



The



Informed Worker



Winter 2004

London, ON

Vol. 11

Bakery, Confectionery, Tobacco and Grain Millers Local 154G

Our goal is to have the information contained in this newsletter driven by the members of BCTGM Local 154G.

We welcome your questions, concerns and letters from readers. We will do our best to find the answer to your question. We can't publish everything, but we will try to provide a wide range of opinions. We may edit your submission.



How You Can Contact Us????

We welcome and read all submissions. Include your name and telephone number. We will not publish your name unless you request it.

Questions and letters, which cannot be verified by telephone, will not be published.

Please e-mail us at bctgm154@execulink.com, Fax @ 432-2153, or give your question to your Union Executive or Newsletter Committee

(Lee Munn, Phil Hames, Jody Jones).



Their lives now are planned moment by moment based on Kellogg's needing us to respond to their needs without warning.

This way of life is not healthy. The stress of juggling home and work everyday without advanced warning and planning is enough to stress anyone out. Having to work different shifts every week is bad enough, but

we never know when to eat or sleep. This becomes unhealthy and unsafe. I have worked 7-3 then got called for 11-7. By the time I get to bed, more than 26 hours have passed and then how long should I sleep for? This goes on for weeks and months with no end in sight. Kellogg's orders their cartons and cases in to fill their planned production but not their employees. If they know what is happening one or two days in advance to order supplies then why are we not scheduled at the same time.

We understand that from time to time that we are called in to replace sick or absent workers but that should be the exception not the rule. Our availability to work this way has given Kellogg's the chance to ruin and run our whole lives. I keep hearing that this is the way it always has been and that everyone has lived through it.

But does that make it right? I don't think so. We should have the right to plan our personal lives and book appointments like anyone else. We should be able to have a few drinks without it costing us 8 hours of lost pay. We should have the right to know that when we come to work, that we can work safely because we have had enough sleep prior to reporting to work. We should have the right to give our kids a yes or no when they ask about our family plans, not a maybe or we will see. This is supposed to be a job, not a lifestyle. We want the right to have a life outside of work. Someone must know what is happening a few days ahead, but chose to keep it a secret. Plan ahead so we can plan ahead too. Other companies can do it. Why can't Kellogg's?

The Joys of Being On Call at Kellogg's

Submitted by an Anonymous Member

Everyday our lives have to revolve around the three 4 hour call-in times. If we miss the call, we miss our chance to earn an income for that day. Appointments cannot be made and kept. Doctors, dentist and lawyers all want advance notice to book an appointment. We cannot book ahead when we have no idea what shift we will be called for that day. We cannot consume alcohol in case we get a call to work. We come home from a day shift and just before bedtime, we get a call to work 8 more hours. We don't know when to sleep or for how long because we might or might not get a call for the next day. We could refuse the shift, but we want to work. We need the income to pay our bills.

Child care is impossible to arrange. Not everyone has a person waiting and willing to care for your children without advance notice.

Regular monthly meetings are on the

4th Tuesday of the month,

(except July & December)

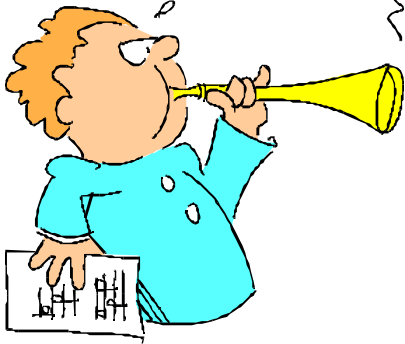
@ **7:15 p.m.** at the Tollpuddle Cooperative,
380 Adelaide St. N. (King and Adelaide)

Past President's Message

By John Parachuk

Four years, forty-eight months, 1460 days. It went by like the snap of your fingers. I can't believe four years has passed.

It was an absolute honour and privilege for me to be elected and serve as this Local's President. It was a goal of mine and now it's a goal accomplished. For this opportunity I sincerely thank the membership. I never took the position of President lightly. I worked hard and honestly as your President and I believe that I maintained the respect of the office with both the membership and salaried staff.



Now saying this, I'm not trying to blow my own horn (you would have to be double-jointed to do that), in fact, just the opposite. There are people that support, help and assist my position.

So many that without involvement, this position would be truly horrendous. I will thank you all, but if I forgot someone, please, I'm sorry but it's the rapidly fading memory of an overwhelming majorly stressed out 51 year old.

Let's start, Irene Krause, Teresa Wilson, Gail Swift, Roger Perry, Sue Clipson and the incomparable, June Smith and Angela Elliott, thank you all so much for your continual, last minute, spur of the moment, forgotten and trouble assistance you've all afforded me over the last four years. I'm very grateful.

Now hourly, past and present Executive Members, thank you, some were a pleasure and some were not. Regardless, we always strived to do the absolute best for the membership at all times.

Stewards, Co-chairs, Committee members, and International V-P, Mike Konesko, the U.S. Local Presidents, thank you all very much.

My team, Art, Lenny, Kean, Nathan, Bob, Heather and Micki, you've all done a wonderful, cutting edge, productive, effective, exemplary job for this Local, for that, I thank you very much.

We, as an Executive, have initiated some wonderful innovations for this Local and on the flip side we have experienced tremendous adversity and negativity.

The Kellogg Company is more aggressive daily. The future ... is anyone's guess!

In closing folks, I sincerely thank you for electing me President for four years. It was an honour I will always cherish.

Compassionate Care Benefits

By Lee Munn

Employment Insurance Update – Compassionate Care Benefit.

Effective January 4, 2004 this benefit will be available to E.I. eligible workers who must be absent from work to provide care or support to a family member who has a serious medical condition with a significant risk of death:

- A spouse or common-law partner;
- A parent;
- The spouse or common-law partner of a parent
- A child; or
- A child of the spouse or common-law partner.

Up to six weeks of benefits will be made available for E.I. eligible workers in a given family to share when your family member falls gravely ill. A medical certificate will be required.

The six week benefit may be shared with other eligible family members within the flexibility of a 26 week window. This benefit also applies if the gravely ill family member does not live in Canada. There is a waiting period of two weeks (over and above the six weeks). If sharing this benefit, only one family member will serve the waiting period.

For more information contact your E.I. Committee Representatives, Teresa Lukianiac, Beth Twells, your Union Office (432-2024) or at your local HRDC office (www.hrdc.gc.ca).

off the mark by Mark Parisi
www.offthemark.com



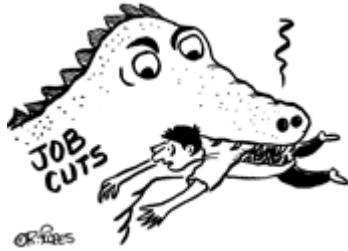
Chief Steward Update

By Art Davis

We have been experiencing lay offs on a weekly basis over the last couple of months. The members that have been affected by this are experiencing difficulties and we are working with the Company trying to resolve these problems.

Effective November 1, 2004 the Company has a new Labour Relations Manager, John Laing. This should help out with the grievance procedure and hopefully reduce some of our frustrations.

We were just recently shown what a union should be by our most junior members. I would like to thank those members for showing that standing united, standing proud, that it is the best way to be.



Chief Steward's Report

By Art Davis

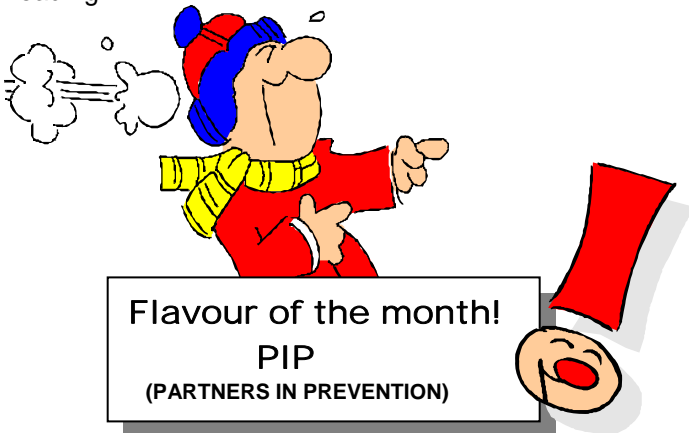
On Tuesday, November 2, 2004 we held our annual Stewards Day. The day began with an update of the days activities. Our Plant Manager, along with the Safety Department, came in at 8:30 a.m.

Judy Kainz along with brother Rick Stevens rolled out a new safety program called P.I.P. (Partners in Prevention). This new program will be rolled out to everyone in December and will go into effect January 2005.

After that, our Plant Manager, Boyd Gillie, gave everyone his history with the company. He had a presentation set up, but instead started fielding questions and concerns from our Stewards. This went on until lunch time. It went so well that we have set up a follow up meeting.

Hopefully, after the two meetings we will see the management team listen to what our concerns have been all along.

After lunch we conducted our regular meeting where it seemed evident that your Stewards had the chance to voice their concerns as to where they see our plant heading.



Newsletter Committee

By Lee Munn



The success of a Union Executive would be minimal without the hard work, commitment and dedication of your elected representatives.

The Newsletter Committee would like to thank outgoing members John Parachuk, Heather McNaughton, Kean Delaurier, Scott Bryson, Barry Ford, Al Gibson, Rick Stevens and Brian Hamilton for their outstanding contributions to the success of this Local.

Special thanks to John Parachuk for initiating the Union Newsletter and Co-Chair Meetings. It has brought communication of daily issues and membership concerns to the forefront.

These endeavours have been instrumental in improving the level of communication between the various committees, the Executive, and the General Membership.

Thank you

Union elections were held in November with voting taking place on Nov. 7 and Nov. 10. Thank you to the many members who stepped up and ran for office. The response was terrific.

Leonard Firmani	President
John Furie	Vice-President
Brian Clerc	Bargaining Grievance
Myrna Allen	Recording Secretary
Phil Hames	Health & Safety Rep.
Carlo DiLoreto	Trustee
Vicki Gardner	Trustee
John Soper	Trustee
Jason Deering	Sargeant-at-arms

Congratulations to all the members for successfully being voted by the membership into union office. Please give them your support and solidarity.

Kellogg Speak

J.D. - change 'Jack Daniel's' to 'Job Discontinuance'

F.L.O.A.T.E.R. - For Lay Off And Telephone Everyday Recall

PREVENTATIVE MAINTENANCE - if it's not broke down yet, maintenance is prevented

C.O.R.E. - Contract Out Regularly Everyday

I.M. - Injured (Line 1) Mechanic

A.R.C. = Art of Recording Creatively

Operator = Endangered species in some parts

T.O.L.U.C. = Too Often Left Under Crewed

W.I. - Waiting Indefinitely (for a cheque)

Brothers and Sisters of Local 154-G

By Mike Jens, Business Agent, Local 50-G

Omaha is a diverse local. We are made up of eight plants. The largest is the Kellogg plant but we have four Con Agra plants, two Cargill plants and an Archer Daniels Midland plant. The Kellogg plant is also very diverse. It is made up of members from the Battle Creek, Memphis and (former) San Leandro plants. At one time this caused some problems as well as challenges but now we are like one large family. Our biggest challenge is getting time off from work. We not only work 28 days straight but about 25% of each shift has to work 12 hour days. We recently settled our local contract where we negotiated where college students can work Fridays, Saturdays and Sundays. This is not the solution but merely a little relief.

I hope this provides you a little insight to the Omaha plant.

Job Cuts

By Mike Konesko,
Int'l Vice-President

"Kellogg's are People" – that was the motto when I first started servicing this Local (longer ago than any of us care to remember).

It still may be the motto, but there are a lot less people in both London and the U.S. cereal plants.

The Company has been putting increased pressure on each plant to reduce costs and the easiest cost to reduce is labour. In Battle Creek, which had over 2,000 people in 1987 is now under 500, and the Company just announced the elimination of 12 building service jobs in the administrative office, even though they are increasing the number of salaried workers by moving in Keebler employees from the Elmhurst, Illinois office. How does the Company plan to do the work? An outside janitor service with reduced costs and benefits?

These cuts don't even take into account the loss of jobs at Battle Creek, Memphis and Omaha along with London from the elimination of the old individual lines. At least there was a change in technology that drove those moves.

Changes are happening across the Kellogg cereal world and your Union is putting up a continuous fight to stop or modify the job cuts that management keeps proposing.

It is an uphill battle, but we must prevail because the alternative is elimination of jobs and a lifestyle we have earned and hold dear.

Rest assured that all the cereal locals in both U.S.A. and Canada, along with the International Union, are committed to fighting to preserve our jobs with good wages and benefits.

Thank you for your continuing support and solidarity.



Its Been A Slice

By Heather McNaughton

By the day this gets printed I will be back in crew and the new Executive will be on board. I want to commend everyone for coming forward and showing their solidarity at a time when morale seems to be at an all time low. I hope everyone stands behind this new Executive, as it is the strength of the Union to be united. A wise executive has to pick their fights to have any credibility they cannot fight everything. This does not by any way mean that anyone is rolling over and allowing themselves to be walked on. And once they have their picks then it is research, research, and more research to have justification to win in the long haul.

One thing I have learned is nothing seems to come easy; there really is no easy solution to major problems but through investigation, credibility and facts then the decision is helped out that much more.

I want to thank everyone for allowing me this chance to serve you for the past two years; it truly was a pleasure and an honour. In closing, I would like to say congratulations to all the winners of the elections and thank you to those who were not successful in their running; don't give up, get involved in what ever way you can to stay supportive of the Union.

PS: I especially want to thank Karen, Gary and Kevin for always making me feel welcome on those occasions when I came back for "familiarization". I owe you!



Update on Arbitration

Effective December 12th all members in the entry level position have moved to floater status or bid jobs maintaining full wages and benefits.

Note: the backfilling arbitration has been resolved. A Letter of Understanding has been agreed to and additional bid jobs in the Warehouse and Packaging Department have been posted.

Please see additional information on your Union bulletin board.

Be Cheeky – Expose Some ASS

Documentation is our strength! Got a concern?

Do you feel that if you tell, it will fall on deaf ears?

The reality is... maybe it will but without documentation your concern could disappear.

Documentation:

Companies use it to cover their ASS

Workers use it to expose a company's ASS!

My Thoughts

By Rick Stevens

I would like to express my gratitude to the people on the Joint Health & Safety Committee for their efforts and commitment over the last two years. Without these people the JHSC and membership would not have operated as effective as it has become, and I would not have been able to perform my duties and functions as the Worker Rep Co-Chair. Our membership, safety reps, stewards, across the board, can take pride in being informed, highly educated and motivated to have genuine care and passion for what they do and for the environment for which they work in. It has been a wonderful learning experience for me and I thank everyone that has been involved. I hope the membership gives the same support to the next Co-Chair that I have enjoyed the honour of experiencing over the last two years.

Communication

Definition: To have mutual access and opportunity.

In early December our management scheduled plant wide communication meetings that were too short and not too sweet.

After the Company spin little opportunity or time was allowed for feed back, comments, suggestions, or concerns.

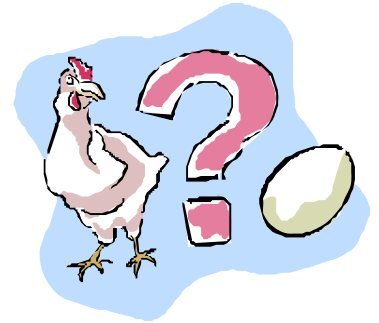
Most members left feeling unappreciated, frustrated, and concerned for the future.



Food Safety

By Bruce Monteith

Recently in the London Plant food safety has taken a back burner. With all the changes in jobs and in management taking place, everybody is concerned with their job still being there. As the dust settles and things calm down, we must refocus on food safety.



We need to remember that by following good food safety practices that, yes we are helping the Company, but we are also helping ourselves by making sure that our jobs will be there.

Packaging Department

By Kean W. Delaurier

The Packing Department suffered a big hit in August as everyone is aware of. The crewing numbers were reduced drastically and by doing so, the end result was huge inefficiencies, bumping, tumultuous atmosphere and no training.

When the Union put forth grievances for backfilling (5:24 C.1.) the Company insisted that it's not the case at all. It was the Company's prerogative to exercise their all mighty and powerful 4:01 (Company Rights) blindly.

With the arbitration looming, the Union had Paul Nichols work with Roger Perry intermittently to find out who worked when and where in the Packing Department.

Some employees think the cuts were made willy nilly. What do you think?

It is difficult to run in a straight line with one short leg. The Company has come to the realization that the modifications to the crew numbers were incorrect and are now trying to rectify the dilemma plant wide. Hopefully these changes will work for our plant, our jobs, our lives and improves morale.

Silent Auction 2004

By Heather McNaughton

This years Silent Auction was held November 18, 2004. The cafeteria was transformed into an elaborate display of items ranging from homemade crafts, baked goods, woodworking projects, Christmas decorations and many other items. The generosity displayed by not only the people who donated items, but also to those who supported the event was greatly evident in the turnout. The final tally is roughly \$7,450.00!!!! The Women's Community house will be ecstatic with your generosity. Much thanks to everyone who helped out, it was greatly appreciated. Wishing you all the best.



From The Desk Of Arnold Steinman

Arnie Steinman, President of K.A.R.A.

GREETINGS from all the retired members of Kelloggs.

It seems like just a few days ago that I wrote a message for your Summer newsletter, "WOW" how time flies and I suppose as the older one gets the faster time moves!

By the time that this message is printed I know that you will have elected your new Committee for the coming year, and as obviously I don't know who they will be. Our Committee and I congratulate them and wish them well in their duties!

I know that the Retirees expect the same fine co-operation between Local 154-G and KARA that has existed in the past. Even though we are no longer active in current interpretations of contract language with Kelloggs, their treatment of the retirees is also your obligation to ensure that what has been negotiated in the past remains in place! For example, Arbitrators have already ruled that "what ever an employee has on the day of retirement is what he will maintain for the rest of his lifetime" subject of course to negotiated agreements between the parties.

I believe that the majority of you understand or know of our current request that the Company pay for the latest Government money grab for OHIP premiums, this as you may well understand imposes a real hardship on a lot of retirees, particularly on those with very meagre pensions that were negotiated many years ago!

Sometimes being away from the workforce we can see perhaps the big picture better than if one is directly involved in the daily issues. As a former President of Local 154-G it troubles me greatly, that upon talking to the present members and the Executive that I can see what is happening more and more, "departmental squabbling, I don't care what they do there as long as my job continues, looks good on them, they have never cared what happens to our department", the list goes on and on.

I don't pretend to know the solution however, each and everyone of you must stop thinking of just your selves, and really look at the situation for the whole membership, elect competent officers and most of all, once elected support them through thick and thin!

Compensation Committee Update

By Phil Hames

At this time the Committee is waiting for two decisions on appeals from the Workplace Safety & Insurance Appeals Tribunal.

One decision on appeals from the WSIB Appeals Branch.

Two hearing dates for appeals before the WSIB Appeals Branch.

Several decisions at the WSIB adjudication level.

It's Our Turn

By Al Gibson

What a great thing. I'm talking about the election of your representatives this month. It's your, no, our opportunity to democratically choose our Union representatives. Regardless of the outcome, this is probably the largest number of candidates we've seen in a long time. But perhaps more important is the number of new members vying for office. I counted eleven new names. There is representation from many groups and a good number are people who have less than 10 years of service in the Union. Is that a good thing you might ask, to have so many inexperienced people running for office? I believe it's very good, even great. Everyone has to start somewhere, and the plain fact is that unionism relies on selecting, educating and nurturing younger members to step forward and take control of their work life, our work life, protecting the rights and privileges we have fought so hard to secure and maintain.

By working along side union veterans, receiving education in union strategies, contract language, facing management, handling contentious issues among others, they will be ready. I have seen a gradual turn in our union brothers and sisters over the past few years, from one of "I don't want to get involved, I don't have time" to one of "I want to get involved, I have something to contribute". We've seen some examples recently. What a great declaration to make, both to our fellow Union members and to the Company.

Make sure you read the privacy information enclosed with this newsletter. Please sign and return the Consent Form to the locked box beside the Union bulletin board.

To borrow a phrase from one of my Union brothers from times when we dealt with the Company, "Every once in a while we get to drive the bus". Well, we've always had our own "UNION BUS" and we need new, energetic, committed brothers and sisters to drive this union bus to new and better destinations every time we get on board.

We need to continue working together as a Union, encouraging solidarity, helping when we can, supporting all of our sisters and brothers and those who work on our and our family's behalf. It's the only way to go.

**A strong union is a member driven union
Accept no substitute!**



Mediation Committee

By Vicki Gardner



To begin with I am informing the membership that John Furie is no longer a Mediation Representative on the committee. John has been an excellent mediator and I personally want to thank him for all his hard work and efforts in helping our members resolve their issues and conflicts. The committee wishes him well and success in any future endeavors he is interested in pursuing.

I also want to acknowledge the great enthusiasm and commitment that Jennifer Bannon has shown on the committee. She is showing great potential and with all her strong efforts in regards to her training she will soon be dealing with issues on her own.

The committee has been informed of some efforts taking place in introducing a new Bill in the Legislature that will be dealing with harassment in the workplace.

As this is in its early stages, I am not able to elaborate on this information at this time. If this new Bill gets passed it will certainly have a very positive affect for all working individuals.

I now want to address an issue that has come to my attention quite often over the last few months. As we are all aware, we have a great Modified Work Program in our workplace. However, some of our workers on modified programs or work restrictions are experiencing a lot of negative attitude from co-workers.

Inappropriate verbal remarks or actions are a definite form of harassment and will not be tolerated in the workplace.

Unexpected injury and illness is very stressful for individuals and we as co-workers and brothers and sisters need to better understand and support these workers. This is a large part of the healing process and ultimately results in the worker being able to return to regular job duties sooner. I know that in some cases in order to accommodate these modified workers it can have a direct affect on other co-worker's job duties.

Change is often difficult to accept but please remember that anyone of us could experience an unfortunate accident or illness at any time. "It could be you." Take a minute and ask yourself – would you want to be treated in this manner?

Respect and encouragement makes for a happier, healthier atmosphere in our workplace.

The committee is pleased to announce the appointment of our new mediation reps. Simon Blastock and Kelly Campbell. I again want to thank the individuals that have come forward and volunteered for this position.

Although the training is extensive, our committee has proven to be very successful in conflict resolution.

The awareness of our committee has greatly increased and it has certainly generated a more respectful attitude among all our sisters and brothers in our workplace.

The Mediation Committee would like to wish everyone a safe and happy holiday season.

Pension and S & I Committee

By Ron Anderson

Here we are again, another opportunity to share more info on pensions and investments.

In case you didn't read the brochure from Sun Life, **The Kellogg Company Stock Fund** here are some details. The fund is changing from unitized to direct-held units to reflect the Kellogg stock price more closely. A five-day transaction freeze will be in place from Friday, November 12 until Friday, November 19, 2004. (See brochure for details.)

The Pension Committee is planning an educational seminar for sometime in February.

We hope to discuss issues such as Taxation of Non-RRSP Contributions, Asset Allocation, Retirement Planning, and Pension Adjustments.

The company has contributed over seven million dollars to the pension fund. They are expecting to make another sizable contribution this year putting them ahead of their obligation. This helps to reduce the solvency deficiency that exists.

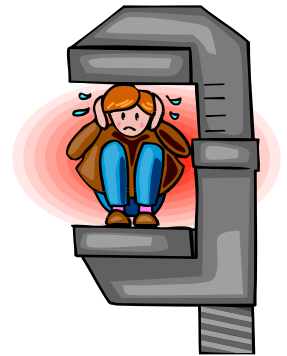
If you have any questions please contact Ron Andersen or Jeremy Cormier.



Employment Insurance Committee

By Teresa Lukaniecc

Your Union has had an E.I. Committee in place for several years. Recently due to the unfortunate layoff situation the need for E.I. benefits has become common. The committee members Beth Twells and Teresa Lukaniecc have their numbers posted on the union bulletin board or at the union office (432-2024). Please do not hesitate to call. Note: Information can be found on the Internet (hrsdc.gc.ca).



President's Message

By Len Firmani

I would like to thank all the members who participated in this November's Union election. The turn out was fantastic

My heartfelt appreciation to Scott Ellinor, Kean Delaurier, Rick Stevens, Al Gibson, Ron Gibson, Leo Linkiewicz, Rob Duchesne, Chuck Fink, Jeff Hare, Rick Donkervoort, Vicki Gardner, Myrna Allen, Brian Clerc, John Furie, Phil Hames, Carlo DiLoreto, John Soper, and Jason Deering for accepting the nomination to run for office. Thank you for coming forward.

The new year is going to be exciting and busy, we are embarking on a new direction within this local.

In consideration of the fact, and that we are a year away from entering into contract negotiations between B.C.T.G.M., Local 154-G and Kellogg Canada Inc.; we will be holding a series of meetings to gather information from the membership as to its desires and wishes regarding upcoming 2006 negotiations.

Preparing for negotiations is a long and drawn out process, involving many hours of discussion, study and research. Your Executive wishes to be fully prepared to undertake this task. We also wish to have the membership aware of our direction and intent by late Fall 2005. Any concerns arising throughout 2005, or any amendments submitted after these meetings will also be considered for negotiation topic. (The meetings are **not** the only time you will be able to submit amendments.)

These drop in meetings will be done on a departmental basis and will be held in the 3rd floor conference room. Members of the Executive will be present at these meetings and are there to document and discuss any possible new amendments, as well as changes, additions, modifications or concerns regarding existing contract language.

For those members who do not have the necessary time to drop in to speak at length of your wishes, there will be a drop box in the meeting room to receive contact information from you. An Executive Member will contact any members who choose to communicate through this method via telephone.

The P.A.R.C. (Participatory Action Research Committee) will also be utilized again to assist us in correlation of this information, analyzing information through membership surveys and documentation.

With the information gathered in these meetings, your Executive will be able to get a more clear and concise picture as to the direction the membership wishes to take during future negotiations. We are your Executive, and at this time are looking to you for direction.

There will be further communications regarding your choices and concerns throughout the year, but these meetings are a first step on a long journey. The more prepared we are going into negotiations, the better off we will end up.

I would like to advise the membership that we will be communicating in a more open concept. This Executive would like to email our members, the communications between the Company and Union, Labour Relation Minutes, notices of important meetings, letters to the membership, and the Union Newsletter, etc.

Thus, we are asking our members to submit their email addresses to this Local. To facilitate this process, please send the Local an email, phone in your email, or give it to an Executive Officer.

I would like to wish you all a Very Merry Christmas and a Happy New Year.



Happy Holidays

From your Union Executive