

# **GMP** *Horizons*

January 2008

Serving Workers in the Glass, Metal,

Pottery and Plastics Industries



## **President Ryan** Discusses GMP's Dues Structure at Executive Board Meeting





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

Copyright 2006 by Glass, Molders, Pottery, Plastics & Allied Workers, AFL-CIO, CLC.  
 All rights reserved. No part of this periodical may be reproduced without  
 the written consent of the Glass, Molders, Pottery, Plastics & Allied Workers.



PRINTED IN U.S.A. 

## In this Issue:

In this message on page 1, President Ryan discusses how the next president of the United States must have a vision of what needs to be done to improve American society.

The GMP Executive Board meets. See page 2.

Former International Vice President Joseph C. Cordery dies.  
 See page 3.

## Staff

**RICHARD KLINE**  
 Director of Communications

**FRANK GROTTI**  
 Director of Research and Education

**FRED NEIBAUER, CPA**  
 Controller

**BRENDA SCOTLAND**  
 Director of Organizing

Published monthly at 4801 Viewpoint Place, Cheverly, Md. 20781, by the Glass, Molders, Pottery, Plastics & Allied Workers. Periodicals postage paid at Media, Pa. and additional mailing offices. All Correspondence to HORIZONS should be sent to: 608 E. Baltimore Pike, P.O. Box 607, Media, PA 19063.

**POSTMASTER—ATTENTION:** Change of address cards on Form 3579 should be sent to the Mailing List Department, Glass, Molders, Pottery, Plastics & Allied Workers, 608 East Baltimore Pike, P.O. Box 607, Media, Pa. 19063.

## Change of Address

To change your address please clip this form on dotted line.  
 Send all the information required below to:

**Richard Kline, Editor, GMP HORIZONS**  
 608 E. Baltimore Pike, P.O. Box 607  
 Media, PA 19063

Your Name \_\_\_\_\_

Soc. Sec. No. \_\_\_\_\_

New Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Your Local Union Number: \_\_\_\_\_

Are you a Retiree?  Yes  No

Date your New Address is Effective: \_\_\_\_ / \_\_\_\_ / \_\_\_\_

Signature \_\_\_\_\_

JOHN P. RYAN  
 International President

BRUCE R. SMITH  
 International Secretary-Treasurer

WALTER THORN  
 Vice President

WESLEY ROYSTER  
 Area Director

P.O. Box 1978  
 608 East Baltimore Pike  
 Media, PA 19063

FRANK J. BRANDAO, SR.  
 Vice President

P.O. Box 1978  
 608 E. Baltimore Pike  
 Media PA 19063

IGNACIO DE LA FUENTE  
 Vice President

P.O. Box 1978  
 608 E. Baltimore Pike  
 Media PA 19063

DAVID DOYLE  
 Vice President

P.O. Box 20133  
 Woodstock, Ontario N4S 8X8  
 Canada

### EXECUTIVE OFFICERS

RUSSELL BABCOCK

DALE JETER

RANDY GOULD

SONDRA POWELL

BRUNO CYR

DONALD SEAL

CLAUDE BEAUDIN

DAVID POPE

CHARLES BOULTINGHOUSE

JERRY L. COTTON

RICKEY HUNTER

RICK VITATOE

DONALD CARTER

### INTERNATIONAL REPRESENTATIVES

RICHARD BAUMCRATZ

EDWARD BEDOCS

BENNETT SALLEMI

LARRY HARRIS

PETE JACKS

KIM MCNEIL

MATTHEW MCCARTY

MARK SINGLETON

HECTOR SANCHEZ



**JOHN P. RYAN**  
*International President*

**“Our next president needs to see how Organized Labor can brighten the Big Picture. Millions want and would profit from union membership.”**

## The Next U.S. President Must See the Big Picture

**T**he next president of the United States should be capable of seeing the Big Picture. We have seen how many of the candidates can make effective sound bites, touching photo opportunities and cutting verbal attacks. Those are tactics that can help win them an office.

But do they see the Big Picture?

The Big Picture would give our next president a vision of what needs to be done. Obvious concerns include medical insurance for all Americans, support for Social Security, aid for education, a comprehensive energy and environmental policy and a national defense program coupled with diplomacy.

That's a corner of the Picture. The next president's view must also encompass the impact of globalization. America has been de-industrializing as millions of jobs are outsourced. It is also de-servicing as many non-industrial jobs from call centers to tax processing are being outsourced overseas. Our next president must have a vision of what will replace these jobs and how we will prepare people for them. If nothing or too little is done, Americans will be divided more and more between haves and have-nots. It could come to look much more like developing nations in this respect.

Our next president needs to see how Organized Labor can brighten the Big Picture. Millions want and would profit from union membership. New Leadership

in the White House should see expanding union membership as a key element in improving society.

The Employee Free Choice Act cannot languish during the next Administration. The National Labor Relations Board (NLRB) and the Department of Labor (DOL) were created to protect the Labor Movement and workers' rights. Under the present Administration, the NLRB and DOL have been subverted and used to thwart the Labor Movement and individual rights.

This attack on workers and their unions has no place in the next president's Big Picture.

Our basic rights as citizens require that government exert its powers cautiously. The Bush administration has aggressively trodden on these rights. Unfortunately, the Democrats have cooperated with the White House in such matters as the Patriot Act.

The president taking office on January 20, 2009, must see the Big Picture and act fairly on these issues. We, as voters, should not be swayed by photo ops, verbal sparring or political ad campaigns.

Study the candidates. Review their records. Examine their policy positions. Assess how they'll look at the Big Picture.

How will you and your family look in the Big Picture framed by the next president? That's the question you need to consider.

A handwritten signature in blue ink that reads "John P. Ryan".

# GMP EXECUTIVE BOARD MEETS

## In Special Session, Holds Talks on Negotiations

The GMP Executive Board met in special session in mid-January to discuss the glass industry negotiations and other issues.

The Board discussed the 2008 Quadrennial Convention and reviewed committee assignments.

International President Ryan chaired the meeting. He outlined recent GMP business developments. He gave an analysis of the International's financial needs for

the near future.

International Secretary-Treasurer Bruce Smith called for attention to all expenditures to insure that dues monies are spent as effectively as possible.

Watches honoring 25 or more years of service were presented to President John Ryan, Vice President Frank J. Brandao, Sr., Director of Communicaitons Richard Kline and Executive Officers Russell Babcock

and Dale Jeter.

The Board held a moment of silence to honor the memories of several deceased International Officers: Michael Capri, Jerry Legg, Charles Hunt, Samuel Fullerton, William Menn and Joseph Cordery.

Executive Officer Sondra Powell and International Representative Larry Harris were unable to attend the meeting.



International President John Ryan chaired a special meeting of the GMP Executive Board to discuss negotiations in the glass industry and the 2008 Quadrennial Convention. Beside him are International Vice Presidents Walter Thorn and Ignacio De La Fuente.



(L-R): Executive Officer Rickey Hunter, International Representative Edward Bedocs, Area Director Wesley Royster and Executive Officer Charles Boultinghouse.



(L-R): International Vice Presidents Frank J. Brandao, Sr., and David Doyle and International Secretary-Treasurer Bruce Smith follow the proceedings.



(L-R): International Representative Richard Baumcratz, Organizer David Hoffman, International Representative Bennett Sallemi and Executive Officer Donald "Butch" Carter.



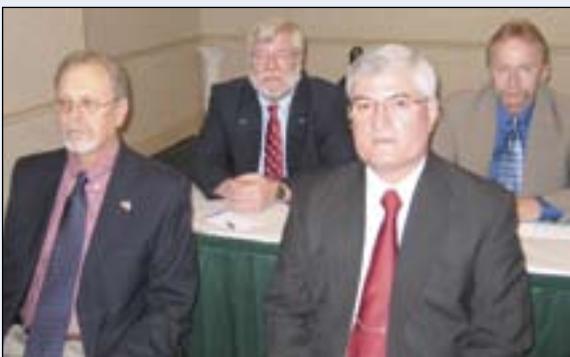
(L-R): Executive Officer Jerry Cotton, Controller Fred Neibauer, Counsel Fred Greenberg and International Representative Pete Jacks.



(L-R): Executive Officers David Pope and Bruno Cyr, International Representative Hector Sanchez and Executive Officer Claude Beaudin.



(L-R): International Representatives Mark Singleton and Matthew McCarty and Executive Officers Randy Gould and Russell Babcock.



(L-R): Executive Officer Don Seal and Dale Jeter, International Representative Kim Mc Neil and International Organizer Larry Johnson.



(L-R): Director of Research and Education Frank Grotti, Director of Organizing Brenda Scotland and Executive Officer Rick Vitatoe.

# Local 221, Des Plaines, IL Wins Arbitration Award

In a recent arbitration case concerning Local 221 and Alcan Packaging in Des Plaines, Illinois, the arbitrator ruled in favor of Local 221.

GMP Executive Officer Rick Vitaoe presented the case to Arbitrator Vickie Peterson Cohen on August 15, 2007. Vitaoe also met with Local 221 members and officers as he toured the Alcan facility on the day of the hearing.

The issue was: did the company have the right to deny twenty-five (25) employees their annual thirty-five cent raise, that was scheduled to go into effect on February 15, 2007?

The company contended

that since the employees were already earning above their base rate, the company had the right to deny them their annual increase.

Arbitrator Cohen found that the company was in violation of the contract due to past practice of the last 16 years. She ordered that the twenty-five grievants be made whole. The total amount of compensation (back pay) was \$11,811.51, and in addition to the back pay, all twenty-five grievants received their thirty-five cent raise.

The officers of Local 221 are - President Hector Rodriguez and Recording Secretary Paul Dodd. Local 221 was chartered in 1965.



In a recent arbitration case, the arbitrator ruled in favor of Local Union 221, Des Plaines, IL. Seen here, front row, are two of the twenty-five grievants (L-R): Esmeralda Lara, grievant and witness, holding the arbitration award, and Alfredo Gomez, grievant and witness. Back row (L-R): Local 221 President Hector Rodriguez, Executive Officer Rick Vitaoe, and Local 221 Recording Secretary Paul Dodd.

## JOSEPH C. CORDERY, FORMER VICE PRESIDENT, DIES AT 75



Joseph C. Cordery, a retired GMP International Vice President with over 27 years of service, died on December 10, 2007 at the age of 75.

He entered the trade in 1958 at the Owens Corning Fiberglas plant in Barrington, New Jersey. He served his Local Union 252 in numerous capacities including President and Chairman of the Business Committee.

In 1970, Cordery joined the International Union staff as an International Representative and in

September 1971, he was named to the Executive Board. In 1976, he was appointed Area Director of the Washington, D.C. office and then in 1980, he rose to the office of Vice President, serving in the Washington, D.C., office until his retirement in 1997.

He is survived by his wife of 53 years, Edith, a son, Joseph, a daughter, Renee and a sister, Anna Wasik. He was predeceased by his daughter Karen. He enjoyed boating, fishing and woodworking in his retirement.

# UNION MEMBERSHIP UP BY 311,000 LAST YEAR

Union membership increased by 311,000 in 2007, on a monthly average, the Bureau of Labor Statistics reported, virtually erasing the loss from the year before. The agency said unions averaged 15.67 million members last year.

The number of union men increased by just over 110,000, to 8.767 million, but the number of union women rose by 200,000 to 6.903 million.

The numerical gain pushed overall union membership to 12.1% of the U.S. workforce, but it comes with some caveats, BLS warned.

The numbers are based on a sample of 60,000 households, and only of those people who were employed. Still, BLS is confident that if the Census Bureau—which actually visits or calls the households—surveyed everyone in the country, there is a 90% chance that its data from the 60,000 households would duplicate the national results.

But that 10% possibility of not duplicating the nationwide results led BLS to say this year's 12.1% union percentage was essentially unchanged from last year's 12%. Still, the 311,000-person increase is statistically significant, BLS said.

BLS said 7.5% of private-sector workers were union members last year, compared to 35.9% of public-sector workers. The private-sector percentage was up 0.1%. The most-unionized occupations were in education, training and libraries (37.2%) and protective services—Fire Fighters, police and their colleagues—at 35.2%.

The percentage stayed the same, compared to 2006, among the education-training-library workers, but their union numbers rose by 145,000, to 3.087 million. Both the percentage (+0.5%) and numbers (up 54,000, to 1.066 million) rose among the Fire Fighters and their colleagues.

Among other professions that showed increases in union numbers

were: Health care (+1%, to 13.5% and up 83,000 people, to 883,000), lower-level managers (+0.3%, to 4.5% and +52,000, to 530,000).

But the continued migration of high-paying U.S. factory jobs overseas and the buyouts in the auto industry also appeared in the BLS numbers. The number of unionized factory workers declined from 1.827 million (11.7% of all factory workers) to 1.734 million (11.3%). Again, using monthly averages—which takes into account such things as the auto layoffs that occurred through the year—the number of factory workers overall fell by 302,000 from 2006 to 2007, to 15.34 million.

About 1.6 million workers were represented by a union in 2007, while not being union members themselves, BLS added. Slightly more than half of these workers were employed in government. For example, federal worker unions had 26.8% of all federal workers, or 916,000, but represented another 163,000, pushing their representation figure to 31.5%.

## Union Members' Wages Up

The union worker's median weekly wage last year hit a significant milestone: Exactly \$200 per week ahead of the non-union worker's median wage: \$863-\$663. The gap was \$165 in the private sector (\$816-\$651), \$252 in the public sector (\$901-\$749) and a chasm in construction (\$1,000-\$624). The smallest gap and lowest median weekly wages were both in bars and restaurants (\$476-\$398).

The most-unionized state, again, was New York, where the percentage (+0.8% to 25.2%) and numbers (+74,000, to 2.055 million) both rose. But Alaska nudged Hawaii out of second place in percentage terms: 23.3% to 23.4%. The number of Hawaii unionists dropped by 16,000, or more than 1%. But BLS said the biggest percentage drop was in Illinois, down by 1.9% to 14.5%, and down by 89,000 to 842,000.

California, New York, Pennsylvania and Arizona led the nation in adding unionists. California had 201,000 more unionists in its 2007 monthly average of 2.474 million than it had the year before—and a 1% increase. Arizona, reflecting unionization drives by the Communications Workers and others, logged a 1.2% hike, to 8.8%, and a 33,000-unionist increase, to 230,000. Pennsylvania's union numbers rose by 85,000, to 830,000 and its union density was up 1.5%, to 15.1%, moving it ahead of Michigan.



Other states with rises in union numbers—sometimes with percentage hikes and sometimes without them—included Alabama, Arkansas and Oregon, up 16,000 to 211,000 and up 0.5% to 14.3%. That made Oregon more unionized than Ohio (14.1%).

Minnesota registered another increase in union membership (+5,000 to 400,000) and density (+0.3% to 16.3%). Missouri registered slight declines in both, down 9,000 in numbers, to 275,000 and down 0.2%, to 10.7%.

The monthly average and the fact the Census Bureau talks to the households eight times a year—and that half the householders it talks to this year are the ones it talked to last year, or that 75% of those it talks to in any particular month this year are also those it talked to in the same month in 2006, help increase the accuracy of the data's comparisons, BLS told Press Associates.

# UNION SOLIDARITY, KENNEDY NUDGE GIVE WORKERS WIN OVER AMTRAK AFTER 8-YEARS

Union solidarity—and a potential strike—plus a nudge from Teddy Kennedy gave 6,000 workers at Amtrak and their nine unions a contract and a win after an 8-year struggle with the nation’s passenger railroad. The workers are in Amtrak operations other than actually running the trains, such as maintaining the railroad bed and undertaking repairs.

The agreement was announced Jan. 18 by the union coalition, led by the Brotherhood of Maintenance of Way Employees/IBT. The workers get a 35.2% raise retroactive to the start of 2000—the last time they had a contract. The pact runs through 2009. Ratification is expected to be done by the end of February.

“The Amtrak negotiations took a hard toll on our members,” said Maintenance of Way Employees President Fred Simpson. “Now we are concentrating on explaining the terms of the agreement at membership meetings in preparation for the members’ vote. Once again, coordinating bargaining among the rail unions succeeded.”

“It’s finally over, except for the voting,” exulted the Transport Workers, another coalition union. Other unions included the Transportation Communications Union, the Machinists and the International Brotherhood of Electrical Workers.

Amtrak accepted virtually all recommendations of a 3-person Presidential Emergency Board appointed by anti-worker GOP President George W. Bush. After several days of hearings and volumes of evidence, the board sided with the unions on virtually every issue, including the wage hike—in two installments—and rejection of Amtrak’s drastic changes in work rules. The average worker will get \$12,800.

TWU Railroad Division Director Gary Maslanka said Amtrak’s acquiescence—after years of stonewalling—on back pay and work rules ended the stalemate. “This contract includes back pay more than three times what Amtrak was offering, substantial wage increases, and none of the concessions Amtrak was demanding on work rules,” he said. “Amtrak wanted a regressive agreement that gutted our work language and dramatically eroded job security,” added IAM District 19 President Joe Duncan.

Kennedy’s intervention had something to do with Amtrak’s yielding. The senator, chairman of the Senate Labor Committee, put pressure on the railroad’s management to settle. Had the two sides not settled, the workers would have been free, under rail labor law, to strike at the end of January. Bush’s naming of the board delayed the permission to strike, legally, until that time. Congress also could have imposed a pact.

“After eight long years without a raise, Amtrak’s employees finally won a contract that grants them the fair wages and benefits they deserve and reflects their indispensable contributions to Amtrak. The leaders standing here today were serious about negotiating a contract that both sides can be proud of.

“The union leaders held their ground, and they have delivered an agreement worthy of the hard-working men and women who keep the trains running every day,” Kennedy said.



# Local 263B, Dubuque, IA, Ratifies Contract at Early Negotiations

**E**xecutive Officer Jerry Cotton successfully negotiated a contract for GMP Local Union 263B members employed at A.Y. McDonald Manufacturing Company, in Dubuque, Iowa. Also included in these joint negotiations was IAM Lodge #1238 (International Association of Machinists and Aerospace Workers). The GMP was the lead negotiator for the group.

Highlights of the new 5-year agreement, that expires on May 31, 2013, are - hourly increases of \$.40 for the 1st year, \$.45 for the 2nd year, \$.40 for the 3rd year, \$.50 for the 4th year and \$.50 for the 5th year. There will be an increase in pension benefits each year of the new contract along with improvements in the health insurance premium. In the last three years of the contract, employees' birthdays shall be treated as a personal holiday.

The company paid a \$700 early signing bonus.

Approximately 90 Local 263B members employed at the A. Y.



Seen here are union and company conferees for the new contract with A. Y. McDonald in Dubuque, Iowa. Back Row Standing: (L-R): Rob McCoulogh (Machine Shop Supervisor), Tim Pissott (Engineering Dept), Chad Huntington (Vice President of Human Resources), Mike Sullivan (Vice President Manufacturing and Lead Negotiator for AY McDonald), Jon Remakel (Plant Superintendent) and Richard Shockey (Foundry Supervisor). Front Row Seated (L-R): Tim Michel (Local 263B President), Peter Ludowitz (Local 263B Vice President/Chairperson), Executive Officer Jerry Cotton, Michael McDonald (President & CEO of AY McDonald), Wayne Laufenberg (IAM Business Agent), Donald Ferguson (Lodge #1238 Chairperson), Dave Davis (Committeeman) and on the end, seated, is David McCarthy (Committeeman).

McDonald facility produce a variety of brass products that include water service valves and fittings, high pressure valves, plumbing and industrial valves, and pumps and water systems. The A.Y. McDonald facility also employs 140 I.A.M. members.

The officers of GMP Local Union 263B are - President Timothy Michel, Vice President Peter Ludowitz, Recording Secretary Tony Siegert and Financial Secretary Patrick Petitgout and Treasurer Vincent Bafico. Local 263B was chartered in 1933.

## New Contract Ratified at Local 45B *Ohio Aluminum, Cleveland, Ohio*

**I**nternational Representative Edward Bedocs successfully negotiated a contract for Local 45B members and their employer Ohio Aluminum Industries.

Highlights of the new three-year agreement are - wage increases of 1.9% the 1st year, 1.7% the 2nd year and 2% the 3rd year. The company paid a \$250 signing bonus.

Approximately 96 GMP Local 45B members employed at Ohio Aluminum produce aluminum castings. Local Union 45B also represents many GMP members employed elsewhere throughout the State of Ohio.

The officers of Local 45B, State of Ohio, are: President Marshall Evans, Vice President Michael Hawthorne, Recording Secretary Ira Bryan and Financial Secretary William Geisler. Local 45B was chartered in 1887.



Seen here at the signing of the new 3-year agreement with Ohio Aluminum are (L-R): Ohio Aluminum Plant Manager Mickey Hudnall, Controller Jim Herkner, Local 45B Chairman Lee Dempsey, International Representative Ed Bedocs and 45B Committeeman Carlos Bonner.

# GROUP LEARNS OF DEEP CUTS TO FEDERAL WOMENS' OFFICES

Federal programs and offices established to help working women have suffered far deeper cuts and downgrading under GOP President George W. Bush than is generally known—even including programs his father established.

The cuts were revealed at a Jan. 22 discussion of the Clearinghouse on Women's Issues. It featured two veterans of federal agencies, retired Labor Department Women's Bureau veteran Ruth Nadel and Dr. Wanda Jones of the Health and Human Services Department.

Also speaking was Margot Dorfman, executive director of the U.S. Women's Chamber of Commerce—a group that takes stands distinctly unlike those of its male-dominated better-known counterpart. In this case, it strongly supports the efforts to strengthen the agencies and stand against discrimination against women at work.

Nadel pointed out that the bureaus, though small, put items on the national agenda that affect women and families. She noted the Women's Bureau, for example, was the first federal agency to raise the issue of paid sick leave, which would help women and men. It did so “by outreach to the National Council of Women's Organizations” and other groups, Nadel explained.

And all this is from an agency, she said, that has been cut to 23 employees in Washington and 30 in the field, 10 of them managers. Its budget, \$10.1 million in the year that ended last Sept. 30, is down to \$9.5 million.

With strong union campaigning, paid sick leave was enacted in San Francisco and partial paid sick leave, for parents of newborns only, was enacted in Washington state. A paid sick leave bill, by Rep. Rosa DeLauro (D-Conn.) is pending

before the House Education and Labor Committee, as is legislation to expand unpaid leave.

The situation for other women-and-work-oriented federal agencies is similar. Jones, a career official who has risen to be deputy assistant secretary of women's health at HHS, said that currently “every day is a great adventure” there, adding “some days are much tougher than others.”

Her agency covers programs on HIV/AIDS, diabetes, obesity, mental health and other ailments that affect women on and off the job. Some funding has increased, notably for HIV/AIDS research, Jones added.

But many federal offices that deal with women's issues on and off the job are established not by law, but only because farsighted agency administrators realized women were being overlooked. Those offices, among them hers, one in the Food and Drug Administration, another in the Centers for Disease Control and another in the Indian Health Service, could be abolished by future administrators.

“They were all established as collateral functions” to the main tasks of their agencies, Jones said, “Our office had a \$4 million budget and two people in 1991” when it was set up. “Now it has no budget and two people.”

## Women's Issues Ignored

And in an even deeper indication of administration inattention to women's issues, Jones said her office has been included in “one (Cabinet) Secretarial-level meeting” on health programs and grants since President Bush took office.

There used to be a coordinating committee among all the women's offices, run out of Jones' HHS office, but it no longer exists.

The FDA office, however, which ensures women are included in

drug companies' studies and trials of potential medications, expanded from \$2 million to \$4 million in the last few years. And the companies, which used to ignore women, now do not.

The extent of the problems the women's offices must tackle is symbolized by the 3-year-old office in the Indian Health Service, she noted. “Among women overall, 40% said they were at risk of physical and sexual assault” on or off the job. “Among Indian women, it's 60%-80%.”

Dorfman led the group in asking what outside organizations, including the labor movement and her women's Chamber of Commerce, can do to strengthen the programs. “We have needed these agencies to be in place for women,” she explained.

And she stated that woman-owned businesses, now one-third of all U.S. businesses, are more likely than male-owned firms to offer such benefits as company-paid health insurance and child care “because the women who own them came from private industry” and remember what it was like to toil in male-run firms without support.

But even agencies that send representatives to the women's chamber and other groups, “may not be as effective as they could be,” Dorfman said in explaining her request about what unions and others could do to strengthen the women's agencies.

“We at the chamber had to sue the Small Business Administration to get them to enforce a 7-year-old law for ‘set-asides’ for woman-owned companies,” Dorfman said. Before, the female-owned businesses “had to compete with Lockheed Martin” for federal contracts and lost every time. “A regulation was put in to enforce the (set-aside) law, but it doesn't reflect the will of Congress. What a surprise,” she concluded.

# Local 419, East Liverpool, OH

## Wins Arbitration Award

In a recent arbitration case concerning Local Union 419 and Homer Laughlin China Company in Newell, West Virginia, arbitrator John Joseph D'Eletto ruled in favor of Local 419.

GMP Executive Officer Sondra Powell presented the unfair termination case to Arbitrator John Joseph D'Eletto on August 7, 2007.

The grievant, Kristi Wright, a 12-year employee was wrongfully

terminated in August 2006. Arbitrator D'Eletto sustained the grievance and ordered the company to reinstate Ms. Wright to her position with full back pay, seniority, benefits and entitlements.

The officers of Local 419 are - President David Allen, Vice President Charles Bartley, Recording Secretary Luellen Bozek and Financial Secretary Ralph Goldsmith. Local 419 was chartered in 1979.



Local 419 member and grievant Kristi Wright is seen here with Local Union President David Allen receiving her back pay check.

# Local 63B, Minneapolis, MN

## Wins Arbitration Award

In a recent arbitration case concerning Local 63B and Badger Foundry Company in Winona, Minnesota, the arbitrator ruled in favor of Local 63B.

GMP Executive Officer Jerry Cotton presented the unfair termination case to Arbitrator James O'Brien.

The grievant, Michael Heil, was terminated for threatening a supervisor. In presenting the case, the union was able to show that no threat was made and that what took place was horseplay by both parties. Michael received

over \$6,000 (before taxes were deducted). He had worked another job for most of the time he was off work from Badger Foundry.

The officers of Local 63B are - President Timothy McGinnity, Vice President Thomas Meyer, Recording Secretary Robert Torkelson and Financial Secretary-Treasurer Gregory Sticha. Local 63B was chartered in 1892.

Local Union 63B also represents many GMP members employed elsewhere in Minnesota and Missouri.



Local Union member 63B member and grievant Michael Heil is seen here receiving his arbitration award check in the amount of \$6,000.00 (L-R): Rickey Phillips (Secretary/Treasurer at Badger Foundry sublocal), Loran Paetzel (Vice Chairman), Heil (grievant), Cotton and Roger Brand (Local 63B Chairman). Darel Julson (Committeeman) is missing from the photo.

# 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 drugs\* 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.)



## 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!



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.



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.

# PHOTO ROUNDUP

## Local Union 28B Attends Ontario Federation Convention



The Ontario Federation of Labour Convention was held in Toronto during the week of November 26 through November 30. Attending from the GMP were Executive Officer Claude Beaudin, Local 28B Recording Secretary John Guglielmelli, Local 28B Financial Secretary Carlo Fracassa and Local 28B President Mike Mantello.

## Local 28B Officers Take Oath in Toronto, Ontario

Executive Officer Claude Beaudin recently swore in new officers at Local 28B, Toronto, Ontario. The officers are - President Mike Mantello, Vice President Ken Climpson, Recording Secretary John Guglielmelli and Financial Secretary Carlo Fracassa. (no photo available)

## Local 28B Holds Stewards' Appreciation Night



Executive Officer Claude Beaudin and Local 28B President Mike Mantello attended the annual stewards' appreciation night, which was held on December 1, 2007, at the Toronto Holiday Inn.

## Local Union 125B Officers Take Oath in Milwaukee



Executive Officer Jerry Cotton recently swore in new officers at Local Union 125B in Milwaukee, Wisconsin. Seen here (L-R) are: Cotton, President Fred Nault, Financial Secretary-Treasurer Albert Van Dyke and Recording Secretary Yusuf Sharief.

## 2008 VEHICLES BUILT BY UNION MEMBERS IN THE U.S. & CANADA

### CARS

- |                    |                         |
|--------------------|-------------------------|
| Buick Lucerne      | Ford Taurus             |
| Cadillac CTS       | Lincoln MKS             |
| Cadillac DTS       | Mazda 6                 |
| Cadillac STS       | Mercury Sable           |
| Cadillac XLR       | Mitsubishi Eclipse      |
| Chevrolet Cobalt   | Mitsubishi Galant       |
| Chevrolet Corvette | Pontiac G5              |
| Chevrolet Malibu/  | Pontiac G6              |
| Malibu Hybrid      | Pontiac Solstice        |
| Chrysler Sebring   | Pontiac Vibe            |
| Dodge Avenger      | Saturn Aura/Aura Hybrid |
| Dodge Caliber      | Saturn Sky              |
| Dodge Viper        | Toyota Corolla          |
| Ford Focus         |                         |
| Ford Mustang       |                         |

### PICKUPS

- |                          |                   |
|--------------------------|-------------------|
| Chevrolet Colorado       | Isuzu i-Series    |
| Dodge Dakota             | Lincoln Mark LT   |
| Dodge Ram Pickup         | Mazda B-series    |
| Ford Explorer Sport Trac | Mitsubishi Raider |
| Ford F-Series            | Toyota Tacoma     |
| Ford Ranger              |                   |
| GMC Canyon               |                   |



## 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.

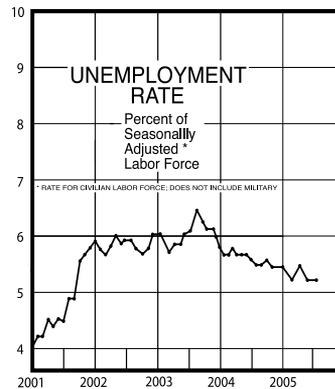
The Bureau of Labor Statistics which publishes the Consumer Price Index has re-formulated the CPI-W, and discontinued the old index in July, 1985 when it published the June, 1985 Index. The new CPI-W reflects a change from home ownership costs to rental equivalent costs.

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
January 2007	588.4	0.2%	1.1
February 2007	591.4	0.5%	3.0
March 2007	597.7	1.1%	6.3
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

12 Month Index Increase = 27.1 • Year-to-Date Inflation Rate Increased by Approximately -0.1%

### CONSUMER PRICE INDEX - ALL CANADA

	(1986=100)		(1992=100)	
	2006	2007	2006	2007
January	164.7	166.9	128.8	130.3
February	164.7	168.1	128.6	131.2
March	165.6	169.5	129.3	132.2
April	166.7	170.1	130.1	132.8
May	167.3	170.8	130.6	133.4
June	167.0	171.3	130.4	133.8
July	167.2	171.5	130.5	133.9
August	167.4	171.0	130.7	133.5
September	166.5	171.3	130.0	133.7
October	166.1	170.8	129.7	133.4
November	166.5	171.4	130.0	133.8
December	166.8		130.2	
Annual Average	166.4		129.9	
Average Annual Increase				
July 2006 to July 2007		2.5%		2.5%
	2006 (1971=100)	2007 (1971=100)	2006 (1981=100)	2007 (1981=100)
January	517.3	533.29	218.7	221.2
February	516.5	526.9	218.3	222.8
March	519.3	531.3	219.5	224.6
April	522.5	533.3	220.9	225.5
May	524.5	535.7	221.7	226.5
June	523.7	537.3	221.4	227.2
July	524.1	537.8	221.6	227.3
August	524.9	536.1	221.9	226.7
September	522.1	536.9	220.7	227.1
October	520.9	535.7	220.2	226.5
November	522.1	537.3	220.7	227.2
December	522.9		221.0	

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

# Workplace Email Needs Free Speech Protection

The Bush-dominated National Labor Relations Board has unfairly ruled against workers who want to email union communications at work. The Board decided that a company can forbid using a company email system for union messages.

The 3-2 ruling reflected the Republican majority on the Board.

This is a real problem. Union leaders and members depend on email for rapid transmission of information.

The case goes all the way back to 2000 and an issue arising at the Eugene, Oregon, Register-Guard, a newspaper. The Newspaper Guild president at the Register-Guard sent three email messages concerning a parade and union participation. Now the Board has come down hard on the side of management.

The Board ruled, "An employer has a 'basic property right' to regulate and restrict employee use of company property." The Board included the email system in the Company's property.

The AFL-CIO criticized the ruling. Jonathan Hiatt, AFL-CIO General Counsel, said, "Anyone with email knows this is how employees communicate with each other in today's workplace."

It strikes us that employees working under a collective bargaining agreement have the right to discuss workplace issues in a union contract while at work. In 2008, such discussion

frequently occurs through email.

The Board's decision gives companies permission to squelch access to email. However, the issue can be resolved if unions negotiate the right to use a company email system.

After all, email is essentially an electronic bulletin board and many contracts authorize access to them as company property.

The technologies available to us as private citizens should be available to us as trade unionists. To perform the tasks implicitly acknowledged under a collective bargaining agreement, trade unionists need access to company email systems.

As this NLRB ruling indicates, we must be aware of the possible advantages offered by technology. And we must be ready to protect our access to them.

Political action is one of the clearest ways to protect our rights as union members and the advantages we have won. As candidates for the presidency and other major offices ask for our votes, we need to ask them specific questions.

We need to know where they are on the issues that affect us in the workplace, where they are on our union rights

Many bad decisions need to be overturned. The NLRB email decision is only one of them.

"To perform the tasks implicitly acknowledged under a collective bargaining agreement, trade unionists need access to company email systems."

**Submitting photos to *Horizons*:** To achieve the best printed results, the following guidelines should be followed: **Traditional film photography:** 4" x 6" glossy prints on photographic film paper (such as that from your local drug store developer) are preferred. Do not send ink jet, copier, or laser prints. **Digital photography:** A 4.1 megapixel camera or better is recommended. Our printing press requires 300 dpi (dots per inch) for b&w photographs at the final size printed. This means subjects should be photographed using the highest quality JPEG setting on your digital camera (fine). Only JPEG or TIFF formats are acceptable. Images should be unmanipulated; not corrected for size, cropping, color mode, quality of color, or sharpness. Download them from your camera and submit on a CD with a hard-copy print out. Do not e-mail due to large file sizes and the possibility for corruption in transmission.

# Resolve



To ring in the New Year with GMP union member **savings!**

**IT'S RESOLUTION TIME...** the perfect time to take control and get your life into better shape. This year, resolve to take full advantage of your union's benefits. There's no better way to **stretch your hard-earned paycheck** and enrich your life both on and off the job. Check out the special savings and customized services available only to union members. Here are some of the ways your union benefits can help you make a strong start this New Year.

## SHAPE UP your body and mind

- Shed holiday pounds and high rates with union discounts at more than 1,500 **health clubs** nationwide, including Bally Total Fitness, select Gold's Gyms and other top **fitness centers**.
- Save up to 40% on **movie tickets**.
- Get discount **DVD rentals** at Blockbuster.
- Read about something new. Find great selec-

tions and bargain prices at **Powell's Book Store**, the largest unionized Internet bookseller.



## FIX your finances

- Get **FREE credit counseling** and **budget advice** from professionals carefully chosen to protect the interests of union workers.
- Save 15% on all myFICO **credit score products**, including credit reports and personalized score explanation.
- Check our easy-to-use loan payment calculators and other financial tools to **get out of debt faster** and make smart decisions about your financing your mortgage, cars and lifestyle choices.
- Find out how to raise your credit score, **correct errors on credit reports** and qualify for **lower rates** on credit cards and loans.
- Apply for a **low-rate loan** or **credit card**.



## IMPROVE your connections

- Take an additional **10% off** the regular rate of any individual or family **calling plan** purchased at a **AT&T Wireless** store.  
The union discount is ONLY available at AT&T stores, NOT available through the phone, at any authorized AT&T dealer or kiosk. (If you call any AT&T customer service phone number, they cannot apply the discount.)
- Get high-speed dial-up **Internet service** that's 5 times faster than 56K for only \$14.95 a month.
- Use **Union Plus Voice** with your existing broadband connection and save 85% on your phone bill.



To learn more about the **benefits** and **savings** available to GMP members visit,

[www.UnionPlus.org](http://www.UnionPlus.org)