

GMP *Horizons*

April 2008

Serving Workers in the Metal, Pottery and Plastics Industries



GMP EXECUTIVE BOARD CONVENES



Glass, Molders, Pottery, Plastics & Allied Workers, AFL-CIO, CLC
608 East Baltimore Pike, P.O. Box 607, Media, Pa. 19063

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The GMP Executive Board met recently. See page 2.

A member of Local 262, Kendallville, Indiana, won his arbitration. See page 4.

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JOHN P. RYAN
International President

**“No one should
pay with his or
her life for going
to work.”**

Mark Workers Memorial Day By Reducing Risks on the Job

Every year, American workers die on the job. The latest overall figures for 2006 show the official death toll of on-the-job fatalities stood at 5,703. Unfortunately, in 2007, one GMP member was included on the next year's list. Our fellow member was more than a statistic. He was a trade unionist mourned by his friends and family.

We can best remember him and the thousands like him by renewing our efforts to create safer workplaces.

The Occupational Safety and Health Agency (OSHA) has numerous materials on this vital concern. I urge every GMP Local Union to acquire this information and make it available to our membership.

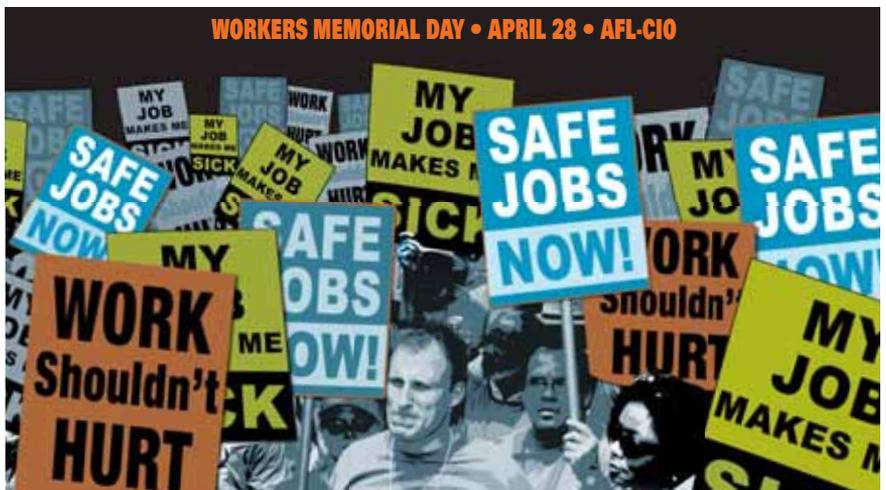
Naturally, a safe workplace is a corporate responsibility. A safe workplace, because it directly impacts our lives, cannot be left entirely to others.

We as workers should be alert to danger, to improper procedures and dangerous conditions. Anyone noting these and like situations should advise management and their local union officers.

As we mark Workers Memorial Day, we should dedicate ourselves to reducing the horrific costs of earning a living. No one should pay with his or her life for going to work.

GOOD JOBS. SAFE JOBS. FOR ALL.

WORKERS MEMORIAL DAY • APRIL 28 • AFL-CIO



GMP EXECUTIVE BOARD CONVENES

DISCUSSES GLASS CONTRACTS, CONVENTION



International President Ryan led planning for the upcoming Quadrennial Convention.



International Secretary-Treasurer Smith presented a budget, which the Executive Board approved.



International Vice Presidents De La Fuente and Thorn hear reports from the Board.

The GMP Executive Board met early this month to discuss the just concluded to discuss the just concluded glass industry negotiations that resulted in contracts with Owens-Illinois, Saint Gobain and Anchor.

The three settlements resulted in wage and benefit improvements.

The Executive Board also discussed the upcoming Quadrennial Convention to be held in Las Vegas from August 4th to August 8th.

Committee assignments were considered for delegates who will attend the Convention.

Lengthy discussions centering on organizing took place. The Executive Board and others shared insights on organizing and addressed the need for local union activism.

Special attention was given to the in-plant organizing requirements in the so-called right-to-work states.

International President Ryan led talks on the

upcoming Quadrennial Convention. He also discussed the International's need for a dues increase.

International Secretary-Treasurer Smith presented the budget for the current fiscal year. The Executive Board voted to approve the budget.

The International Vice Presidents Thorn, Brandao, De La Fuente and Doyle reported on business conditions originating in their offices.

Executive Board members attending the event included Babcock, Beaudin, Boultinghouse, Carter, Cotton, Cyr, Gould, Hunter, Jeter, Pope, Seal, and International Representatives Baumcratz, Bedocs, Jacks, McNeil, Sallemi, Sanchez and Singleton.

Organizers Johnson and Hoffman were also in attendance.

The following staff members were unable to attend the meeting: Executive Officer Powell and International Representatives Harris and McCarty.



International Vice Presidents Brandao and Doyle follow the discussions.



Director of Organizing Scotland speaks on the latest organizing techniques.



Director of Research and Education Grotti takes notes at the meeting.



Executive Officer Babcock and International Representative Singleton.



Executive Officer Pope and International Representative Sanchez.



Executive Officers Carter and Boultinghouse.



(L-R): Executive Officers Cyr and Dale Jeter and Organizer Johnson.



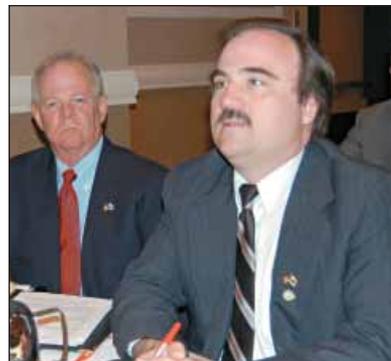
Area Director Royster, Executive Officer Hunter and International Representative Jacks.



Organizer Dave Hoffman and Greenberg, GMP Legal Counsel.



International Representatives Bedocs, Executive Officers Beaudin and Seal.



Executive Officers Gould and Vitatoc.



Neibauer, Controller, and Executive Officer Cotton.



International Representatives Sallemi, Baumcraz and McNeil.



GMP E.R. T. Executive Director James Chitwood and his associate Marilyn Barnes, with Ryan and Smith.

Local 262, Kendallville, IN Wins Arbitration Award



In a recent arbitration case, Arbitrator James Martin ruled in favor of Local 262. Seen here (L-R) are: Committeemen Pete Wilson and Todd McCandlish (holding a copy of the back pay check for \$4,489.80), A. C. Collins (grievant & Shop Chairman holding a copy of the arbitration award) and Executive Officer Rick Vitaoe.

In a recent arbitration case concerning Local 262, Kendallville, Indiana, and Foley Pattern Company, the arbitrator ruled in favor of Local 262.

GMP International Representative Rick Vitaoe conducted the hearing on October 26, 2007 and presented

the case to the arbitrator. The grievant, a member of Local 262 and employed by Foley Pattern, was terminated for “failure to return to work”.

At the arbitration, the Company argued that the reason why they terminated the employment of A. C. Collins was due to “being unavailable

for work”. The Union argued that it was “failure to return to work after receiving 26 weeks of medical disability payments” because that was on the termination paper. The Union argued that this cause of termination was not in the contract.

On January 18, 2008, the arbitrator, James Martin, ruled in favor of the Union. The grievant, A. C. Collins, was reinstated with ½ back pay in the amount of \$4,489.80.

The officers of Local 262 in Kendallville, Indiana, are President Leonard Hicks, Vice President Ronald Coleman, Recording Secretary David Conrad and Financial Secretary Rick Everage. Local 262 was chartered in 1941.

HILDRIGE DOCKERY DIES AT 69, FORMER EXECUTIVE OFFICER



Hildrige Dockery, a retired GMP Executive Officer, died on April 14, 2008, at the age of 69, after 32 years of service.

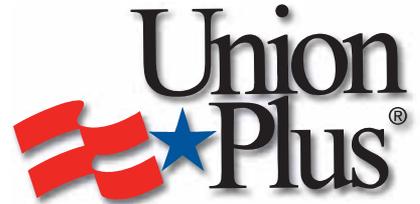
Dockery joined the GMP staff as an International Representative in 1988. He served the former Molders Union as a Staff Representative from 1971 to 1988.

He entered the trade at The Central Foundry Company in Holt, Alabama, in 1961, where he joined former Molders Local Union 311. He served his Local Union as Shop Steward and as Business Agent.

Dockery was appointed to the GMP Executive Board in 1990.

His wife, Jewell, his daughter, two sons and one granddaughter survive him.

Keeping Your Wits (and Your Home) During the Home Mortgage Crisis



The home mortgage crisis has affected millions of working families. Rising gas and food prices, together with a tightening credit market, have left union families feeling the pinch — while wages continue to lag behind inflation. But there are strategies you can use to survive the crunch, safeguard your credit — and protect your home. Whether you're buying your first home or trying to hold on to the home you have, here are some important things you should know:

- **Be proactive.** If you have an adjustable rate mortgage (ARM), call your lender now to find out when your rate will adjust, by how much, and how often this can happen. If your rate has already gone up and you may not be able to make your payment, contact your lender and ask if they will work out a plan that works for you.
- **The state you're in.** Many states have been moving faster than the federal government in offering assistance to homeowners in crisis. Contact your state government and ask what programs may be available.
- **Give yourself credit.** If your mortgage situation is part of an overall credit problem, call 1-877-733-1745 to schedule a free credit counseling session.
- **Balance before you buy.** These days you'll find fewer options available for buyers with poor credit. Credit counseling can help get you ready to buy, as can trimming your household expenses. In the long run, you may benefit from improving your finances, becoming a "prime" buyer, and securing a fixed rate mortgage.
- **Know the score!** Your credit score, or FICO, doesn't only affect your ability to buy a home; it can influence the interest rate you pay for all kinds of purchases. Union families can save 15% on the myFICO® program, which can help you learn your score, get a credit report and protect your identity. Visit www.UnionPlus.org/CreditScore.
- **Watch for scams.** There are a lot of companies out there making promises to distressed homeowners. Don't divulge personal information to a company you don't know and trust. Be wary of companies charging high up-front fees. Ask for references and check them out. Ask fellow union members and check with your benefits office first. Above all, remember the adage, "If it sounds too good to be true, it probably is."
- **Worried you're at risk of losing your home?** Call the Union Plus Save My Home Hotline at 1-866-490-5361 for free, confidential advice from HUD-certified housing counselors. Face-to-face counseling is also available at more than 100 local offices in 22 states and the District of Columbia.
- **Go union.** The Union Plus Mortgage Program offers low closing costs and other benefits for union members and families. It's the only program in the country with the Mortgage Assistance Program, which can cover your mortgage payment in the event of disability, strike, lockout or layoff. Call 1-800-848-6466 or call the Chase mortgage office in your area — and tell them you're a union member!
- **First-time homebuyer?** Find out what benefits are available to you. Ask your lender about local and state programs and tax incentives that may be available. Check with your union office. Ask your coworkers who have purchased homes about their experiences. You can also learn more by visiting www.afcio.org to find the union movement in your state.

GOOD JOBS. SAFE JOBS. FOR ALL.

On April 28, the unions of the AFL-CIO observe Workers Memorial Day to remember those who have suffered and died on the job and to renew the fight for safe workplaces. The toll of workplace injuries, illnesses and deaths is enormous. Each year, thousands of workers are killed, and millions more are injured or diseased because of their jobs.

Our fight for safe jobs has gotten harder because for more than seven years the Bush administration has refused to act. Instead, at the behest of corporate interests, the administration has moved to roll back and weaken protections. Voluntary compliance has been favored over new protective standards and enforcement. Progress has ground to a halt and may be reversing. Many workers have little or no protection, and major hazards remain unaddressed.

This year, with the election, there is an opportunity to change the direction of the country and make workers' issues a priority.

More than three decades ago, Congress passed the Occupational Safety and Health Act, promising every worker the right to a safe job. Unions and our allies have fought hard to make that promise a reality, winning protections that have saved hundreds of thousand of lives and prevented millions of workplace injuries.

On Workers Memorial Day, we will continue that fight. We will fight to create good jobs in this country and to guarantee health care for all. We will fight for the freedom of workers to form unions and, through their unions, to speak out and bargain for safe jobs, respect and a better future. We will demand that the country fulfill the promise of safe jobs. For all.

MOURN FOR THE DEAD. FIGHT FOR THE LIVING.

OBSERVE WORKERS MEMORIAL DAY • APRIL 28 • AFL-CIO

Senate Gop Blocks Fair Pay Bill

Again turning their backs on workers, Senate Republicans mustered enough votes to defeat pro-labor legislation on April 23. In this case, it was the Lilly Ledbetter Fair Pay bill, which garnered a 56-42 majority, but needed 60 votes to halt the talkathon. The House passed it earlier. But the Senate vote may have killed it.

The Republicans responded to their business backers, who claimed the measure hurts them. The bill would reverse a Supreme Court 5-4 decision last May saying women, minorities and others suffering pay discrimination on the job can only sue within the first 180 days of its occurrence. If they uncover discrimination after that—as Ledbetter did via a tip many years later—they’re out of luck, the 5-man majority said.

The decision in Ledbetter vs. Goodyear Tire and Rubber Co. prompted an unusually public dissent by Associate Justice Ruth Bader Ginsburg, the court’s only female justice, who called the majority “out of touch” with modern workplaces. She also said it was up to Congress to reverse the ruling. But the GOP halted the reversal.

Chief Senate sponsor Edward M. Kennedy (D-Mass.) called the filibuster “outrageous” and vowed “this issue” of equal pay for equal work isn’t going away.”

Ledbetter, a retired supervisor at Goodyear’s Gadsden, Ala., plant, “was the victim of blatant pay discrimination, which she discovered too late,” said Marsha Zukowski, a Steel Workers vice president and president of the Coalition of Labor Union Women.

Ledbetter previously told PAI rank-and-file female workers at Gadsden did not suffer blatant discrimination, due protection from their USW contract.

Under the court’s ruling “month after month after month, a worker

could be paid less than a colleague based on sex, race, religion or disability,” Zukowski added. “They have to sue within 180 days of when the discrimination starts—and not within 180 days of when they learned about it.” That lets firms stall, discriminate—and get away with it.

“Paying a woman less than a man is an affront to human dignity,” added AFL-CIO Civil Rights Department Director Rosalyn Polles. The vote was on Equal Pay Day, ‘Ledbetter, a 19-year-10-month Goodyear veteran, pointed out she won’t get a dime if the law passes.

The Supreme Court not only threw out Goodyear’s conviction on sexual pay discrimination charges, but also the \$3.8 million in damages—later capped at \$300,000—and \$60,000 in back pay a jury awarded. “If my pay had been reasonably close to that of the men, I would have let this go,” Ledbetter, a 68-year-old grandmother, said. “But it’s not the money, it’s the discrimination,” she said.

Other speakers at the event, called in the midst of last-minute lobbying for the legislation, pointed out the court ruling hurts millions of people—and its impact goes far beyond pay. As Ledbetter herself noted, not only did she suffer pay discrimination for 19 years, but it also resulted in a lower pension, a lower 401(k), lower matches of that account by Goodyear, and lower Social Security payments.

“I have physicians, professors, teachers, nurses, you name it, writing me about the pay discrimination they suffer. You should see under my kitchen table; It’s crammed with boxes of letters” from women nationwide, Ledbetter said.

“Protection against pay discrimination is basic to democracy,” Senate Labor Committee Chairman Kennedy told colleagues before the vote. In an indication of the importance of the vote to working women, both Democratic presidential hopefuls,

Sens. Hillary Clinton (N.Y.) and Barack Obama (Ill.), returned to the Senate from their hot contest to vote for the Lilly Ledbetter bill.

Sen. John McCain (R-Ariz.), the presumptive GOP nominee, was one of two senators who did not vote. Six Republicans—four of them up for re-election this fall—voted against their party’s talkathon. They included Norman Coleman (Minn.) and Gordon Smith (Ore.). The other votes for it came from Democrats and independents.

Ledbetter said pay discrimination was abetted by Goodyear’s orders—common at many firms—to workers not to discuss pay with each other, under threat of firing. That gave Sen. Tom Harkin (D-Iowa), another longtime backer of equal pay, an opening to again campaign for his legislation that would force employers to disclose pay levels, but in broad categories of occupations at the same plant.

Such disclosure would help further the goal of equal pay for equal work—Equal Pay Day marks the day an average woman worker earns, in a year and the following months, what an average male earns in a year—“by giving people more information” to use to challenge pay discrimination.

House Education and Labor Committee Chairman George Miller (D-Calif.) used the press conference to announce another anti-pay discrimination bill, offered by veteran Rep. Rosa DeLauro (D-Conn.), who also spoke, would come up in his committee “in several weeks.” That bill puts teeth into the 1963 Equal Pay Act.

Equal Pay Day is the day an average woman worker earns enough, added to her pay from the year before, to equal the pay of an average male worker. Women earn 77 cents for every dollar an average male makes, a figure that barely budged “since the turn of this (21st) century,” one speaker said.

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GMP MEMBERS can take advantage of the Savings, Service and Solidarity provided by the benefits trusted by your union.

Savings- Did you know that GMP members could save over \$3,700 annually with the GMP Union Plus benefits? Here's how you can start stretching your hard-earned paycheck:

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- **Entertainment Save** on movie tickets, movie rentals, sporting events, gift certificates and more. Call 1-800-565-3712 and use ID: 744387769 or visit UnionPlus.org/Entertainment.

Service- Union Plus benefits guarantee member satisfaction. Working families never need to settle for less with Union Plus. Our member advocates, who are OPEIU Local 2 members, work with the program providers, so if you encounter any problems or concerns, they're here to assist: 1-800-472-2005 (8:30 a.m. - 4:30 p.m. ET, weekdays) or online at UnionPlus.org/Customer.

Solidarity- Supporting union-made products and services strengthens the labor movement and ensures quality goods and services at UnionPlus.org/UnionMade.

- **AT&T Wireless** Save 10% on select plans and support the only wireless company that can, and does, proclaim that it is "Proud to Be Union."
- **Union-Made Clothing** Save up to 10% off the latest quality apparel, union-made in the USA.
- **Goodyear Tires and Service** Find union-made Goodyear tires made by United Steelworkers (USW) and the United Food and Commercial Workers (UFCW) and save 5-10% on car service and tires.
- **Hawaii Cruise** —Book a cruise on the world's only all-union cruise ship to Hawaii through NCL Cruises with a special 5% discount.

Supporting Working Families

Millions of working families have home mortgages and credit cards, but unlike other consumers, union members have special GMP Union Plus credit cards and home mortgages that actually come to their rescue when financial hardship falls.

If you're ever on strike, laid off or suffer from a disaster or disability, GMP Union Plus provides the safety net union members need to get through. From free credit counseling and budget analysis to skip payments and disability grants, union members who are laid off, disaster victims or on strike can take advantage of special assistance.

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- **Save My Home Hotline**—free, confidential counseling to help you keep your home. Call 1-866-490-5361.
- **Auto Insurance**—save on auto insurance coverage with strike skip pay availability. Call 1-800-294-9496.
- **No Cost AD&D**—get up to \$5,000 of no-cost accidental death and dismemberment coverage. Call 1-800-393-0864 or visit www.unionsecure.com.



NEW CONTRACT RATIFIED AT LOCAL UNION 219

Alcan Millville Vial, Millville, New Jersey

Local Union 219 successfully negotiated a contract with Alcan Millville Vial (formerly named Alcan Pharmaceutical Glass Tubing).

Highlights of the new 3-year agreement are: wage increases of 2.75% the 1st year, 3% for the 2nd year and 3% for the 3rd year. Improvements were made to the premium contributions for medical benefits. The new bonus/incentive system provides a \$1.00 per hour increase for good attendance and another \$1.00 per hour increase for job performance. The new agreement became effective on April 6, 2009.

International Representative Matthew McCarty represented the International Union in the negotiations.

Approximately 90 GMP Local Union 219 members employed at this Alcan facility produce pharmaceutical glass vials.

The officers of Local 219 in Millville, New Jersey, are President Alvin Burgess, Vice President Tina Kernan, Recording Secretary Rebekah Money and Financial Secretary Donald Quinn. Local 219 was chartered in 1943.



Seen here are Local 219 and Alcan representatives after the signing of a new incentive agreement and new collective bargaining agreement. (L-R): Human Resources Manager Diane Knoop, Local 219 President Alvin Burgess, Director of Operations Imran Mukhtar, GMP International Representative Matthew McCarty, Local 219 Business Committee member Maria Melendez, Operations Manager Linda Raymond, Director Human Resources Chuck Speight and Vice President and General Manager Terry Smith.

Fed Signs Alliance With Mexican Worker Rights Groups

The AFL-CIO said April 17 that it signed an agreement with Enlace, a network of 21 U.S. and Mexican-based worker rights groups.

Enlace's worker centers, unions and organizing groups represent approximately 300,000 Mexican low-wage workers. Federation President John J. Sweeney said the U.S. and Mexican groups share a common goal of building the base of low-wage workers to bring balance to the struggle between the rich and the working poor.

Enlace is independent, unlike Mexico's major union federation, which the AFL-CIO now has little if any contact with. That federation

is allied with and under the thumb of the Institutional Revolutionary Party, which ruled Mexico for 70 years starting in 1929.

Both sides will concentrate on three general areas to start: International campaigns, education and training and building bridges among worker centers and unions. They also want to try to strengthen solidarity between worker advocates on both sides of the U.S.-Mexico border. The federation has similar working agreements with Chicago-based Interfaith Worker Justice and the National Day Labor Organizing Network of U.S. day labor centers that serve mostly Hispanic low-income workers.

Tomato Workers, Allies Describe 'Slavery' In Fields

Armed with harrowing stories and several court convictions of tomato growers for human trafficking, the Coalition of Immokalee Workers and their allies described virtual slavery in Florida's tomato fields, and demanded Congress bring farm workers, including them, under protection of U.S. labor laws.

The growers' response? Flat refusal, according to Lucas Benitez, the coalition's co-founder and a Florida farm worker. The reason? "Because a tractor doesn't tell the farmer how to run the farm," Benitez quoted one grower as saying.

The hearing was called to spotlight the conditions the thousands of pickers face in the Florida fields, which provide a large share of the nation's tomatoes, especially to fast-food restaurants. Two of the restaurant chains, in response to pressure and nationwide protests from the coalition and its supporters—including the AFL-CIO—have agreed to pay the pickers a penny more per pound of tomatoes picked.

But the growers have not passed the penny through to the pickers, their representative told lawmakers. He called the system administratively unworkable and denied slavery charges.

What the grower's testimony failed to deny was the conditions for the pickers in the fields, and the past criminal convictions. Details, from Benitez and others, included:

- The start of the coalition's nationwide "Fair Food" movement 15 years ago after Julia Gabriel and her friends told CIW they had fled a labor camp on an isolated farm—ironically, in South Carolina—after a worker there was shot for wanting to leave.

Conditions for 400 workers at that camp included "12-hour workdays and 7-day work weeks, being awoken at dawn by gunshots instead of alarm clocks, and a young man beaten for telling other workers forced labor was illegal in the U.S., women sexually assaulted by the crew bosses, and of earning no more than \$20 a week in wages, once 'deductions' for transport to the job, rent, food, and so forth were taken out."

After a 5-year investigation, prodded by CIW, the government convicted the growers to 15 years in federal prison on "slavery, extortion, and firearms charges, using the same laws passed just after the U.S. Civil War," he added.

- A similar operation outside of Immokalee, which resulted in conviction of two bosses on slavery charges in 2000. They were "holding dozens of workers in April 18, 2008 a trailer deep in the swamp of Southwest Florida and forcing them to pick tomatoes for virtually no pay," Benitez said. When the workers tried to escape, they were "attacked by men with guns" who "looked like growers," Benitez' brother told him during the attack. One worker, the driver of the escape van, was pistol-whipped into unconsciousness by the crew bosses.

- "Traffickers use threats and actual physical violence on victims to enforce their will upon them," added Collier County (Fla.) sheriff's office Detective Charlie Frost.

"Victims have been beaten or witnessed beatings of others who would not relinquish their earnings, disobeyed traffickers, who have left the camp and been found, or who attempted to escape. Traffickers create an environment of fear meant to control and isolate victims.

- "Another method of control used by traffickers is to hold a victim in a system perpetually accruing debt. Victims have incurred debts for housing, food, water and transportation. In one instance, victims related to me they were charged three days worth of wages if they were sick for one day and could not work. This of course is added to the debt. Victims earning a dollar per bucket of picked tomatoes can work for the full week and receive nothing more than \$20 from the trafficker at the end of the week," Frost testified.

- Frost also said traffickers would often threaten physical harm against a victim's family. The families, who often live in Mexico, would then plead with the worker—their breadwinner—not to rest.

While the coalition is trying to raise the tomato pickers' incomes through national pressure and the penny-per-pound-picked increase—from the chains—in pay to pickers, a top Southern farm worker advocate said what the tomato pickers also need is the law on their side.

The National Labor Relations Act specifically exempts farm workers, and also leaves a loophole for child labor in the fields, said Mary Bauer, director of the Southern Poverty Law Center's Immigrant Justice Project.

"There is no justification for the continued agricultural exceptionalism that is codified in our laws. Farm workers who labor long, arduous hours should be paid overtime wages and they should be eligible for unemployment compensation when they are out of work. The restrictions on legal services undermine efforts to enforce legal protections. Congress alone has the authority to change many of those laws," she told senators.

And she also said the Labor Department should stop going after the small fry who directly hire the farm workers—the "crew leaders"—and instead pursue the big growers who condone and encourage the modern-day slavery of the farm workers.

"Where workers come together to take courageous actions to enforce their rights—such as the workers who have created the Coalition of Immokalee Workers—those efforts should be supported. The workers who do the backbreaking work to put produce on our table should receive a decent, living wage," she concluded.

PHOTO ROUNDUP

GMP Member Delivers Despite Blizzard



Claude Filion, President of Local Union 342 in Quebec, stands in front of a giant snowbank, taller than the Supérieur Propane truck he drives.

New Contract Ratified at Local 417

Hall China, East Liverpool, Ohio

Local Union 417 and Hall China Company, East Liverpool, Ohio, negotiated a new 4-year contract, maintaining medical coverage, improving pension benefits and increasing wages each year by \$0.35, \$0.35, \$0.40 and \$0.40.



Seen here L-R) is the Local Union 417 negotiating committee, Front, L-R: Donald Wolfe (conferee), Local 417 President Sally Winterburn and Penny McComas (conferee).

GMP Officers Conduct Steward Training For Local Union 216, Cleburne, Texas

Director of Research and Education Frank Grotti and International Representative Mark Singleton recently conducted a shop steward training class for the Local Union 216 in Cleburne, Texas. Some of the topics covered by Grotti and Singleton at the training session were: grievance preparation, Weingarten Rights, the Seven Test for Just Cause, discipline, Union's right to information and past practice.

Director of Research and Education Frank Grotti and International Representative Mark Singleton recently conducted a shop steward training for Local 216 members in Cleburne, Texas.

Local 365 Members at Praxis Win Award

Praxis Companies manufacture fiberglass bathing units in New Castle, PA. In November 2005, Praxis purchased the facility from Crane Plumbing. Crane Plumbing failed to pay bonus payments due to 90 members of Local Union 365, Mahoningtown, PA. Persistence with the grievance procedure recovered the bonus due in the amount of \$5,014.54 from Crane Plumbing.



International Representative Kim McNeil presents bonus checks to (L-R): Local 365 Vice President Carmen Graziani and Grievance Chairman Gary Smith.

New Contract Ratified at Local Union 419

Homer Laughlin, Newell, West Virginia

Local Union 419 and Homer Laughlin China Company, Newell, West Virginia, recently negotiated a 5-year contract settlement, maintaining medical coverage and improving benefits in the areas of vacations and pensions. The wage increases for the 5 years are - \$0.375, \$0.385, \$0.41, \$0.42 and \$0.405.



Seen here is the Local Union 419 negotiating committee: (L-R, front): Local 419 Recording Secretary Luellen Bozek, Lynn Mosser (conferee) and Local 419 President David Allen. Back row: David Rice (conferee), International Representative Kim McNeil and Local 419 Vice President Charles (Radar) Bartley.



CONSUMER PRICE INDEX

The National Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) is the basis on which our Cost of Living clauses are calculated. Thus, changes in the CPI-W are the basis for wage increases as required by many GMP contracts.

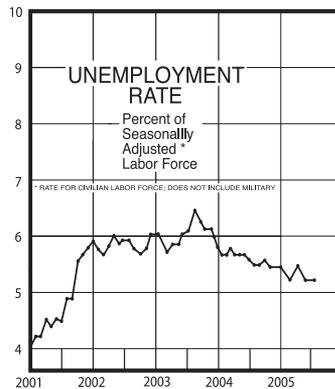
The Bureau of Labor Statistics which publishes the Consumer Price Index has re-formulated the CPI-W, and discontinued the old index in July, 1985 when it published the June, 1985 Index. The new CPI-W reflects a change from home ownership costs to rental equivalent costs.

GMP HORIZONS will continue to publish the CPI-W for the benefit of GMP members.

Although most contracts call for a COL increase based on an increase in points, some have provisions for increases based on percentages. Therefore, both the percentage increase and point increase are shown below.

Effective dates and terms of the contract clauses vary. Consequently, an interested member should consult his current Union Contract for effective dates and provisions. He then can judge from the changes noted in the table if the agreement provisions call for an increase.

For purposes of gauging changes, the base index will remain 1967 = 100.



CONSUMER PRICE INDEX - U.S.A. for Urban Wage Earners and Clerical Workers

	(1967 = 100) Index	Percent Increase	Point Increase
April 2007	602.0	0.7%	4.3
May 2007	606.6	0.8%	4.6
June 2007	607.3	0.1%	0.7
July 2007	606.7	-0.1%	-0.6
August 2007	605.2	-0.2%	-1.5
September 2007	607.3	0.3%	2.1
October 2007	608.6	0.2%	1.3
November 2007	613.2	0.8%	4.6
December 2007	612.9	0.0%	-0.3
January 2008	615.8	0.5%	2.9
February 2008	617.3	0.3%	1.5
March 2008	622.9	0.9%	5.6

12 Month Index Increase = 25.2 • Year-to-Date Inflation Rate Increased by Approximately 1.6%

CONSUMER PRICE INDEX - ALL CANADA

	(1986=100)		(1992=100)	
	2007	2008	2007	2008
January	166.9	171.3	130.3	133.7
February	168.1	171.8	131.2	134.1
March	169.5	172.4	132.2	134.6
April	170.1		132.8	
May	170.8		133.4	
June	171.3		133.8	
July	171.5		133.9	
August	171.0		133.5	
September	171.3		133.7	
October	170.8		133.4	
November	171.4		133.8	
December	171.7		134.0	
Annual Average				
Average Annual Increase				
March 2007 to March 2008	1.4%		1.4%	
	(1971=100)		(1981=100)	
	2007	2008	2007	2008
January	533.29	536.9	221.2	227.0
February	526.9	538.5	222.8	227.7
March	531.3	540.6	224.6	228.5
April	533.3		225.5	
May	535.7		226.5	
June	537.3		227.2	
July	537.8		227.3	
August	536.1		226.7	
September	536.9		227.1	
October	535.7		226.5	
November	537.3		227.2	
December	538.1		227.5	

LOOK FOR
THE LABEL
BUY UNION
BUY AMERICAN



NOTICE: Any Local Union advertising its nominations and elections in Horizons must submit 120 days prior to the nominations date, an up-to-date corrected mailing list along with other details.

DEATH BENEFIT DUES - In the event you leave employment seeking permanent and total disability, **YOU MUST CONTINUE PAYING YOUR DEATH BENEFIT DUES** until such time as permanent and total disability status is established. As a general rule, disability determination routinely take from 6 to 8 months.

Any overpayments will be refunded.

Do not permit your **DEATH BENEFIT DUES** to become delinquent over 90 days. All GMP members are responsible for making payments to maintain death benefit eligibility. Persons wishing to report a death or discuss the death benefit may call the Death Benefit Department at 1-610-565-5051 ext. 221. Remember to check your official beneficiary information. The beneficiary of record is solely entitled to the Death Benefit.

Submit beneficiary changes immediately.

All claims must be filed within one (1) year of death.

Early retirees are also responsible for payment up to age 65. If you are self-paying, indicate your local union number and forward your check to:

Bruce Smith
GMP Int'l. Secretary-Treasurer
PO Box 607
608 E. Baltimore Pike
Media, PA 19063

Bad Trade Deals and Economic Unreality

Despite George Bush's denial, most Americans believe we are in an economic recession. For many Americans, foreign trade deals have increased their and the nation's economic woes.

NAFTA, CAFTA and similar trade deals have thrown many Americans out of work.

Senators Hillary Clinton and Barack Obama have said they would renegotiate or even opt out of NAFTA, if Mexico did not enforce strong labor and environmental standards. Of course, one might observe that despite Mexico's failure to improve these policies, no U.S. corporation is forced to leave the U.S. and go there. But that's a whole other topic.

The Democratic Senators' positions are in stark contrast to that of Sen. McCain. John McCain, a self-described "free trader", voted for NAFTA and CAFTA and similar job-killing trade agreements.

Sen. McCain voted to give Bush "Fast Track" authority to pass even more trade deals.

Incredibly, McCain has voted to outsource federal contracts overseas.

We can do a lot better. If we don't, the bleeding of jobs will continue.

The departure of jobs and the employers that control them goes on. The Hershey Company has now joined Maytag, Eastman Kodak, Fisher Price, General Electric, Motorola and thousands more corporations in dumping their U.S. workforce. Yes, Hershey has "kissed" off its 250 employees in Reading, Pennsylvania, and announced its plans to relocate to Mexico.

Cheap labor and lax rules are a big attraction for businesses. Because Mexican wages are so low, labor laws are not enforced and environmental standards are largely ignored, it makes competition difficult for American companies and their workers. The U.S. Government seems unaware of what the economic consequences of these corporate policies will be.

Sen. McCain has said that industrial jobs are gone and not coming back. He's done his part to insure that scenario.

The job drain does not have to be prolonged. Steps can be taken to create a more level playing fields for American industry.

The next president will have to strengthen a faltering economy, improve healthcare and shore up Social Security to name but three. All of these concerns are heightened by job losses to foreign nations, including Mexico, China, India and more.

Our next president should have a grasp of the problems facing us and the determination to do something about them Sen. McCain has told us, "The issue of economics is something that I've never understood as well as I should." Believe him. He also has said that like George Bush he thinks that the U.S. is not in or heading toward a recession.

We should get behind whichever of the would-be candidates emerges as the opponent to McCain. We cannot tolerate the continuation of the harmful trade policies. We cannot allow a person without a firm grasp of reality to take office in the White House. Again.

"We cannot allow a person without a firm grasp of reality to take office in the White House. Again."

Health Savings



Saving hundreds of dollars on your health care costs just got easier!

Save on out-of-pocket expenses. You want the best care when it comes to your families' health. But quality care at an affordable price can be out of reach for working families. The Union Plus Health Savings program can help.

SAVINGS ON dental needs

- Over 54,000 dentists nationwide.
- Save 20% to 50% on most dental procedures including routine oral exams, unlimited cleanings, and major work such as dentures, root canals, and crowns.
- Orthodontics available for both children and adults at a 20% savings.
- Cosmetic dentistry such as bonding and veneers also available.
- All specialties available—Endodontics, Oral Surgery, Orthodontics, Pediatric Dentistry, Periodontics, and Prosthodontics – a 20% reduction on normal fees where available.



SAVINGS ON prescription costs

- Save an average of 20% off brand name drugs and 55% off generic pharmacies* at more than 53,000 pharmacies nationwide including Rite Aid, Safeway and many more. Or get even greater savings when you choose to have convenient, money-saving mail-order prescriptions delivered right to your door. (*Discounts available at participating pharmacies only.)



Just \$69.95 a year includes you and your household family members for dental, vision, prescriptions, hearing care, foot care and a 24-hour nurse helpline. Compare to other similar plans that charge \$150 a year or more. We have more plans available, call to find out more and try a risk free 45-day trial membership.

SAVINGS ON quality vision care

- Over 40,000 locations nationwide, both vision chains and independent optometrists.
- Save 15% to 45% off the retail price of eye-wear. And members are entitled to 15% off the retail price or 5% off the promotional price of LASIK or PRK procedures, whichever is the greater discount!



Call **1-877-570-4845** or visit:
www.UnionPlus.org/HealthSavings



Disclosures:

1. **THIS PLAN IS NOT INSURANCE.**
2. The plan provides discounts at certain health care providers for medical services.
3. The plan does not make payments directly to the providers of medical services.
4. Plan members are obligated to pay for all health care services but will receive a discount from those health care providers who have contracted with the discount medical plan organization.
5. Discount Medical Plan Organization and administrator: **CAREINGTON International Corporation**, 7400 Gaylord Parkway, Frisco, TX 75034; phone 800-441-0380.

Note to Utah residents: This contract is not protected by the Utah Life and Health Guaranty Association. The program and its administrators have no liability for providing or guaranteeing service by providers or the quality of service rendered by providers. *This program is not available in Vermont and Montana.