Unions in my lifetime. With more than 37 anti-union bills pending and after last November elections, the state's Senate Republicans have the majority that is now veto-proof. We are hearing about right-to-work legislation that is being introduced and anti-MIOSHA legislation. Most of these bills will pass the State House.

Together, we must work diligently to try and stop these bills in the Senate. Don't be fooled by the rumors and rhetoric of Right-To-Work zones.

As Union members, we can't sit and do nothing and wait until all of our Rights and Benefits are taken away.

Please stand up for your Union and oppose anyone who proposed making our great state a "right to work state." We have faced powerful businesses in the past and when workers stand **United Together**, we will win.

In solidarity,
Rocky Marsh
Business Agent/President

UNION MEETINGS

JAN 12 7:15am	FEB 09 3:15pm	MAR 09 7:15am	APR 13 3:15pm	MAY 11 7:15am	JUN 08 3:15pm
JUL 13 7:15am	AUG 10 3:15pm	SEP 08 7:15am	OCT 14 3:15pm	NOV 12 7:15am	DEC 09 3:15pm

EXECUTIVE BOARD

President/Business Agent	Rocky Marsh
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Steward-Knappen Milling	Darrel Allred
Trustee 1yr	Scott Wilson
Trustee 2yr	Mark Eberhard
Trustee 3yr	Rick Huggett

WELCOME

BCTGM Local 3G would like to welcome the following group of casuals to full-time employment.

Andrew Herzog	Donald Mitchell
Steve Vitale	Justin Stampfler
Randy Davidson	Justin Hyatt
Lisa O'Brien	Ed Robinson
Brian Livengood	Daniel Wood



Don't forget to 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.

LOCAL NEWS

Hundreds of people rallied in downtown Battle Creek to protest actions in Lansing they see as an attack on working Michigan families.

People stood in front of the Sojourner Truth Memorial to hear from elected officials, church leaders and labor leaders before marching across the street to City Hall and then on to the Battle Creek Chamber of Commerce.



“I’m out here today because I disagree with the budget proposal that Gov. Snyder is trying to put forth,” said Natalie Wilson, a third-grade teacher in Kalamazoo Public Schools.

She said the proposed budget would mean a \$10.5 million funding reduction for the district.

Bev Taylor, 57, of Bedford Township, held up a sign decrying Snyder’s proposal to tax retiree pensions. She said she also opposed new limits on collective bargaining.

“I’m a true believer that if government gets what it wants, there will be no middle class left,” she said.
Curtsey of the Battle Creek Enquirer & News.

“The Union Worker’s Bible”

Your Union

The following are major sources of union-member misunderstandings. Let’s discuss them clearly.

Why join a union?

Workers unorganized are weak. Workers organized are strong.

What does job security mean?

Protection against being discharged without sufficient reason.

What is collective bargaining?

Workers through their union are powerful enough to have a voice in laying down the rules.

What is the collective bargaining agreement?

A book of rules, which constitute a solemn contract, which must be observed by both parties.

What is the real purpose of a union?

To extend democracy.

What does a worker most desire?

Security

What is union’s greatest weakness?

The indifference of its members to their own affairs.

LABOR NEWS

Governor Walker’s pants on fire!

I wonder if Wisconsin’s GOP governor, Scott Walker, is aware that some lunatic is dressing up like him, issuing a rash of stupid statements in his name, and making an unholy mess of his state’s government?

The guy running around in Walker’s suit has been mindlessly ranting about how he intends to crush the democratic rights of state workers in order to balance the budget. I know he’s an impostor because no actual governor would make such patently ridiculous comments or push such an insanely destructive political agenda.

“We don’t have any money,” the fake governor recently cried. The real Governor Walker would avoid any mention of this embarrassment, because it was he who pooh-poohed the state’s \$137 million shortfall just a few weeks ago by doling out \$117 million in tax giveaways to business interests.

But the bogus governor’s stupidest claim is that fixing the budget problem requires him to take away the collective bargaining rights of public employees. Hello – suppressing worker rights will not cut a dime out of the budget. But it will cut the heart out of the state’s historic commitment to economic fairness. A real governor would know that.



The faux “Mr. Walker” then tried to camouflage his anti-worker assault, absurdly asserting that killing collective bargaining “doesn’t alter worker rights.” Come on – even right-wing, corporate-hugging Republican governors know that collective bargaining is what puts some measure of democracy in America’s workplace, both producing and protecting the rights of employees from autocratic executives.

The impostor really blew his charade though when he claimed that eliminating bargaining is what he was elected to do. Uh-oh, pants on fire! The real Scott Walker knows that he didn’t even mention such a crazy idea in his campaign. If he had, he would not have won.

Courtesy of Jim Hightower

Unions aren't the problem



Richard Trumka, AFL-CIO President

Close to 200,000 working Wisconsinites have been given the following option by Gov. Scott Walker: If you want to keep your job, give up your rights. If you want to keep your rights, you're going to be laid off. This is downright un-American. The governor's choice is a false one, manufactured for political reasons.

The real question, the one at the heart of our economic debate, is this: Do we continue down a path that delivers virtually all income growth to the richest 1% of Americans, or do we commit to rebuilding a thriving middle class?

The business climate couldn't be stronger. Corporate profits reached an annualized level of \$1.7 trillion in the third quarter of 2010, the highest figure since the government began keeping statistics 60 years ago.

But, as we've seen, high corporate profits aren't enough to drive robust and equitable economic growth. Three years after the onset of this epic recession, unemployment is still near double digits, millions of Americans are facing home foreclosure, and wages have been stagnant. In our consumer-driven economy, that pulls down businesses as well as tax revenues. Our entire economy is weaker when we have the kind of income inequality that we have today.

The freedom of workers to come together to bargain for decent living standards, safe workplaces, and dignity on the job has been a cornerstone of building our middle class. It's also recognized in Article 23 of the Universal Declaration of Human Rights. And it benefits all Americans – not just those who are in unions.

It's no secret that boosting corporate profits no longer translates into shared prosperity. Many private-sector companies have gone to extraordinary lengths in recent years to effectively eliminate the freedom of workers to come together to bargain to lift living standards. That's one reason middle-class wages have stagnated since the 1970's, and why the U.S. is at risk of becoming an hourglass economy – one with all the income at the top and people at the bottom.

Sadly, a group of radical Republican governors is working overtime to export the most short-sighted private-sector labor practices into the public sector. Not only are they demanding steep cuts in wages and pensions for public workers, they also want to take away workplace rights, so that workers can no longer bargain for better compensation and benefits.

Demonstrators from a variety of Union Grove-area unions protest Gov. Scott Walker's budget repair bill. Their claim

is that public workers have become parasites, busting state budgets with bloated wages and benefits at a terrible cost to taxpayers.

But average citizens have little interest in taking away workers' rights. According to a CBS/New York Times survey, Americans support bargaining rights for public workers by a nearly two-to-one margin. Despite their best efforts, governors like Scott Walker haven't convinced Americans that public workers are at fault for state budget woes.

Nor does economic research support their arguments. When adjusted for education, experience and training, the data show that public-sector workers are paid less than their private-sector counterparts. Right now, state and municipal budgets are in trouble primarily because of high unemployment, falling incomes, and losses in the stock market. Together, these lead to lower tax revenues and depleted pension funds.

It wasn't teachers or firefighters or nurses who crashed the stock market and caused the recession that led to millions of layoffs and foreclosures. It was the so-called engine of our economy – Wall Street – which has suffered no consequences after nearly destroying the global financial system in 2008. Wall Street bonuses averaged over \$128,000 per person in 2010, more than six times the average pension for a retired public-service worker in Wisconsin.

So here's working America's message to governors like Scott Walker and New Jersey's Chris Christie: We believe in shared sacrifice. But we don't believe in your version of shared sacrifice, where the wealthy and Wall Street reap all the benefits of economic growth, and working people do all the sacrificing.

We need to improve the climate for America's middle class. We need tough rules to protect the health of workers and consumers, fair taxes on the super-rich to support decent public services, fair trade policies, and a 21st century approach to work-place rights, which recognizes that high-performance enterprises depend on making employees a part of the team.

That's a recipe that can repair not only our budgets, but also our body politic.



SAFETY NEWS

London Plant members Phil Hames, Mike Coulter and Lee-anna Newton formed Safety Hit's Home Committee. They wanted to create a worker driven project that was independent but complimentary of both Joint Health and Safety Committee (JHSC) initiatives and any Management H&S initiatives.

The committee intended this to be a shop floor approach to raising safety awareness, with hope it generates some grass roots involvement in other facilities. Presently it's a worker program run by workers.

SAFETY HITS HOME



Thus far they have produced presentations intended to provide shock, emotional messages describing co-worker experiences. These messages illustrate how serious injuries can occur at the London Plant, and can happen to any worker, at any time. They describe the incident that caused the injury and describe the affect the injury has had on the activities of daily living for the injured worker(s).

In addition, they have produced presentations with concept messages intended to elevate awareness and promote participation in workplace health and safety.

Safety Hit's Home will be coming to our plant. We hope the whole membership will have the opportunity to see the presentation and meet with them.

SAFETY REP UPDATE

Over the past year we have worked hard at establishing a membership driven safety program. Safety is important to our plant as well as insuring the safety of our members. Our Safety Rep and ERT team plays a vital role in our success.

The Safety Rep teams on all shifts are committed to making our plant safer. If you think back just a few months we had very little membership involvement. We now have our Safety Reps doing safety audits, presenting our safety meetings and working with the membership to resolve safety issues.

The ERT team provides an essential role to our membership. They are our first responders for our membership. We are committed to give them the education and training they need

to be the best ERT team possible. The team is doing monthly equipment audits, drills and quarterly continuing education. We also have a class scheduled for new ERT members on 2nd shift.

One thing everyone should remember is that everyone working on the Safety Committee and ERT Team do it voluntarily. They are a committed group of members and we should thank them for stepping up to make a difference.

If you have a safety issue, work with the reps to resolve the issue. One thing every member knows, change at Kellogg's takes time, sometimes too long but we have to stay focused on the end result. *Making our Plant Safer day by day.*

When you see one of our Safety Reps or ERT members take the time to thank them for their efforts.

Thank You

ERT TEAM

First Shift

M. Waterman
M. Christoff
M. Morris
R. Hindenach
T. Fields
J. Williams
M. Cohoon
R. Morse
B. Norton

Second Shift

A. Guy
A. Mixon
B. Campbell

Third Shift

S. Cornell
A. Halbert
K. Lennon
R. Lasich
J. Kolassa
C. Van Wagner
M. Hanson
A. Bush
W. Elmore
P. Gagnon
B. Gillespie

SAFETY REPS

First Shift

M. Waterman
S. McNair
S. Sanders
J. Williams
M. Christoff
R. Hindenach
M. Cohoon
A. Mature
W. Few
S. Wilson
R. Morse
J. Mitchell
T. Fields
B. Mapes
M. Wolf
T. Haywood
M. Campbell
M. Koster
D. Baily
R. Marsh

Second Shift

M. Brown
N. Castonguay
D. Callender
L. O'Brien,
L. Sweet
M. Cole
R. Campbell
K. Stokes
J. Trevino
D. Case
A. Mixon
D. Tobin
N. Cady
M. Gilman
J. Bibbing
J. Bradley
M. Rolfe
M. Gilliard

Third Shift

D. Barnett
J. Bynum
J. Muirhead
W. Elmore
J. Augustine
A. Scott
S. Toole
M. Scramlin
T. Huffman
S. Stone
M. Vantrease
S. Sleeper
T. Little
S. Cornell
Josh Bennett
B. Gillespie
E. Greene
Joe Katz
Ron Ashby
D. Kreger