

# GMP *Horizons*

November/December 2008

Serving Workers in the Glass, Metal,

Pottery and Plastics Industries

*Happy  
Holidays*





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

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## In this Issue:

In his message on page 1 President Ryan discusses the changes and improvements that our nation hopes to see with the new Obama administration.

A devastating fire damaged a GMP Local 360 facility in Calgary, Alberta, Canada. See page 9.

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**JOHN P. RYAN**  
International President

**“I am confident that President-Elect Obama will act forcefully to better the lives of his fellow Americans and to make the world at large more just.”**

## The Election is Past and Won— Now on with Labor's Agenda

**N**ovember 4, 2008, is a watershed event, a cultural and social landmark. Its historic importance cannot be overestimated. But it's history. Now we have to improve the present and secure the future—our future and our children's future.

It was on November 4, 1992, that William Jefferson Clinton was elected president with a tremendous assist from the Labor Movement. Bill Clinton turned around on the Labor Movement and on working people in three countries and pushed the passage of the North American Free Trade Agreement. NAFTA undermined the standard of living in the U.S. for American and Canadian workers, exploited the poverty of Mexican workers, and drove legions of Mexican farmers into bankruptcy.

NAFTA, originally conceived by Ronald Reagan, was a large, juicy bone thrown to the corporate elites in the countries involved. Common citizens did not prosper as they had been led to believe that they would if NAFTA passed.

I mention this because NAFTA was engineered by a president whom we thought of as a friend. Under the Bush administration, many more nasty free trade agreements were hatched, and some were passed. Even as a very lame duck, George Bush has pressed for Fast Track authority to saddle America with more bad deals that lack labor, environmental, and other protections. Furthermore, at every turn Mr. Bush attacks unions and opposes to the last the Employee Free Choice Act.

We live in a country that is beset by huge problems. Home foreclosures are epidemic. Banks fail or are bailed out with taxpayer money, and they may fail anyway. Wall Street, along with our 401(k)s, ESOPs, and IRAs, is in daily jeopardy of stamping its feet and falling through the floor like Rumpelstiltskin.

Unemployment is rising to levels not seen in decades, and worse is forecast. Healthcare for 47 million Americans is a deferred dream, promised in some form by politicians of every stripe, but never coming into existence.

Our public education system is inadequately funded in many localities and burdened with unfunded federal mandates like No Child Left Behind. This, like many of the problems cited above, is part and parcel of the right-wing agenda that we have endured for the past eight years. The arch-conservatives in the Bush administration have made no effort to conceal their dislike of public educa-

*continued on page 2* ►

## PRESIDENT'S MESSAGE

CONTINUED

tion and of teachers independent enough to join and support a union.

The finances of our government have been squandered on tax cuts for the richest Americans and corporations. Simultaneously, conservatives have cried that government programs serving the majority of Americans must be trimmed, that government must shrink. Under the Bush administration, the concept of “government for the people”, has been discarded and replaced by a pernicious elitism.

We are engaged in two wars that are draining the resources of our country and bringing death and grave harm to many of our bravest and best fellow citizens. Unbelievably, the Bush administration has proven inadequate to the task of prosecuting the wars it contrived to bring us into, inadequate to meet the needs of our fighting men and women, and inadequate and callous to the mission of healing our wounded veterans.

We are enjoying some relief in the cost of gasoline, as oil prices have fallen on the world market. They have fallen because of the worldwide recession, and they will rise again. Meaningful steps to escape our oil addiction have yet to be made. The administration of the past eight years has ignored environmental concerns, global warming, and preparation for a not-too-distant time when competition for limited resources will become far more intense.

But these economic and social ills, while real and monstrous, are subject to change and improvement. That's why Barack Obama was elected president: change and improvement. I am confident that President-Elect Obama will act forcefully to better the lives of his fellow Americans and to make the world at large more just.

However, remembering Bill Clinton and NAFTA, I feel it necessary to express caution and to call for vigilance. The Labor Movement worked hard and gave much during the campaign. It speaks for too many who are in need to allow any of its goals to be ignored. Our friends in the White House and Congress must be reminded of our objectives and called to task if they fail us. The election is over and won, and our work as a Labor Movement has only begun.

With all of this in mind, we must take comfort where we can and rejoice in what we have. I wish everyone in the GMP family a Happy Holiday Season. I send my thanks to the dedicated Local Union and International Officers who represent our membership with unflagging energy and determination. We have hard work ahead of us, and with the support of the GMP Membership, we will continue to fight for your rights and hard-won advantages.

Merry Christmas and Happy New Year to all.



# James E. Hatfield Memorial Golf Tournament

Sponsored by Indiana State Council & Educational Conference



The 2008 JEH Memorial Golf Tournament was held on August 23, 2008, in Marion, Indiana. Seen here are GMP Staff members, Saint-Gobain Containers Staff members and management and hourly teams (SGCI and GPS America). Fourteen teams (70 golfers) represented SGCI in the golf tournament.



Seen here is the O-1 team that won the Golf Tournament. The players are (L-R): Mike Johnson, Rich Maydak, Jamie Norris, Paul Johnson and Bob Hippert.



(L-R): Sandy Newby (LU 14), John Dulworth (LU 207) and Minnie Delph (LU 207) registered players and distributed literature for the JEH Memorial Golf Tournament.



Seen here are Mrs. Jean Hatfield and Executive Officer Randy Gould.

The 2008 James E. Hatfield Memorial Golf Tournament, sponsored by the Indiana State Council & Educational Conference, was held on August 23, 2008, at the Arbor Trace Golf Course in Marion, Indiana.

The Indiana State Council & Educational Conference has held an annual golf tournament for 27 years. In 2002, the tournament was renamed the Jim Hatfield Invitational Tournament, and then in 2007, the tournament was named the James E. Hatfield Memorial Golf Tournament. Former International President James E. Hatfield passed away in February of 2007.

Hosted by Local Union 38 in Marion, Indiana, this year's

tournament had 160 golfers participating in the one-day event. Prior to the golf tournament, The Indiana State Council & Educational Conference held a meeting on August 22.

International President John Ryan, International Vice President Frank J. Brandao, Sr., Executive Officer Randy Gould, the Welcoming Committees and the Award Committee assisted with the Indiana State Council meeting, the Hatfield Golf Tournament and the presentation of awards.

The following Local Unions in Indiana participated in the tournament: Local 14 (Winchester), Local 32 (Shelbyville), Local 37 (Gas City), Local 38 (Marion), Local 65

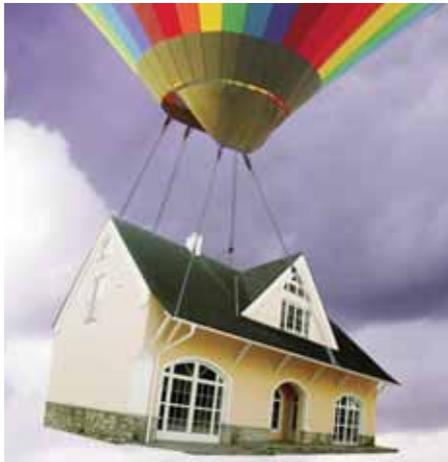
(Winchester), Local 96 (Dunkirk), Local 121 (Dunkirk), Local 207 (Lapel) and Local 229 (Ligonier).

Indiana participating employers were: Owens-Illinois Glass, Saint-Gobain Containers, GPS America, Knauf Fiber Glass, OMCO Cast Metals, OMCO Machining, Packaging Corporation of America (PCA), Silgan Plastics, Anchor Glass Container and Fort Wayne Foundry.

Saint-Gobain Containers was presented with the 1<sup>st</sup> annual "Hatfield Award" for its outstanding support and participation of the yearly golf tournament. The award was presented to Joe Grewe, President of Saint-Gobain Containers, by Mrs. Jean Hatfield.

*Having Problems Paying Your Mortgage?*

# Act Now



## Don't Let Your Home Get Away From You.

If your adjustable rate mortgage (ARM) payments have increased or you are facing other challenges in being able to afford your mortgage, the Union Plus Save My Home Hotline may be able to help. Free, confidential counseling is available from HUD-certified housing counselors who can help you develop a budget, answer your questions and explain the strategies available to help you avoid foreclosure.

### The Save My Home Hotline Can Help

The recent surge in foreclosures means that many working families are being put out of their homes. Don't let it happen to you!

Whether you are looking to stay ahead of the game, falling behind on your payments, or in foreclosure, we can help.

The Union Plus Save My Home Hotline can provide information and advice.

### Get Help from HUD Certified Counselors

Free, confidential telephone counseling is available 24 hours a day. Face-to-face counseling is also available.

HUD-certified counselors from the nation's largest nonprofit credit counseling service provide past due mortgage assistance, including foreclosure prevention services.

The counselors can also help BEFORE you get in trouble by working with you to develop a budget and an action plan to manage your debt, including credit cards, student loans, tax debt.

### Don't Risk Losing Your Home to Foreclosure

The Save My Home Hotline is dedicated to educating homeowners about their loans. Don't wait until trouble comes knocking at your door. Call now to find out where you stand with your mortgage.



Call the Save My Home Hotline at:

# 1-866-490-5361

For more information log onto:

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

# GMP O-I FISC Committee Meets in Zanesville, Ohio

The GMP O-I FISC Committee met in October 2008 in Zanesville, Ohio, and discussed the 4600 Bonus System and other forming issues. FISC is the Forming Incentive Study Committee.

International Secretary-Treasurer Bruce Smith and Executive Officer Donald "Butch" Carter represented the International Union at the FISC meeting.

The FISC Committee members also met with GMP members from Local Unions 105, 159, 172 and 178 as they toured the Owens-Brockway facility in Zanesville.



The GMP O-I FISC Committee met recently in Zanesville, Ohio. Seen here are (L-R): Mark Qualls (AMD VP, LU 195, Muskegee, MI), Bob Ellithorpe (O-I HR Regional Mgr.), International Secretary-Treasurer Bruce Smith, Executive Officer Butch Carter (Chairman), Tim Stein (President, LU 172), Nora Chico Scott (O-I Sr. IR & Chief Administrator-Bonus Incentive Plan), Curtis Cornett (Local 168, Winston-Salem, NC), Dave McCormick (O-I Vice President, Human Resources, Glass Container & Chairman), Rod Detmer (O-I Vice President) and Tom Bost (O-I Forming Specialist).



Seen here is an example of the machines that are used in the training of the forming workers.

## GMP Local 283 Hurricane Relief Effort Thank You!

The GMP Local Unions listed below contributed to the Local Union #283 (Houston, Texas) Relief Fund. Thanks to all who joined in this effort.

- |                              |                                 |                               |                                |
|------------------------------|---------------------------------|-------------------------------|--------------------------------|
| Local 2 - Oakland, CA        | Local 89 - Danville, VA         | Local 157 - Salem, NJ         | Local 302 - Reedsville, WV     |
| Local 2B - Ellwood City, PA  | Local 91 - Jacksonville, FL     | Local 168 - Winston-Salem, NC | Local 328 - Chester, WV        |
| Local 6B - Milwaukee, WI     | Local 96 - Dunkirk, IN          | Local 177 - Tracy, CA         | Local 359 - Fairfield, IA      |
| Local 21B - Hibbing, MN      | Local 99 - New Brighton, PA     | Local 182B - Belleville, IL   | Local 361 - Kutztown, PA       |
| Local 28 - Brockway, PA      | Local 101 - Atlanta, GA         | Local 216 - Cleburne, TX      | Local 372 - Nevada, MO         |
| Local 28B - Toronto, Ontario | Local 105 - Zanesville, OH      | Local 229 - Ligonier, IN      | Local 376 - Columbia, PA       |
| Local 36 - Lancaster, PA     | Local 110 - Brockway, PA        | Local 244 - Newark, OH        | Local 380 - Minerva, OH        |
| Local 45B - State of Ohio    | Local 112 - Portland, OR        | Local 246 - Clarion, PA       | Local 417 - East Liverpool, OH |
| Local 51 - Defiance, OH      | Local 113 - Baltimore, MD       | Local 253 - Ruston, LA        | Local 419 - Newell, WV         |
| Local 58 - Tyler, TX         | Local 121 - Dunkirk, IN         | Local 260 - Athens, GA        | Local 422 - Hazleton, PA       |
| Local 63B - Minneapolis, MN  | Local 126 - Mays Landing, NJ    | Local 262 - Kendallville, IN  | Local 437 - LaCrosse, WI       |
| Local 65B - Boaz, AL         | Local 129 - Shakopee, MN        | Local 273 - Greenville, PA    | Local 459 - Waterloo, IA       |
| Local 74B - Kellogg, IA      | Local 132 - East Greenville, PA | Local 289 - Spokane, WA       | Frank Grotti - Media, PA       |
| Local 75 - Port Allegany, PA | Local 140 - Streator, IL        | Local 295 - Macungie, PA      |                                |
| Local 87 - Seattle, WA       | Local 145 - Berlin, NJ          | Local 301 - Manitowoc, WI     |                                |

*Donations are still being accepted.*

Make checks payable to **GMP International Union** and forward to International Secretary-Treasurer Bruce Smith, GMP International Union, 608 E. Baltimore Pike, PO Box 607, Media, PA 19063

# Americans Chose Democrats for the Future

**O**n November 4, 2008, history was made four decades after the famous speech made by Dr. Martin Luther King. King had a dream and that dream has been realized.

The American people have transformed possibilities into reality.

For the next four years, Barack Obama will lead the country out of these turbulent times and will better the lives of American families. These changes are not easy ones and Americans must realize this. The transition will be turbulent. First and foremost, Obama will inherit the economy. In addition, he will inherit two wars that are also a costly drain to the U.S. economy. Not to mention the horrific loss of lives of the brave American soldiers. The war in Afghanistan will be the hardest test for the President-elect. Will he accept the military requests for more troops in the region or will he change it all up and issue a new order to withdraw?

Iraq also presents a problem and again does he (Obama) withdraw or does he stay the course and bring troops out of

Iraq on the basis of campaign promises?

Trade agreements. During the campaign Obama said he would tear up the North American Free Trade Agreement. Can he do that realistically? What impact would that have on the economy?

On January 1, 2009, the textile quotas with the Chinese government expire. This represents a key element of U.S. trade policy in buffering Chinese trade in low-priced goods. One has to remember that China is the world's most powerful emerging economy when doing so. Does that ability to implement protectionism policies against a nation that holds literally billions of dollars in U.S. debt exist?

The era of trade barriers has past us and the corporations of the world no longer should have the ability to escape regulated trade. For too long, the corporations of the world have been able to take advantage of workers in North America. By hanging the threat of moving plants, they have been able to raid collective agreements at the bargaining table.

The single biggest challenge that faces Obama is the economy and the ability to implement campaign promises. Faced with the economy, Americans will have to be patient. Universal healthcare can happen, but it will not be an immediate thing. There also is no such thing as free healthcare. In Canada, it is paid for through taxes. Taxes on gasoline, beer, liquor and cigarettes, are called sin taxes, and are high. However, Canadians do not have to take a credit card to the hospital in times of urgent need nor do Union members in Canada have to negotiate health Insurance at the bargaining table.

Obama is facing some monumental tasks in turning things around in the U.S.A., but he is the person for the job. Obama is a friend of organized labor, he is a friend of the working family and he represents positive steps for the future of the United States of America.

Dr. King's dream is realized four decades later. Most importantly, this is the end of the right-wing rule of one of the greatest countries in the world.

# ELECTION

# Canada's Exercise in Futility

October 14, 2008 Canadians again went to the polls to elect the leadership of Canada. Once again the result was a Conservative Minority Government. The country was thrust into an unnecessary election by Stephen Harper, mostly with the same results.

There are some notable differences. For starters, no one opposition party has the power to bring down the Government anymore.

Of the 308 available seats, this is how it turned out. The Conservatives took 144 seats, or 37% of the vote. Prior to dissolution they had 127. The Liberals took 76 seats, or 27% of the vote. Prior to dissolution they had 95.

The BLOC got 48 seats, or 10% of the vote. Prior to dissolution they had 48. The New Democrats took 38 seats, or 18% of the vote.

Prior to dissolution they had 30. There are two Independents seats representing 1% of the vote. Prior to dissolution there were four

Independents. The Green Party did not get a seat but managed to get 7% of the vote. The Green Party had no seats prior to dissolution.

There were four vacant seats prior to dissolution.

These results raise many issues for Canadians. Number one, again Canadians have no faith in any one Political Party to run the country with a majority. More importantly,

the party that managed 37% of the vote is the party of power. In one of the lowest voter turnout elections, the message that is sent to Parliament Hill in Ottawa is, that we as Canadians don't trust any one party to have the power to run the country with a majority. Maybe the time has come to reform the election system and abandon "first past the pole" system and adopt a system that more fairly represents the desire of the electorate? Is a system that allows voters to vote for the person they want more of what people want? That is a debate for another time. What do the results mean for the people of Canada? The Canadian economy is sliding and across the country provinces as well as the Federal Government face deficits for the first time in many years. Stephen Harper has a six-point plan, but as usual those six points are vague at best.

- Point One, "Appropriate steps" to ensure financial system is not at a competitive disadvantage. What are the appropriate steps?
- Point Two, Discussions on economy at a now past Canada-European Union Summit in Quebec City. We need actions to protect manufacturing jobs across the country immediately not discussions.
- Point Three, Recalling Parliament this fall and tabling an economic and fiscal update by

November. Should we not have expected our Government to return as soon as possible to deal with the economy and the loss of good, well-paying jobs?

- Point Four, Participating in the G20 finance ministers' November meeting and calling for a further G8 finance ministers' meeting. Would this not have happened anyhow?
- Point Five, Keeping Government spending "focused and controlled". Sounds like cuts to me.
- And finally, Point Six, A "joint approach to the global financial crisis with Premiers and Territorial Leaders. What do we read into that?

Harper has his Cabinet in place now. In that Cabinet are more women than ever. Is he working for Canadians today or getting ready for the next Federal election? More women in Cabinet are great, but, what about the six points? Will they help working families with the issues that face them? Rising food costs, heating costs, the lack of proper funding to our Universal Healthcare System and most importantly, the loss of good paying Union jobs in this country. Canadians need help in these areas. This is what matters, and will Stephen Harper really step up to the plate and help, or will he just dish up more to the Corporations? We shall see.

# RESULTS

# Season's Savings



Special GMP *discounts* make your holiday shopping a joy.

During the holiday season and all through the year...you can save on great gifts and take advantage of exciting offers *available only to union members*. Here are some of the ways your union membership can help you delight everyone on your list—while getting the BEST VALUE for every gift dollar you spend!



## Computer and Internet Deals

- Save 7% on **Dell computers** — laptops, desktops, printers and more.



## Holiday Cruise

- Spend the holidays on a dream cruise anywhere in the world on **Norwegian Cruise Lines** at a minimum 5% discount and up to 30% off selected sailings.
- Consider an Hawaiian island itinerary on **NCL America's** US-flagged, all union cruise ship.

## Clothing Discounts

- Get up to **10% off** quality, comfortable union-made apparel.
  - Wide selection **for all ages and sizes**—everything from golf shirts, henleys, sweats and jeans to dresses, oxford shirts and pants to kids' tees and sneakers.
  - You also can order **gift certificates** for your friends.



## Entertainment Specials

- Save up to 40% on **movie tickets**.
- Find bargain prices and great selections at **Powell's Book Store**, the largest unionized Internet bookseller.
- Get discount **DVD rentals** at Blockbuster.
- Save on **Broadway shows** and **sporting events** in selected cities.



## AT&T Wireless Saving

- Take an additional **10% off** on any new or renewed service plan with AT&T\*. Three ways to save: **1.** Take this ad to your local **AT&T store**; **2.** **Online** at [UnionPlus.org/ATT](http://UnionPlus.org/ATT); **3. Call** 1-800-897-7046



\*The 10% discount is not available on additional lines for family plans and unlimited plans. Discount available only to qualified union members. Union identification is required. In-store discount only at AT&T stores, not at any authorized dealer or kiosk. Cannot be combined with other discounts. Savings on 3G iPhones purchased at AT&T stores only.



For more information about *benefits* and *savings* available to you visit

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

## Research and Education Director Frank Grotti Holds Steward Training Class in Dubois, PA

Director of Research and Education Director Frank Grotti recently held a Steward Training Class for four GMP Local Unions in Pennsylvania.

Officers and stewards from the following Local Unions attended the class - Local 28 (Brockway), Local 110 (Brockway), Local 120 (Clarion) and Local 247 (Brookville). A total of 27 people attended the shop steward training class.

Director Grotti reviewed the state of the International Union, grievances, arbitrations and other activities in Area 1. International Representative Richard Baumcratz also took part in reviewing grievance



Director of Research and Education Frank Grotti recently conducted a shop steward training class in Dubois, PA.

handling and information gathering.

Some of the topics covered by Director Grotti at the training class were - Grievance Preparation, Weingarten Rights, Legal Rights of Stewards, the Seven Test for Just Cause, Discipline and Union's Right to Information and Past Practice.

## Devastating Fire Damages Irving Wire Products Facility In Calgary, Alberta



More than 30 firefighters battled a fire at Irving Wire Products in southeast Calgary. GMP Local 360 members are employed at this facility.

In early November, more than 30 firefighters battled a fire in a commercial building occupied by Irving Wire Products located on Fairmount Drive, near Glenmore Trail in southeast Calgary. Eleven people who were working in the building all made it out safely, said Jeff Budai, spokesman for the Calgary Fire Department. One person was

assessed for smoke inhalation, but there were no major injuries.

Approximately 28 GMP Local Union 360 members employed at Irving Wire produce heavy-duty large wire mesh, which is used in the construction of concrete bridges, concrete roadways and large concrete structures.

No cause or dollar value damage

of the fire has yet been determined, according to the fire department spokesman. Irving Wire had just recently added \$1.75 million in improvements.

The officers of Local 360, Calgary, Alberta, are - President Pelletier, Recording Secretary Kevin Jarvis, and Financial Secretary Andrew Sutherland. Local 360 was chartered in 1955.

# GMP Officer Visits Locals 3 & 140 At Owens-Illinois, Streator, IL

**E**xecutive Officer Rick Vitaoe met with officers and members of Locals 3 and 140 on September 24, 2008, as he toured the Owens Illinois facility in Streator, Illinois.

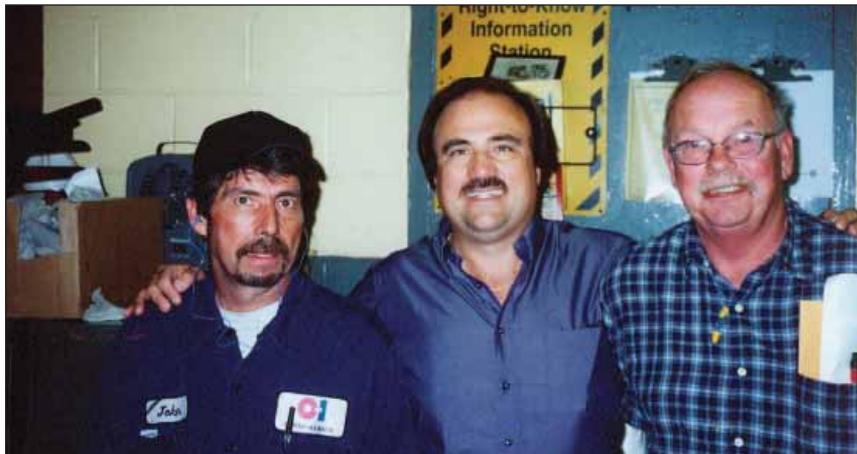
Approximately, 42 GMP Local 3 members and 124 Local 140 members employed at this Owens- Illinois facility in Streator produce glass containers, a majority of which are bottles for Miller Beer.

Local 3 member Mike Zavada, with 48 years of service, has the most seniority in the Streator plant.

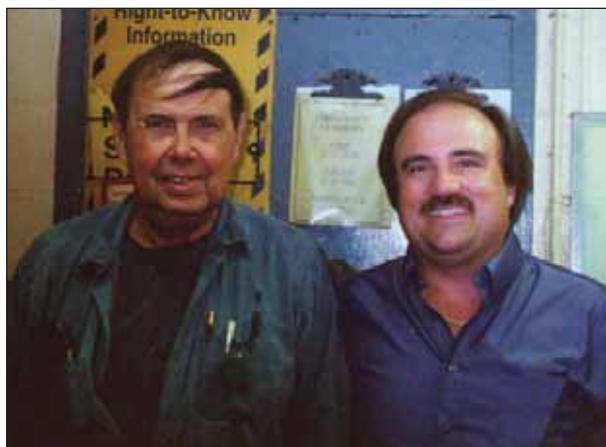
The officers of Local 3, Streator, Illinois, are President John Cassidy, Vice President Joseph Harmon, Recording Secretary Martin Hawley and Financial Secretary Lawrence Yednock. The officers of Local 140, Streator, Illinois, are President Steve Schmillen, Vice President John Gaydos, Recording Secretary Emmett Horaney, Financial Secretary John Gaydos and Treasurer Gail Gaydos. Local 3 was chartered in 1913 and Local 140 was chartered in 1952.



Executive Officer Rick Vitaoe recently met with members and officers of Locals 3 & 140 as he toured the O-I Streator plant. Seen here (L-R) are: Local 140 President Steve Schmillen (Maintenance Mechanic/39 yrs seniority), Terry Reynolds (Batch House Mechanic/38 yrs), Vitaoe and Rick Lenhausen (Batch House Greaser/4 yrs).



Seen here (L-R): Local 3 President John Cassidy (Maintenance Upkeep/34 yrs seniority), Vitaoe and Schmillen.



(L-R): Mike Zavada (Job Change Coordinator/48 yrs) and Vitaoe.

## Swearing-In of New Officers at Local 110, Brockway, PA



International Representative Richard Baumcratz recently swore in new officers at Local Union 110, Brockway, PA. Seen here (L-R): 1st Vice President Donald Beck, Recording Secretary Fran Inzana, Treasurer Jo Anne Christopher, 2nd Vice President Betty Jean Snyder and President Anthony Modafarre.

**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.

### NOTICE TO ALL REPRESENTED EMPLOYEES

If you are covered by a collective bargaining agreement containing a union security clause, federal court decisions require us to give you the option to be either a full fledged Union member or a nonmember, as that term is described hereinafter. If you select full Union membership, you will have the right to attend all Union meetings; to vote on contract ratifications and other matters of concern; to run for office and to vote in Union elections; to participate in the selection of Stewards and to be eligible to be a Steward; and to attend Union functions. Additionally you will be eligible to receive other services and benefits accorded full-fledged members, including a \$2,000.00 death benefit and participation in a dependent scholarship program. In order to be a full member, you must pay monthly dues to your Local Union and the International Union. Currently International Union dues are \$32.00 per month. Local Unions set their own dues and initiation fees, subject to approval by the International. These payments, as well as core dues payments, can be made through a voluntary check off procedure, based on your written authorization.

Alternatively, you have the right to become a nonmember, also called "core dues payer status." As such, you will be obligated to pay only that portion of the monthly amount attributable to

collective bargaining and representation functions. Should you select core dues payer status, you will be barred from attending Union meetings, voting on contract ratifications and other matters, seeking office or voting for officers, attending Union functions and receiving other services, including the \$2,000.00 death benefit and dependent scholarship. Your monthly payments to the International Union as a core dues payer will be \$28.35. If you want to know the monthly payment to your Local Union as a core dues payer, you may request same by writing to John P. Ryan, International President, GMP International Union, 608 E. Baltimore Pike, P.O. Box 607, Media, Pennsylvania 19063-0607.

If you wish to elect nonmember and/or core dues payer status, or desire information demonstrating how we determine the monthly payment for core dues payers, please write directly to John P. Ryan, International President, GMP International Union, 608 E. Baltimore Pike, P.O. Box 607, Media, Pennsylvania 19063-0607. These rates are recalculated each year on or about August 1. If, after receiving information on how we determined the core dues payer rates, you seek to challenge same, we will provide you with a statement, explaining our appeals procedure.

## 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.

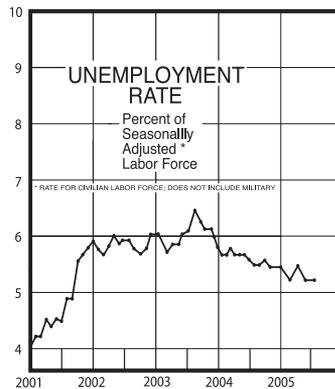
The Bureau of Labor Statistics which publishes the Consumer Price Index has re-formulated the CPI-W, and discontinued the old index in July, 1985 when it published the June, 1985 Index. The new CPI-W reflects a change from home ownership costs to rental equivalent costs.

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)<br>Index | Percent<br>Increase | Point<br>Increase |
|---|-----------------------|---------------------|-------------------|
| 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               |
| April 2008  | 627.6                 | 0.8%                | 4.7               |
| May 2008  | 633.8                 | 1.0%                | 6.2               |
| June 2008   | 641.1                 | 1.1%                | 7.3               |
| July 2008   | 644.3                 | 0.5%                | 3.2               |
| August 2008   | 641.2                 | -0.5%               | -3.1              |
| September 2008  | 640.2                 | -0.1%               | -0.9              |
| October 2008  | 632.0                 | -1.3%               | -8.2              |
| 12 Month Index Increase = 23.4 • Year-to-Date Inflation Rate Increased by Approximately -2.3% |                       |                     |                   |

### 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      | 173.8 | 132.8      | 135.7 |
| May                      | 170.8      | 176.3 | 133.4      | 137.6 |
| June                     | 171.3      | 176.6 | 133.8      | 137.9 |
| July                     | 171.5      | 177.3 | 133.9      | 138.4 |
| August                   | 171.0      | 177.0 | 133.5      | 138.2 |
| September                | 171.3      | 177.2 | 133.7      | 138.3 |
| 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 | 3.4%       |       | 3.4%       |       |
|                          | (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      | 544.9 | 225.5      | 230.4 |
| May                      | 535.7      | 552.6 | 226.5      | 233.6 |
| June                     | 537.3      | 553.8 | 227.2      | 234.1 |
| July                     | 537.8      | 555.8 | 227.3      | 235.0 |
| August                   | 536.1      | 555.0 | 226.7      | 234.6 |
| September                | 536.9      | 555.4 | 227.1      | 234.8 |
| October                  | 535.7      |       | 226.5      |       |
| November                 | 537.3      |       | 227.2      |       |
| December                 | 538.1      |       | 227.5      |       |

LOOK FOR  
THE LABEL  
BUY UNION  
BUY AMERICAN



**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



# Why Wal-Mart?

**G**reetings Brothers and Sisters. As the new publisher of the now bi-monthly Horizons magazine, I have been asked to implement some changes. We bid Richard Kline a fond farewell and wish him the best in his endeavors as the new President of the Union Label & Service Trades Department (AFL-CIO). I am sure that Richard will do an admirable job.

New to the magazine will be the "Publisher's Rant". Each Horizons issue will feature a variety of issues of importance to organized labor and the GMP membership. So, jump in and hang on if you can. This month we talk about the Big Baddie "Wal-Mart". Jeers to Wal-Mart!

Now I know some of our members shop at Wal-Mart and I even understand the issue of prices, and in some cases Wal-Mart is the only show in town. Both reasons are still not good enough. Wal-Mart is the single biggest anti-union employer in both Canada and the United States. In Canada, there was a Wal-Mart that had the "Oil Change Workers" organized in Quebec. Good for workers in Quebec to be that "fly in the giants face" and be able to organize in spite of the dirty anti-union tactics employed by Wal-Mart. So, one might say we can organize them. Well, just like another corporate biggie in Canada (a restaurant with a clown as its mascot), Wal-Mart in Quebec recently decided that rather than negotiate with the union, they would just shut down. Not the store, just the oil change service! Quebec is a province with a rich and well-deserved reputation for respecting workers' (union) rights. Workers in Quebec Province have for a long time been more than willing to "take it to the streets" for Labour (note the spelling) gains.

Anyhow, why are we as workers, especially union workers, so willing to fill the Walton Family and their investors' pockets with our hard earned union dollars? Wal-Mart isn't even willing to discuss a

collective agreement and we are funding their efforts in part by shopping there. Wal-Mart's reputation as a retail killer or downtown killer is widely known and I won't be repetitive about it. We all know what they do to their neighboring retailers. They eat 'em alive! Before you go into another Wal-Mart, take a moment to think about what the impact of your visit to Wal-Mart has on North American retailers on both sides of the border. It is widely known that Wal-Mart buys a vast majority of its products off-shore. The effect that this has on the textile, ceramic, pottery, food and other miscellaneous industries is devastating. Wal-Mart with all of their huge sales and profits doesn't even pay its employees a fair and decent wage. The only way that healthcare is offered by Wal-Mart is if it is imposed by legislation.

Wal-Mart goes to suppliers and tells them what they will pay for products to be sold on Wal-Mart shelves. There is no negotiation of price.

Products bought at Wal-Mart by American and Canadian consumers result in job losses in both countries because the main producers of Wal-Mart goods are from Asia. Jobs lost in North America end up in Asia in times where both the U.S. and Canada need them at home. It is time to return to our roots, folks! Now more than ever, we need to get back to what our forefathers preached: "Buy Union", "Buy American", "Buy Canadian"! Okay, how about "Buy North American"? Lets all make a concerted effort to buy within our own Continent. Let's stay out of Wal-Mart. Remember the power of the union. All for one and one for all, now more than ever.

For your information, the GMP International Union has available for your viewing pleasure the Wal-Mart movie - "The High Cost of Low Price". Contact Director Frank Grotti's office for a copy to watch. See you next time.

"Products bought at Wal-Mart by American and Canadian consumers result in job losses in both countries because the main producers of Wal-Mart goods are from Asia."



# *Season's Greetings*

*John P. Ryan*  
John P. Ryan  
International President

## *GMP International Officers*

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Bruce R. Smith..... Secretary-Treasurer

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| Donald Seal     | Donald Carter         |
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| Edward Bedocs     | Mark Singleton  |
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| Larry Harris      | Hector Sanchez  |
| Pete Jacks        | David Hoffman   |
| Kim McNeil        |                 |

Glass, Molders, Pottery, Plastics & Allied Workers  
International Union, AFL-CIO, CLC

608 East Baltimore Pike, P.O. Box 607, Media, Pennsylvania 19063-0607