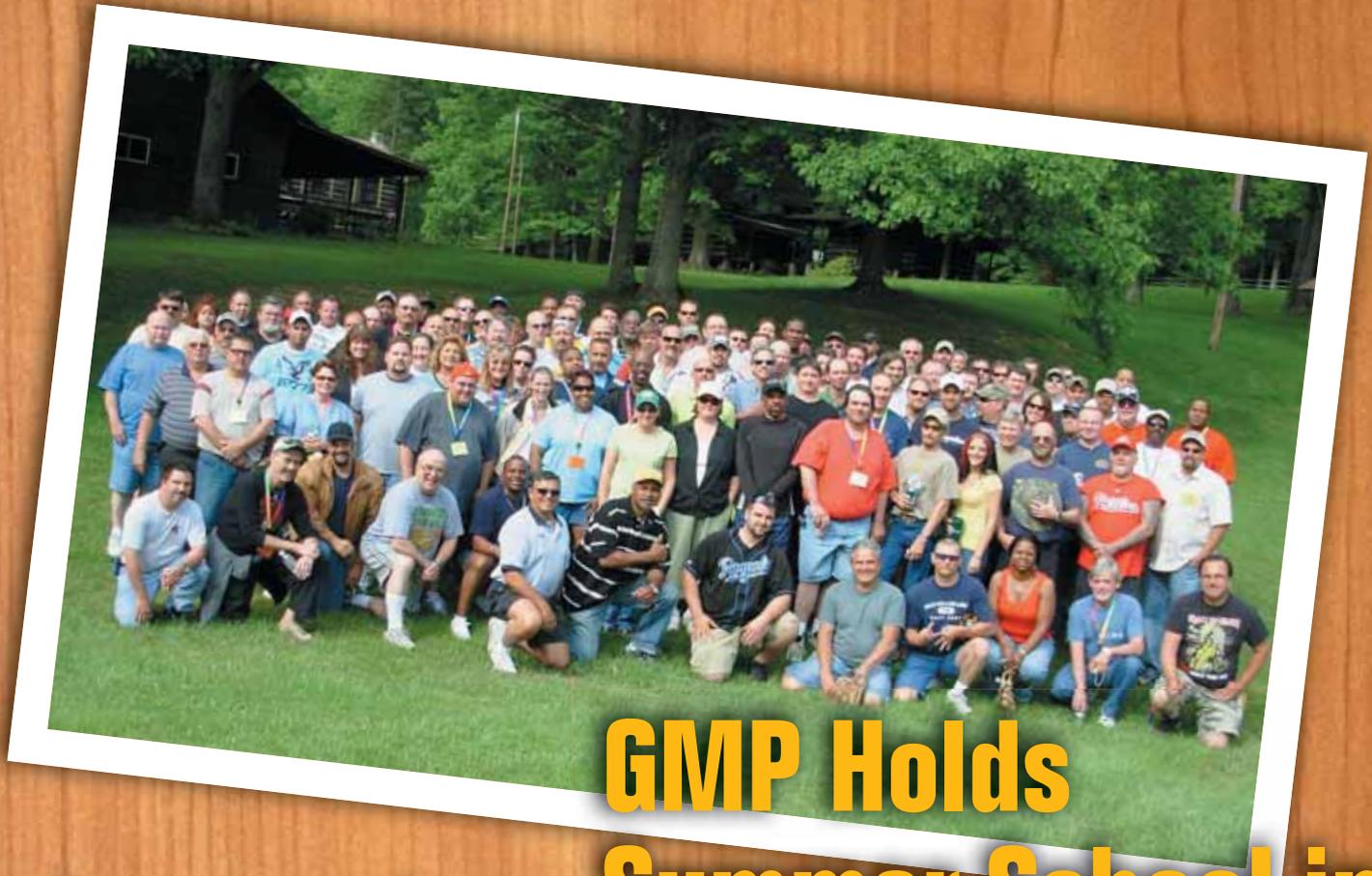


GMP Horizons

Serving Workers in the Glass, Metal, Pottery and Plastics Industries

July/August 2009



GMP Holds Summer School in Morgantown, WV



Notice of Nominations and Elections appear on page 4





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, International President Ryan discusses the two major issues currently facing labor - healthcare and EFCA.

GMP Summer School delegates attended classes in Morgantown, West Virginia. See page 2.

International Secretary-Treasurer Bruce Smith announces the names of the winners of 2009 GMP Memorial Scholarship program. See page 6.

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JOHN P. RYAN
International President

**“Could we,
the labor
movement,
create our own
healthcare
system?”**

One Voice Needed for Labor

As you all know, labor has two key items on their agenda; EFCA & healthcare. Leading up to the 2008 election, we felt that we were going to be in a position to accomplish both. Now, it's not so. Since the first NLRA was enacted in 1935 under President Roosevelt, the law has been consistently eroded to the state that it is in today. It seems that we are powerless to turn back the erosion that has occurred. Things that were previously against the law are now generally accepted by the NLRB. If the best that we can hope for is to stop the erosion, then we are being short-changed by our so-called allies. Perhaps we would be better served by a “labor party” and a coalition government. At least that way, one party or the other would actually have to work with us.

Passage of the Employee Free Choice Act would be monumental for labor unions. What happens if EFCA becomes law? It's already happening. Employers already have a game plan to frustrate the card-check process; the pre-emptive strike. Employers have already begun to indoctrinate their workforces against the possibility of a union coming to their workplaces. This could prove to be a new wealth creation mechanism for union busters. Rather than getting calls from employers faced with an organizing campaign, they will be getting calls just in case a union comes around. Could it be that unions will have to revert to a more vigilant time?

What about healthcare? Unions have created a massive “closed market” system by demanding that group healthcare be provided by employers. This, too, has been eroded over the years. For example, we have larger co-pays, larger deductibles, and larger employee monthly contributions. Where else could the Blue Cross/Blue Shields of the world get it so good? Rather than individual payers, insurance companies get one payer for an entire bargaining unit(s). Yet, these same folks are generally lined up against the concept of healthcare for all. In a recently published statistic, profits at 10 of the country's largest publicly-traded health insurance companies rose 428 percent from 2000 to 2007. Could we, the labor movement, create our own healthcare system? Is there a health insurance provider out there that would be willing to take on such a task?

As you all know, the house of labor is somewhat splintered. Not only do we have the AFL-CIO, we have Change to Win. It seems self-evident that this is not good for the labor movement. 2009 is a convention year for the AFL-CIO and it appears that labor may be airing its dirty laundry for all to see yet again. A lot of folks have their own ideas of how to fix things. When there are differing opinions on how to bring us back together and when those opinions are held strongly, it is inevitable that things get said in the wrong forum and the chaos begins. If solutions can't be fashioned in a closed forum, they certainly can't be fashioned in a public forum.

President John Sweeney has announced his intention to retire at the convention in September. Rich Trumka has announced his candidacy as the next President of the AFL-CIO. The GMP Executive Board has endorsed Rich Trumka.

While many things are not clear, it seems to me that one thing is crystal clear. The house of labor desperately needs to have one voice!

GMP Holds Summer School in Morgantown, WV



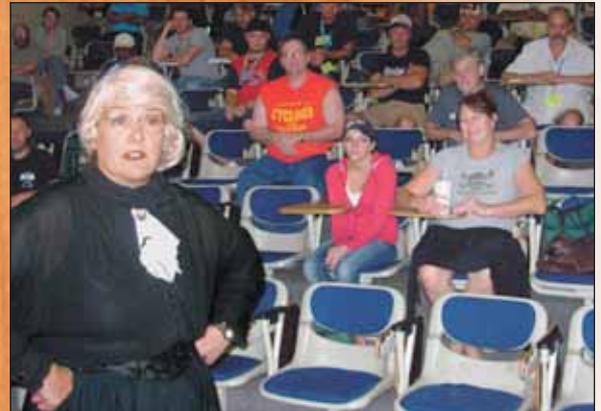
Associate Professor Robbie Massey leads the discussion for GMP members.



Director Frank Grotti addresses the assembly.



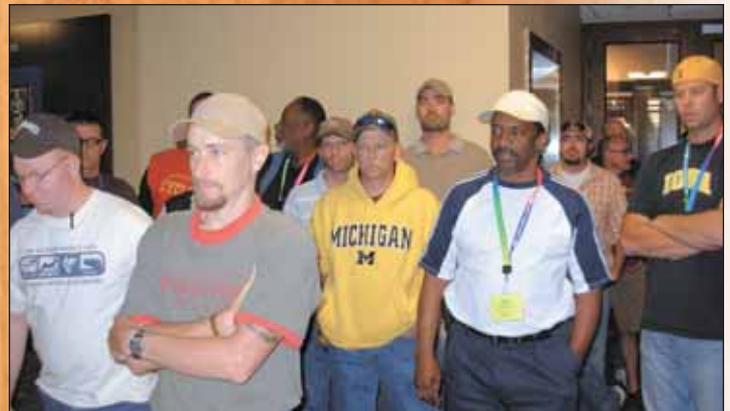
Professor Dave Cormier on Retirement Planning.



Mother Jones.



Members enjoying the presentation of Mother Jones.



Interested summer school participants were able to tour WVU campus facilities.

The GMP returned to Morgantown, West Virginia, to hold this year's summer school. Steve Cook of West Virginia University was once again the host of the GMP and reported that the GMP Union is the longest repeat union at the school for a summer educational program and also holds the largest summer program of all labor organizations at the University of West Virginia.

The GMP summer school ran from May 31, 2009 to June 5, 2009 inclusive. One hundred and sixteen participants attended the summer school with

seventy-seven being first year and thirty-nine being second year students.

Education covered included Steward Training, Collective Bargaining, Arbitration, Labor Law, Making Your Union Go. A mock arbitration was held as part of the week's wrap up. Instructors for the educational program were provided by WVU Associate Professors Sarah Stevenson, Robbie Massey, Steve Cook, Professor Dave Cormier, and Assistant Professor Tony Michael. Daily assemblies were held covering issues of FMLA and Retirement Planning.



On Thursday, a presentation of an update on the state of the GMP was given by President Ryan, followed by a presentation by Executive Officer Claude Beaudin as to labor conditions and activities in Canada. Director of Organizing Brenda Scotland gave a seminar on organizing. The day's assembly ended with a rousing and well-received rendition of Mother Jones by a local actress.

Other activities during the week included the usual picnic, a bus tour of the University campus, an evening dinner and "Café Solidarity".

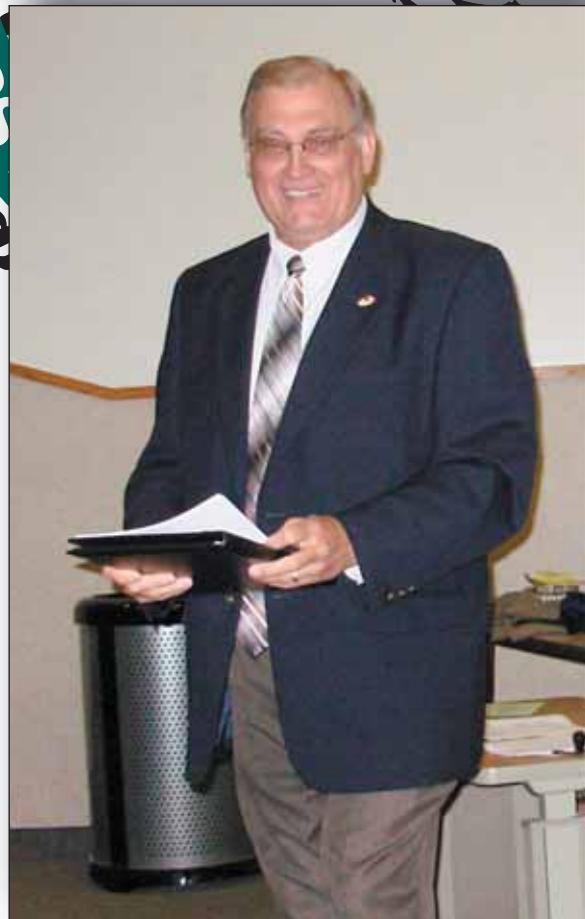
Café Solidarity proved to be the usual success with GMP promotional items being popular. The competition for the raffle between the first and second-year classes, led by John Jojola (LU #2B) and Mark Elsing (LU #73), was the usual friendly competition.

A grand total of \$4,600.00 was realized from all donations that included promotional items, raffle donations and refreshment donations. Locals donated shirts, Fiesta Ware and other items for the drawings. \$1,500.00 was returned to the winners of the raffles leaving a net donation to the PEL of \$3,100.00.

As part of the program, each class was required to elect a spokesperson to represent the class at graduation. Justin Morgan (LU #17), Dan Sullivan (LU #145), Jon Roeder (LU #297) and Tracy Green (LU #54) did excellent jobs of representation with Brother Sullivan taking top honors for his fine presentation.

Evaluations showed that all participants enjoyed the educational experience and extra curricular activities for the week. The participants found the week to be enjoyable, motivating and left them asking for more.

Next year's Summer School will be held May 30 – June 4, 2010. Applications for the GMP Summer School will be mailed to Local Union Presidents in January 2010 and full participation is encouraged by all Locals.



President Ryan addressed the 2009 Summer School participants at the Thursday assembly.



Executive Officer Claude Beaudin reported on labor conditions and activities in Canada.



Director of Organizing Brenda Scotland conducted a presentation on "Internal Organizing".



Some of the participants of the 2009 Summer School.

GMP O-I FISC Committee Meets in Pennsylvania

The GMP O-I FISC Committee met recently in Crenshaw/Brockway, PA, and reconfirmed the status and continuity of the existing union representatives of the Forming Incentive Study Committee. The Committee discussed issues that have arisen since their last meeting. Those issues included - state of the business, new bosses, new business opportunities, gloves and uniforms and ACT implementation.

Executive Officer Donald "Butch" Carter, Curtis Cornett (LU #168), Mark Qualls (LU#195) and Tim Stein (LU#172) represented the Union at the FISC meeting and met with International Representative Richard Baumcratz and Local Union Presidents from each location (except Tony Modaffare).

Those representing O-I at the meeting were: Bob Ellithorpe, Tom Bost, Rodney Detmer, Shaun McMakin and Jeff Cathcart.

The FISC Committee members also met with GMP members from Local Unions 28, 110, 120 and 246 as they toured the Clarion, Crenshaw and Brockway facilities.



The GMP O-I FISC Committee met recently in Crenshaw/Brockway, PA. Seen here are (L-R): Tom Bost (Director of Productivity Improvement N America O-I), Mark Qualls (LU 195), Carter, Nora Chico Scott, Curtis Cornett (LU 168), Rodney Detmer (VP, O-I) and Tim Stein (LU 172).



Members of the FISC toured the Clarion, PA, plant. Seen here (L-R) are: Donald "Butch" Carter, Richard Baumcratz, Dennis Garda (Plant Superintendent) Dave McKinley (mechanic), Rodney Detmer ((VP, O-I) and Tom Bost.



Seen here at the Clarion plant are (L-R): Baumcratz, Carter, Jim Elliott (forming upkeep mechanic), Garda, Detmer and Bost.

Nominations and Elections

Local 121B, Neenah, WI

The nomination of officers for Local 121B, Neenah, Wisconsin, will take place on Wednesday, November 18, 2009, at 11:30 A.M. and 3:00 P.M., at Re-Union Station, 293 S. Green Bay Rd. in Neenah. Nominations for Shop Chairperson for both Plant #2 and Plant #3 will also be taken at this time. Nominations should be in accordance with Article 18.1 of the International Constitution.

Elections for all CONTESTED offices will be held on Wednesday, December 16, 2009, from 6:00 A.M. until 5:00 P.M., at Re-Union Station in Neenah, WI. To be eligible to vote, the member must qualify under Article 22, 3 & 4, of the International Constitution.

Local 132, Spring City, PA

The nomination of officers for Local 132, Spring City, Pennsylvania, will take place on December 8, 2009, at 6:30 P.M., at the Liberty Fire

Company, 20 South Main Street in Spring City.

The election of officers for Local 132 will take place on Tuesday, January 12, 2010, at 6:30 P.M., at the Liberty Fire Company.

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.



Child Labor

Nothing can be more despicable than the thoughts of the use of child labor. We cannot imagine nor accept the thoughts of one of our children being exploited to manufacture, mine or worse used in prostitution.

We know of the history of child labor but just to refresh our memories consider this. Firstly we must be cognizant of what defines child labor. Child labor refers to the employment of children at regular and sustained labor. People in the Western Hemisphere consider the practice exploitive and illegal. Child labor is common in a lot of countries around the world. Children can be employed in manufacturing, mining, and farming and if we look closer to home, in businesses run by the parents. While the latter would not usually be considered as oppressive or exploitive, there are children whom are forced to work in “sweat shops and factories” in countries such as India, Vietnam, China and commonly referred to third world countries.

According to UNICEF, there are an estimated 158 million children aged 5 to 14 in child labor around the world.

Staggering numbers considering today we view the world as so much better than the days of the Industrial Revolution.

In North America the minimum age to be able to work in any establishment without parental consent is 16 years of age.

Compare that to the Industrial

Revolution where children as young as 4 years of age were employed in manufacturing. During the Victorian era young children were working in manufacturing, mining and as chimney sweeps. The latter two professions it was very common due to the small size of children and the small and cramped working conditions mining and chimney sweeping required. In manufacturing the small children were used to crawl under machinery to retrieve cotton bobbins.

Work hours were long, 64 hours a week for builders in the summer and 52 in the winter. Children employed as domestic servants could look forward to as many as 80 hours per week. Children in coal mines started working as young as 5 years old and often died before attaining the age of 25 years. 1819 saw the passage of the “Factory Act” which regulated the hours of work to 12 hours per day for children working in manufacturing and cotton mills.

When countries in the Western Hemisphere in the 1990s banned carpet exports from Nepal in an attempt to stop the use of child labor, the children turned to prostitution. Child prostitution is a poison that the world does not need. The thoughts of it disgust people around the world and even though it is not usually thought of as being related to child labor it remains a source of income for people in several countries.

People in North America would never tolerate the use of child labor in the United States and Canada

but unfortunately the corporate world does. Corporations that sell household items, clothing, food and other products used daily in North America have since the 80s been moving good paying manufacturing jobs to countries where the use of child labor is acceptable. As consumers we support these practices by purchasing the products. That does not necessarily mean that we agree with such practices of the use of child labor in manufacturing but we buy products using the concept that everything is made in Asia. While this may be true to a certain extent, there are things we can do such as support procurement policies for products made in the United States or Canada or from countries that have outlawed the use of child labor. The latter can be done by lobbying our governments and or politicians to introduce and support procurement policies. We have learned that a total ban on products manufactured by child labor can sometime be worse as in the case of the carpet ban from Nepal but if we lobby the governments and put some pressure on the corporations we can affect change.

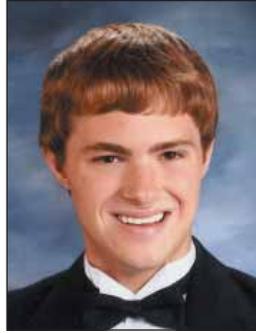
Children belong in schools and need to be outside playing and developing into adults for the world to become a better place for all of the people to live in. Childhood passes so quickly; for that to be taken away from children and to be forced into work is one of the true crimes and atrocities of mankind.



GMP Scholarship Winners Named



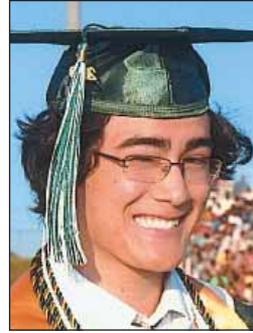
Anna Duong



Daniel Griffith



Matt Kabes



James LaPierre



Carlissa Perry



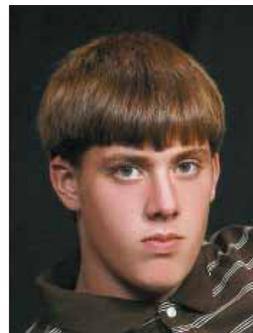
Olivia Rudnicki



Adam Fogus



Bryan Rose



Kyle Wedekind



Zachary Wood

The 2009 GMP Memorial Scholarship winners were named by International Secretary-Treasurer Bruce Smith. The winners are: Anna H. Duong, daughter of Tu Ho Duong, of Local 87 in Seattle, WA; Daniel T. Griffith, son of David W. Griffith, of Local 201 in Waxahachie, TX; Matthew T. Kabes, son of Roman J. Kabes, Jr., of Local 129 in Shakopee, MN; James M. LaPierre, son of Lawrence R. LaPierre, of Local 63 in Atlanta, GA; Carlissa L. Perry, daughter of Audrey L. Perry, of Local 14 in Winchester, IN; Olivia E. Rudnicki, daughter of John Rudnicki, of Local 399 in Brockton, MA; Adam S. Fogus, son of Jimmie R. Fogus, Sr., of Local 316B

in Michigan City, IN; Bryan A. Rose, son of Louis J. Rose, of Local 28 in Brockway, PA; Kyle A. Wedekind, son of Steven S. Wedekind, of Local 246 in Clarion, PA; and Zachary W. Wood, son of Steven A. Wood, of Local 9B in Keokuk, IA.

Anna H. Duong will study premed in the school of medicine at the University of Washington. Her achievements at Mount Ranier High School in Des Moines, WA, included: Freshman Class Representative, Sophomore Class Vice President, Junior Class President and ASB President. Her club memberships included: Mu Alpha Theta Math Team, French Club, National Honor

Society and Key Club. Her sports achievements included four years on drill team and two years on the school varsity golf team.

After graduating from the University of Washington in 2013, Anna will continue her studies at the U of W School of Medicine to become a pediatrician. She will begin her service in healthcare at the Seattle Children's Hospital and branch off to her own private practice. Later, she would like to provide healthcare to needy children in various third world nations around the world.

Daniel Griffith will study architecture at the University of Texas at Arlington.

His activities at Ferris High School included: Future Farmers of America, JV and Varsity Golf, Band, National Honor Society (3 yrs), UIL Accounting Team (2 yrs). He graduated as Salutatorian of his class.

Daniel plans to remain at University of Texas until he receives his Master's Degree. After college, he will work for an architectural firm and hopes someday to have his own architectural business.

Matt Kabes will study mathematics. While attending Burnsville Senior High School in Burnsville, MN, Matt's honors included AP and CIS (College in the Schools) classes. He played baseball and basketball in a local city league. During the school year (part-time) and over the summers for the past two years, he worked (full-time) at a local trophy shop. After graduating from the University of Minnesota Duluth, Matt will pursue a career in mathematics.

James LaPierre will study computer science. During high school, he participated in such activities as - chess club, history club, art club, National Honor Society and the Science National Honor Society. He played in a band outside of school.

His future plans are to finish college with a degree in computer science and immerse himself in the vast field of technology. Later in life, James hopes to retire in New Zealand.

Carlissa Perry will study pre-med at Purdue University. Her academic activities in high school included: Math and Social Studies Academic Teams, Interdisciplinary Academic Team, National Honor Society, Foreign Language Club and Student Council. Her participation in sports included: Varsity Volleyball, JV and Varsity Basketball, Varsity Track and Fellowship of Christian Athletes. Other activities included: Art Club, SADD, Life Club and Spartanburg Christian Church Youth Group.

Volunteering and shadowing pharmacists at Reid Hospital has provided Carlissa with first-hand

GMP Scholarship Award Information

35 GMP Scholars

In the school year 2009-2010, there will be 35 children of GMP members pursuing higher education that will benefit from the GMP Memorial Scholarship program. Each current award winner receives either \$4,000, renewable each year for a full four-year college program, or \$2,000, renewable for one year, for a two-year vocational/technical 2-year associate degree program, if adequate academic standards are maintained.

Donations

The program is funded entirely by donations. Local Unions and individuals contribute in memory of friends, co-workers and loved ones who have died. The memorial contributions, which note the honored persons, are recognized periodically in Horizons.

Scholarships

At its inception, the Scholarship program provided two scholarships, each providing the winner \$1,000. In 1973, the number of awards was increased to three, each of which was worth \$1,500. In 1977, the value of the scholarship was increased to \$2,000, and the number of awards was increased to four. In 1983, the value of the scholarship was increased to \$2,500. In 1998, the award was raised to \$3,500. In 1999, the number of awards was increased to six. In 2000, the amount of the scholarship was increased to \$4,000, and the number of awards was increased to eight. For the school year 2008-2009, the program has been broadened. The total number of recipients is ten. Six award winners with a \$4,000 renewable scholarship for study in a four-year college program will be granted annually. The program now includes four vocational/technical/2-year associate degree programs awards in the amount of up-to \$2,000 to be granted annually. Winners are determined by the Scholarship and Recognition Programs of Princeton, New Jersey.

Application Forms

All applicants must apply by November 1 of their high school senior year. Information on this program, along with an application blank, may be obtained from your Local Union Recording Secretary or by writing to: Bruce Smith, International Secretary-Treasurer, Glass, Molders, Pottery, Plastics & Allied Workers, 608 E. Baltimore Pike, P.O. Box 607, Media, PA 19063-0607.

knowledge of her future career choice. She will earn a Pharmacy and Forensic Science degree at Purdue and hopes to secure a permanent position at Reid Hospital.

Olivia Rudnicki will study biology/pre-med at Boston University. She graduated as class Valedictorian and achieved High Honor Roll each year of high school. Her academic achievements included the Silver Medal on the 2006 National Latin Examination, the Harvard Prize Book Award (2008), the Superintendents' Academic Excellence Award (2008) and participant in the Biogen Idec Community Lab, Adventures in Biotechnology.

Her extracurricular activities included: Student Council, Senior Class Vice President, Student Advisory Board, National Honor Society and Editor of class newsletter "The Bulldog Bulletin". In her community, Olivia has volunteered at: the Pediatrics and Children & Youth Departments of Brockton Hospital for four years. She also volunteered at the Holbrook Public Library, and in 2006, established an after-school and summer art program for children at the library.

In the summers of 2005 and 2007, she volunteered at a day camp in Poland teaching children the English language.

Following her undergraduate studies, Olivia hopes to attend either Medical or Dental school.

Adam Fogus will attend Purdue University North Central in the Fall. His achievements included: Academic Honors Diploma graduating with a 4.0, dual credit for college in English and Math (two semesters), Student of the Month for Math and Physical Education and the Academic Wolf Award for English. He was an active member of STRIVE (Students Taking Renewed Interest in the Value of Education) sponsored by the Rotary Club.

Adam will study Electrical Engineering Technology at Purdue University.

Bryan Rose will attend Pennsylvania College of Technology where he will study Forestry. He was a member of the Future Farmers of America (FFA) and a graduate of the Dale Carnegie course. During high school, he played varsity football for three years and wrestled for one year. He was secretary of the Varsity Club.

After graduating from Pennsylvania College of Technology, Bryan hopes to work for the Department of Conservation & Natural Resources (DCNR).

Kyle Wedekind will attend Butler County Community College where he will major in Manufacturing Technology. He may transfer to Penn College of Technology in his 2nd year and continue with Automated Manufacturing Technology. While a student at Keystone High School

in Knox, PA, Kyle was a consistent honor roll student. At the Clarion County Career Center, he completed the Welding and Fabricating Program, became certified by the American Welding Society in May 2009, and twice received a medal in the Vo-Tech's welding competition. Kyle also attended and became certified in Mine Safety and Health Administration Training.

In his community, Kyle was involved in: the yearly cleanup of church yard and cemetery, the yearly setup for basement sale fundraiser, helping the Knox Area Food Pantry with cleaning, stocking shelves and picking up of food donations. For two years, he has worked for a pool and spa company. This work included all phases of pool installation - marking out and digging, mixing cement, pouring pool base and installing liners.

He likes to ride, modify, and fix four-wheelers. After graduating from college, Bryan plans to become a machinist or manufacturing engineer.

Zachary Wood will attend Southeastern Community College. He plans to earn his Associates Degree and then transfer to DeVry University to study computers and game design.

While attending Clark County High School in Kahoka, Missouri, he was a member of the Key Club and a member of both the Track and Cross Country teams. Zachary also participated in the A+ Program.



Heat Stress

With the arrival of summer and warmer temperatures, we need to be aware of heat stress. Whether at work or play, heat can stress the body's cooling system. Heat combined with hard physical work, the loss of body fluids, medical conditions and fatigue can possibly lead to heat-related illness, disability and in extreme examples even death.

Young, old, fit or not we must all be wary and watchful for signs of heat stress. Heat stress can show up early in the warm season as the body may not be adapted to the sudden onset of warm weather. This is usually true to parts of the northern continent.

Exposure to heat occurs in many of the workplaces of the GMP. Exposure to furnaces, smelters, foundries, potteries and heavy equipment produce significant amounts of heat inside these workplaces. Even warehousing can result in heat exposure where there is an inadequate amount of air movement. Humidity in workplaces contributes to heat stress. The body generates heat and passes the heat into the environment. The harder the body works, the more radiant heat it emits. When the work environment is hot, humid and or has a radiant heat source such as the sun or a furnace, the body needs to work harder to remove the heat from the body.

Air movement is the key to managing heat stress. Fans cool the body and cause the body to remove the heat with less effort. Consequently, the more the body works in heat, the more acclimatized the body becomes to heat and the stress associated with heat.

Being aware of the signs of heat stress is critical to the management of the effects on the body.

Heat stress symptoms include:

- Rashes
- Sunburn
- Cramping
- Fainting
- Excessive sweating
- Headache
- Dizziness

Workers can protect themselves from heat stress by doing some of the following:

- Drink plenty of fluids, one cup every 20 minutes
- Avoid working in direct sunlight
- Try to slow down the pace at which you are working
- Negotiate into collective agreements more frequent breaks in hot weather



- If working outside, take breaks in shaded areas
- Try to schedule heavy work during cooler periods of the shift, if possible
- Wear light colored and/or light weight clothing
- Use any and all available lifting aides such as forklifts and hoists

Employers can play a role in the reduction of heat stress related incidents as well. Employers can:

- Provide air conditioned rest areas
- Increase the frequency and length of breaks
- Schedule heavy and strenuous jobs during cooler times of the shifts
- Provide cool drinking water for workers and remind workers to drink one cup every 20 minutes
- Train workers and supervisors to be able to recognize signs and symptoms of heat stress on fellow workers in the workplace.
- Increase air movement when temperatures reach 95 degrees Fahrenheit or 35 degrees Celsius

Remember these conditions can exist at picnics, days at the beach, soccer and baseball games just as easily as in our workplaces and we must remain vigilant so as to keep our families safe. Also, remember elderly persons that we know who may not have air conditioning in the home. We do not always recognize heat stress on ourselves so we should check in on elderly loved ones during hot spells as well.

If these suggestions are taken into account during the summer months, we can all have a safe and happy summer for our families and ourselves.

Saving the Automotive Industry

The concept of saving the auto sector using public funds has a mixed response from the public. There are those that believe the use of public funds to save a private corporation is wrong and that the corporations should fend for themselves, as the way it is for the rest of the private corporate world. The perception is that why are auto jobs more worthy of saving and not mine? Interesting dilemma to say the least. Is President Obama doing the right thing by investing in auto industry jobs using public money? I suggest yes, and here is the reasoning.

The United States needs a strong auto sector because as history has shown, when the auto sector is healthy so is the economy. When Henry Ford began building cars he said that he would build a car that was priced so that the working man could afford to buy one. He did so and the economy grew as the auto industry grew. The auto industry creates many subsidiary jobs. Glass plants make windshields. Tire plants make tires. Dashboard plants build dashboards, and so on. These manufacturers are not Ford, GM or Chrysler. They are in fact other small private sector feeder plants and they employ thousands of workers.

President Obama is investing in the future of the economy by investing in the auto sector to help recreate the manufacturing base in the United States. A healthy manufacturing sector is the key to any economy. Historically, when the manufacturing base suffers in a country so to does the economy. Everybody needs a job, and not everybody will be or has the means to become

doctors, lawyers and such. Local economies rely on manufacturing as a tax base. When the local economy loses manufacturing, it loses tax revenue and the local municipality can only pass the loss on to the taxpayer to recoup such lost revenues.

The current auto forecast for this year is 10 million new cars and trucks, and that is said to be the worst U.S. total in 30 years. Chrysler is in Chapter 11 and General Motors could be there soon and even the Japanese auto makers are experiencing losses of revenue. Prior to the auto industry collapse last year, auto companies sold more than 16 million new cars and trucks in the U.S., according to *USA Today*.

The investment of public monies should help get the U.S. auto makers back on their feet and help create what America needs. Good jobs that pay well. The country cannot survive on minimum wage, part time jobs. The U.S. economy cannot be allowed to become a service sector-based economy. You need only look north to Canada to see the results of such an economy. In Canada, Free Trade and NAFTA agreements, along with other bad trade agreements, are creating a service industry-based economy.

People have two and sometimes three part-time jobs. Former President George W. Bush once stated on television upon hearing that a citizen had multiple part time jobs, "Only in America". This is not what America needs to return to prosperity. Let's give President Obama the support and back his move on investment of good-paying jobs for America.



Employment Insurance

It has been a great many years since Canada has experienced the unemployment rates that we see today. According to Canadian Labour Congress President Ken Georgetti, thousands of workers were forced to turn to self-employment in April 2009 because they could not find jobs or they did not qualify for Employment Insurance. President Georgetti responded to the release by Statistics Canada of labour force figures for April. The level of employment increased by 35,900 due solely to the rise of self-employment. “This is not a sign of economic recovery because we actually lost 1,100 jobs in April. What we are seeing is workers doing whatever they can to get by during this economic crisis. I salute their courage and determination”, said Georgetti.

According to Statistics Canada, almost 60% of unemployed workers are not receiving E.I. benefits. Improvements are needed to Employment Insurance. People across Canada share that opinion. If the current Government were to listen to people across Canada, they would hear a growing number of Canadians are seeking that the E.I. program be revamped.

The CLC has called on the Government to change accessibility rules to provide regular E.I. benefits on the basis of 360 hours of work, regardless of where workers live and work in Canada, to make all workers eligible for up to 50 weeks of E.I. benefits and to immediately raise benefits to 60% of earnings calculated on the worker's best 12 weeks of earnings.

Prime Minister Harper recently stated that he is prepared to fight an election rather than accept Opposition party demands that would make it easier for unemployed workers to receive Employment Insurance. Prime Minister Harper responded to questions on E.I. reform from Liberal Leader Michael Ignatieff, “If that leader wants to go out and tell Canadians that he thinks they should pay higher payroll taxes so that people can work 45 days and then collect E.I. for a year, every single year in every single region of the country, well, we're ready to take him on”.

Mr. Harper either lacks the ability to see that most Canadians are falling through the cracks of the E.I. system even though everybody is required to pay premiums into

that same system or he is simply ignoring those human beings that are falling through the cracks and doesn't care.

There was a 57 billion dollar surplus in E.I. and the money has been squandered, according to President Georgetti. Georgetti further adds “that now is when people need it the most”. Few would disagree with President Georgetti's assertions.

Some quick numbers to support CLC President's case;

- Canada now has over 1,464,600 unemployed men and women or an increase of 27.2% since last October.
- Full-time jobs lost since October 2008 – 347,000.
- Workers laid off since October 2008 – 320,700.

On March 5th, NDP MP Chris Charlton moved a motion in the House: “that, in the opinion of this House, the government must address the alarming growth in the number of unemployed Canadians and the increasing number of Employment Insurance claimants; confirm its commitment to a social safety net to help regular Canadians through tough times and bring forward reforms to Employment Insurance rules to expand eligibility and improve benefits, including:

- eliminate the two week waiting period;
- reduce the qualifying period to a minimum of 360 hours of work, regardless of the regional rate of unemployment;
- allow self-employed workers to participate in the plan; and
- raise the rate of benefits to 60% and base benefits on the best 12 weeks in the qualifying period; and
- encourage training and re-training”.

The motion passed on March 10, 2009 and all NDP, Liberal and Bloc MPs voted in favour. All Conservatives voted against it.

These are very tough times. It is in the interest of all Canadians to do so and to take part in any and all planned demonstrations to enact change in their regions. Tell your MP that the current E.I. system is not fair and that you want him or her to vote for the changes as set out in this article. Hopefully, we will not need to access the E.I. system, but should there be a need, we all should be able to count on it when we need it most. After all, it really is our money.

New Rebate Program Saves GMP Members \$50 on Annual HVAC Maintenance Contracts

Tired of paying through the roof to heat and air condition your home? One way to lower your home energy costs is with an annual maintenance contract from your local union HVAC service provider. A highly trained union maintenance technician will carefully inspect your heating and air conditioning (HVAC) system to keep it running at peak efficiency and save you money and energy.

And now, when you sign a new maintenance contract with a union HVAC contractor and pay with your GMP Union Plus Credit Card, you can save even more with a \$50 Union Heating and Cooling Maintenance Rebate.

Earning Your Rebate is Fast and Easy

Visit UnionPlus.org/HVAC to find out whether there is a unionized contractor in your area, and to apply for a rebate.

If you don't have a Union Plus Credit Card, and you'd like to learn more or apply, please visit UnionPlusCard.com

The Union Plus Credit Card is designed especially for union members and families, with features no other credit card offers like special financial hardship protections and all calls are answered in the United States.

Your Savings Don't Stop There

Home energy costs have increased by more than 30% over the last ten years. The average family spends more than \$2,000 on home energy each year—mostly on heating and air conditioning costs.

An HVAC maintenance contract, like the one provided by members of the Sheet Metal Workers' International Association (SMWIA) in your area, can improve the energy efficiency of your systems up to 30%, saving you money month after month. A typical HVAC maintenance contract may cost between \$150 and \$250 annually.

Most contracts include two professional service calls, one in the spring to prepare for air conditioning season, and one in the fall to prepare for furnace season. These visits can help prevent breakdowns and avoid costly repairs. And it could also extend the life of your furnace and air conditioner, which could save you thousands of dollars in replacement costs.

In addition, many service companies provide preferred scheduling and discounted rates on labor for service calls to their contracted customers.

Union Quality, Union Rebate — for Union Members and Retirees

SMWIA contractors are members of an international association which represents 147,000 union members in over 150 local chapters in the United States, Canada and Puerto Rico. Their union certification guarantees quality work that exceeds industry standards.

Visit UnionPlus.org/HVAC to search for union HVAC contractors and to apply for a rebate. Union HVAC contractors not available in all areas.



3 EASY WAYS TO SAVE MONEY AND ENERGY

Having your heating and air conditioning systems checked annually by a union contractor is one good way to save on your energy costs. Here are some others:

1. Do you use oil to heat your home? You may qualify for a \$100 rebate with the Union Plus Home Heating Oil Program. And your contracted oil price and service agreement may save you more than \$300 annually. Find out more at UnionPlus.org/HeatingOil
2. Change your air filters monthly, or at the interval recommended by the manufacturer. Trapped lint and debris can restrict air flow and cause your systems to work inefficiently.
3. Where can you get the most bang for your buck in making your home more energy efficient? Find out by conducting a home energy audit, or hire a professional auditor. Either way, when you use the audit recommendations to make a qualifying purchase with your Union Plus Credit Card, you can qualify for a \$100 or \$250 rebate. Qualifying purchases may include a programmable thermostat, duct sealing, insulation or new Energy Star appliances. Learn more at UnionPlus.org/Green

A Heartfelt Thanks from Local 459, Waterloo, IA to GMP Locals That Sent Donations to the Disaster Relief Fund



Randy Kolder (L) and Dave Hubbard (R) are just two of the members helped by the generous donations from many GMP Local Union members.



This photo depicts the devastation of the Parkersburg tornado that left behind a ½ mile path wide trail of destruction.

Local 459, Waterloo, Iowa, would like to thank all of the Local Unions that sent donations to the Local 459 disaster relief fund. In May of 2008, a tornado ripped through Parkersburg and New Hartford, Iowa, destroying many homes and killing seven people. One of those killed was a mother of a union member. Two weeks following the tornado, a devastating flood swept through some of the same areas that were affected by the tornado. Some of our members lost everything in these tragic events. The donations and kind letters of encouragement are greatly appreciated. We will not forget how generous and thoughtful our brothers and sisters have been in our time of need. Again, thank you.

In Solidarity,
Members of Local 459
Waterloo, Iowa

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.

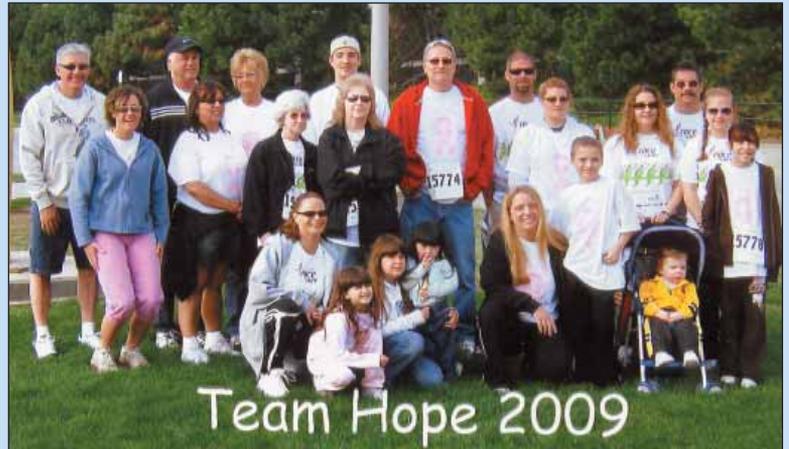
Alternatively, you have the right to become a nonmember, also called "core dues payer status." As such, you will be obligated to pay only that portion of the monthly amount attributable to collective bargaining and representation functions. Should you select core dues payer status, you will be barred 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 \$28.57. 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.

Locals 14 and 65, Winchester, IN Race Together for Fight Against Cancer

Local Unions 14 and 65 members with their families “raced” together at the Susan G. Komen Race for the Cure to show support for their union families in their fight against cancer. The 5k/1 mile family walk took place on April 18, 2009, in Indianapolis, Indiana. Team Hope plans to race next year to again make a difference in the community.

Team Hope was a 23-member team with 9 additional sponsoring members. The Team Roster consisted of - Local 65: Jerry Clevenger, Floyd Steen, Tamara Garza and Danny Bost. Local 14: Christy Cox, Tracy Pryor, Brian Huffer and Betty Louk (retiree). The teams family members were: Melinda Garza, Simon Garza, Wade Clevenger, Kim Collins, Jerome Collins, Helen Steen, Linda Simmons, Blakely Slusher, Lexi Moland, Lindsey Moland, Mackenzie Pryor, Brennan Cox and Tammy Rhodes. The Sponsoring Members for the race were: Bill McCollum, Chris Shockley,



Locals 14 and 65 members and their union families raced together to show support for their union families in their fight against cancer.

Dennis Timmons, Dennis Davis, Larry Reynolds, Don Vaughn and Jim Boyd, Jr. Representing the AHE Plant 3 Credit Union were: Nelli Forrester and Linda Williams.

GMP Staff Holds Steward Training In Oxford, Alabama



Director of Research and Education Frank Grotti recently held a Steward Training Class in Oxford, Alabama. Twenty-eight stewards and officers attended. The following Local Unions were represented: #62 (Bessemer, AL), #65B (Boaz, AL), #85B (Birmingham, AL), #98 (Midland, GA), #248 (Anniston, AL) and #324 (Anniston, AL). International Vice President Frank Brandao, Sr. and International Representative Larry Harris also assisted with the training. Topics at the class included: grievance preparation, Weingarten Rights and the Seven Test for Just Cause.

Union Plus Benefit Helps Member At Local 125, Waxahachie, Texas



The GMP Union Plus benefits helped Local 125 member Richard Clower after he was laid off from his job at Saint-Gobain Containers in Waxahachie, TX.

Richard Clower, a glass worker at Saint-Gobain Containers in Waxahachie, TX, lost his job at the end of 2008, during massive lay-offs. Clower, 59, a Local 125 member, put in 19 years of service at the plant. After the lay-off, he looked into getting assistance with his GMP Union Plus Credit Card through the Union SAFE program, and he applied online for a grant. He qualified for the grant and received \$250.00 to help pay his credit card minimum payments.

To apply for a Union Plus Credit Card, call 1-800-522-4000 or visit www.unionplus.org to see the more than 40 benefits for GMP members.

Local Officers Sworn In



International Representative Larry Harris swears in the officers of Local Union 248 at B.A.E. Systems, in Anniston, Alabama. Seen here (L-R) are: Harris, Secretary-Treasurer Daniel McWilliams, President Larry Smith, Vice President Ron Richey and Recording Secretary Steve Norman.

Local Union 48 & Anchor Glass Participate in Career Day 2009 at Henryetta, OK, High School

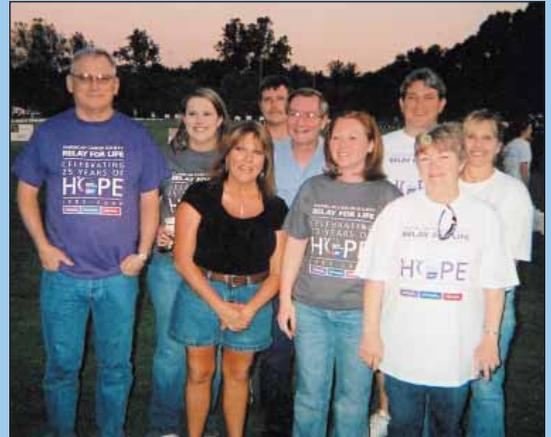


GMP Local 48 and Anchor Glass had a booth at the Henryetta High School Career Day 2009. Seen here are Local 48 members Joyce Patric and Clair Porschien.



Clair Porschien (L) is seen here with Henryetta High School students at Career Day.

Local Union 48 Members Raise Money for Relay for Life 2009



Local 48 members and Anchor Glass Employees at the Henryetta, OK, plant raised over \$15,000.00 for the 2009 Relay for Life. Seen here are: (L-R) Hal Counts and Billie Peulor (Anchor), Plant Nurse Carolyn Wilson, Rocheal Day (Human Resources), Ken Kulse (Steelworker, Mold Shop) and Local 48 members Linda Gerster, Clair Porschien, Clay Gibson and Jimmy Whitman.

Thank You from Local 61, Penn-Union

Local 61 in Edinboro, PA, would like to thank all of the GMP Local Unions and the International Union for their support and monetary contributions during their April/May 2009 strike. On behalf of everyone at Local 61, Financial Secretary Susan Tallman said "We are proud to be part of the GMP, and again, thank you." Approximately 75 Local 61 members at Penn-Union Corporation (a foundry) produce connectors, bolts, lugs and tools. Local 61 was chartered in 1963.

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.

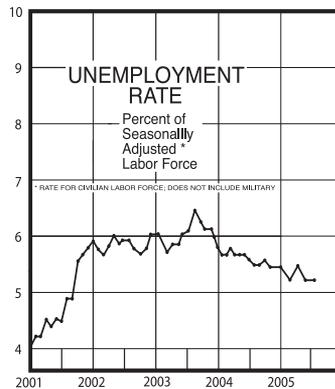
The Bureau of Labor Statistics which publishes the Consumer Price Index has re-formulated the CPI-W, and discontinued the old index in July, 1985 when it published the June, 1985 Index. The new CPI-W reflects a change from home ownership costs to rental equivalent costs.

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
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
November 2008	617.4	-2.3%	-14.6
December 2008	610.1	-1.2%	-7.3
January 2009	612.7	0.4%	2.6
February 2009	615.7	0.5%	3.0
March 2009	617.2	0.9%	1.5
April 2009	619.3	0.3%	2.1
May 2009	621.8	0.4%	2.5
June 2009	628.4	1.1%	6.6

12 Month Index Increase = -12.7 • Year-to-Date Inflation Rate Increased by Approximately 1.9%

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	175.4	133.4	136.9
November	171.4	173.9	133.8	135.8
December	171.7	172.8	134.0	134.9
Annual Average		173.9		135.8
Average Annual Increase		2.3%		2.3%
March 2007 to March 2008	1.2%		1.2%	
	(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	549.9	226.5	232.4
November	537.3	545.4	227.2	230.5
December	538.1	541.8	227.5	229.0

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 takes 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 five (5) years 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



Labor/Labour Day

Our day, no matter how you spell it is Labor/Labour Day. But do you know the history and its origins? The actual day for workers is known as "May Day" or "International Workers Day". International Workers Day in the United States marks the "Haymarket Massacre" that occurred in Chicago in 1886. Police there shot and killed 12 demonstrators during a general strike demanding an 8-hour work day. Today we find ourselves going backwards, in some cases, asking employers for 12-hour work days. I wonder, did our deceased union brothers die in vain?

May Day is celebrated and recognized by most countries around the world. Even countries that by North American standards have poor workers' rights records such as China, India, Mexico and Bangladesh celebrate May Day.

In Canada and the United States, neither country celebrates May Day or International Workers Day. It has very limited recognition in either country. What we do celebrate is Labor Day. In the U.S., "Labor Day" goes back to 1882, when the Central Labor Union of New York City was seeking a day off for workers. Congress enacted Labor Day, a Federal holiday on June 28, 1894, just two months following the "May Day Riots of 1894". This was a series of violent demonstrations due to high levels of unemployment in Cleveland, Ohio on May 1, 1894.

In Canada, Labour Day has been celebrated on the 1st Monday of September since the 1880's. Origins trace back to April 14, 1872, when a parade to support the Toronto Typographical Union strike for a 58-hour work week resulted in the arrest of 24 union leaders. A subsequent demonstration was held on September 3, 1872 in protest of the arrests. The

result was that then Prime Minister John A. McDonald repealed laws allowing for the arrest of union leaders who organized peaceful demonstrations. The following June, Parliament passed the Trade Union Act, triggering demands for a 54-hour work week.

Today in both countries, Labor Day has become the unofficial last weekend of summer. It is always the first Monday in September. Labor Day is still a day of rest for workers with parades, BBQs and even fireworks, in some cases. It also has become a huge football day in both countries. In Canada, Canadian Football League rival teams play each other. In the U.S., many NCAA teams play their first game of the season, and the National Football League season commences Thursday after Labor Day.

I wonder, have we lost sight of the concept of Labor Day? Is the reason for Labor Day being forgotten? We must, and I emphasize must, remember the original idea behind Labor Day. It was and should continue to be the day to parade publicly to demonstrate the strength and solidarity of Labor Unions and then celebrate with our fellow workers and families.

Labor Day celebrates the economic and social gains of workers in both countries. Let us not forget the sacrifices and gains of union brothers and sisters of history. Arguably, the greatest gain of labor is the 8-hour workday. Labor Day is the result of the efforts of labor; it was not a gift from the governments of either country. It is in fact the result of efforts of workers around the world.

Enjoy your Labor/Labour Day, but let us all ensure we remember why we have it in the first place. Happy Labor/Labour Day to all of you and your families.

**"We must,
and I
emphasize
must,
remember
the original
idea behind
Labor Day."**

"Education is everything.

*The \$500 College Savings Grant helped me start
saving for my son's future"*



\$500 for College — For Union Members Only

Union SAFE College Savings Grant

Saving for college can be a daunting prospect—but with education costs rising almost 6% every year, now is the time to get started. **Union Plus may be able to help, with a \$500 College Savings Grant** for union members or retirees who open a new 529 college savings or pre-paid tuition account for their children or grandchildren. Visit **UnionPlus.org/CollegeSavings** for details and an easy-to-complete grant application. You must have opened a new 529 account after Jan. 1, 2009, and contributed at least \$1,000 to be eligible.



UnionPlus.org/CollegeSavings

