

GMP *Horizons*

May/June 2009

Serving Workers in the Glass, Metal,

Pottery and Plastics Industries



GMP Visits Local 332 in New Glasgow, Nova Scotia



Notice of Nominations and Elections
appear on page 3



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 constructive methods for keeping Social Security solvent.

Local 332 was host to a plant tour at the Maritime Steel & Foundries facility in New Glasgow, Nova Scotia. See pages 2-3.

GMP Officers attend AFL-CIO Executive Council meeting in Florida. See page 8.

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JOHN P. RYAN
International President

“Rather than predicting failure for Social Security, perhaps it would be more constructive to envision methods whereby the system would be made solvent...”

How Secure is Social Security?

Has anyone besides me noticed that the old argument regarding the viability of Social Security has resurfaced? If you have, then you have also noticed that this debate resurfaces every few years.

As you may recall, several years ago, under the Bush Administration, there was an effort to convince Americans that Social Security was destined to fail and they (Bush Administration) had a better idea. That idea included allowing individuals to invest a portion of Social Security contributions in private accounts. Such investments would have allowed individuals to invest in the stock market. The market debacle that has taken place over the past nine months or so is a strong argument that would have been devastating to the viability of Social Security.

Over the years, Labor Unions have attempted to negotiate other forms of retirement security. Not with the purpose of replacing Social Security, but as a means of augmenting Social Security. Many, if not most, of our labor agreements include a pension plan and/or a 401k plan. When combined with Social Security, we are able to live comfortably (arguably) in retirement.

Is Social Security destined to fail? In my opinion, it is not. Even those that project its failure admit that the system will not fail in the immediate future. There are a number of ways to infuse the system with the money that will be needed to insure that the system is safe for perpetuity. We currently have a system whereby one does not have to make contributions to Social Security once one reaches annual earnings of a certain level. That level is adjusted annually, but the fact remains that there are a lot of folks that make no contribution to Social Security for the balance of that year once they reach that cap.

Rather than predicting failure for Social Security, perhaps it would be more constructive to envision methods whereby the system would be made solvent, now and forever. Raising the “cap” mentioned above would go a long way toward accomplishing just that. Eliminating the cap would likely create a surplus of funding. Perhaps a combination of the two would work. Raise the cap and institute a smaller contribution once you reach the cap. The smaller contribution would be uncapped. Has anyone seen any data from anyone projecting what impact this might have?

Some have advocated that Social Security should be means tested. If you have retirement income above some established level, you would not be entitled to Social Security. This is not a new idea. In the past, there was a method in place that decreased Social Security benefits by \$1.00 for every \$2.00 you earned in retirement above a certain level. It wasn't called “means testing” but it had the same impact. In retrospect, is it so wrong to limit Social Security benefits based on retirement income? Do the “rich and famous” really need retirement income in the form of Social Security?

The vast majority of all Americans depend on Social Security as an integral part of their individual retirement security. This includes most, if not all, of your bosses. That's right, from the line supervisor right on up the ladder to the plant manager, they also rely on Social Security to provide an important part of their retirement security. To allow the system to fail would be devastating to the American society as a whole.

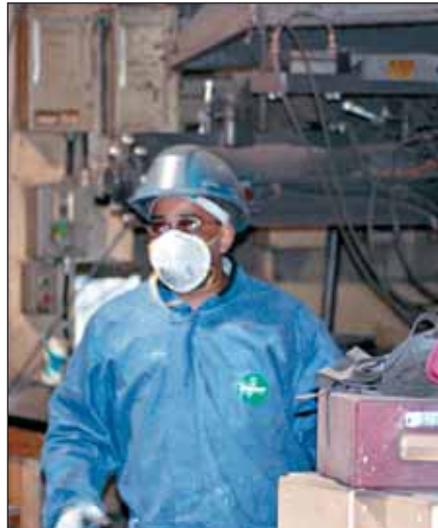
Let's curb the rhetoric and set about fixing the system!

GMP Visits

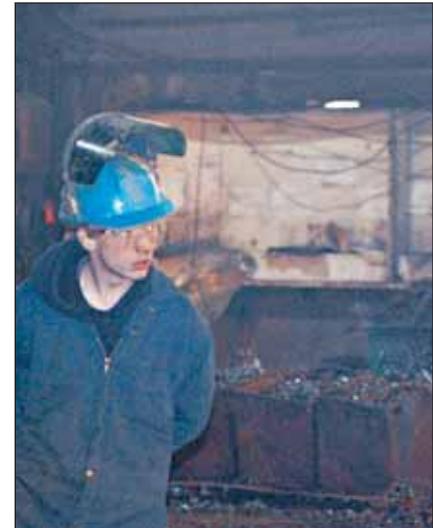
Local 332 at Maritime Steel & Foundries Ltd. New Glasgow, Nova Scotia



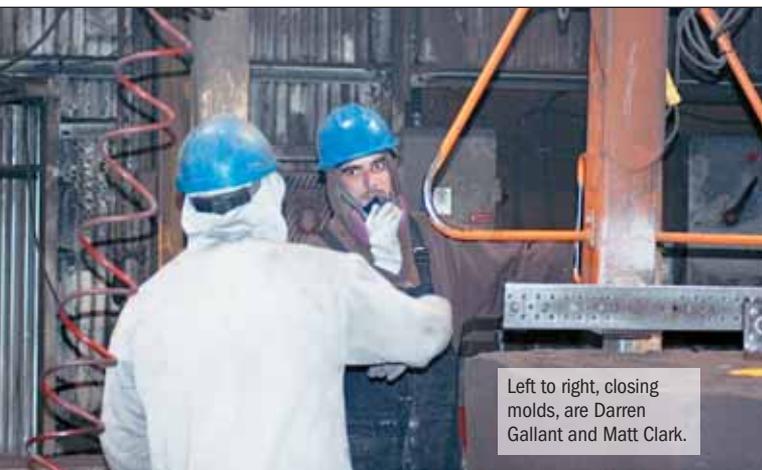
Executive Officer Beaudin recently toured the Maritime Steel & Foundries facility in New Glasgow, Nova Scotia. Seen here, Left to Right, are: Local 332 officers - Bill Rizzotti, Recording Secretary, Gerald Greene, President and Carl Spears, Secretary Treasurer.



Core-room worker Jamie Borden hard at work.



Scrap preparer Willy Stewart at his workstation.



Left to right, closing molds, are Darren Gallant and Matt Clark.



Skilled worker, Geoff Richards, ladleman, at his work station.

Executive Officer Claude Beaudin recently met with officers and members of Local 332 as he toured the Maritime Steel & Foundries Ltd. facility, which is located in the town of New Glasgow in northeastern Nova Scotia.

Approximately 34 GMP Local 332 members employed at this facility produce custom castings for construction and mining industries.

On March 9, 2002, Maritime Steel & Foundries celebrated 100 years in busi-

ness and during that year the Company completed a modernization of the facility's equipment. The Melting, Core, Molding, Shakeout, Reclamation and Air Quality Systems were extensively updated. In 2005, a further mod-

ernization was conducted adding a new Kloster Slip Loop Molding system that features a semi-automated pattern change, powered conveyer lines, pre-set mold filling parameters, sand volume, facing sand resin mixture, backing



sand resin mixture, iron oxide, compaction and sand temperature control.

Maritime Steel has produced castings that have weighed 5 to 3500 pounds. Gears for heavy manufacturing, heavy truck systems, valves, pulleys, gears, gear boxes, latch bars and other earth moving equipment parts have been manufactured over the years. Maritime Steel has produced specialty wheels

for the mining industry, products for the shipbuilding industry, and has had a long history of supplying castings for the railway and railcar industry. Maritime Steel is ISO 2001:2000 - Quality Management System certified.

The Local Union 332 Committee includes President Gerry Greene, Secretary-Treasurer Carl Spears and Recording Secretary Bill Rizzotti. The service

officer responsible for Local 332 is Executive Officer Claude Beaudin. Local 332 was chartered in 1937.

As is the same with most industries today, Maritime Steel has been hit hard by the economic downturn. If history has any bearing on things, Maritime Steel will weather this storm, as it has previously. In a recent newspaper article in the Toronto Star, a Pictou County realtor stated that the eco-

nomie downturn is not new to the Pictou area, as they have been in a recession for 25 years. That being said, it is a telling story of the resilience of the people of Nova Scotia. They don't know what the word "quit" means and will carry on.

107 years and counting for Maritime Steel & Foundries Limited and GMP Local 332. Way to go! A great story from the pages of organized labour!

Nominations and Elections

Local 3, Streator, IL

The nominations of officers for Local 3, Streator, Illinois, for the term of 2009-2012, will be held on Tuesday, September 22, 2009, at 3:15 P.M., at the American Legion Hall at 218 W. Main Street, Streator, IL.

Should there be a contested race, the election of officers for Local 3 will be held at the same address on Tuesday, October 27, 2009, at 3:15 P.M. The newly elected officers will be installed on Tuesday, October 27, 2009, at the same address as above at 3:15 P.M. during the regular meeting of the local.

Local 17, Modesto, CA

The nomination of officers for Local Union 17, Modesto, CA, will take place at the regular Local Union monthly meetings on Wednesday, September 23, 2009, at 6:30 A.M., 2:30 P.M., and 6:30 P.M. The meetings will be held at the Local 17 Union Hall located at 205 S. Santa Cruz Ave., Modesto, CA.

The election of officers for Local 17 will be held on Wednesday, October 28, 2009, at the above location. The polls will open at 6:00 A.M. and close at 6:45 P.M.

Local 54, Port Allegany, PA

The nomination of officers for Local 54, Port Allegany, PA, will be held at the regular monthly meeting on Monday, September 14, 2009, at the regular monthly at 3:30 P.M., at the Moose Lodge, 35 Pearl Street, Port Allegany.

The election of officers for Local 54 will be held on Monday, October 12, 2009, at the Moose Lodge. Polls will be open from 6:00 A.M. till 8:00 A.M. and 2:00 P.M. till 4:00 P.M. Results will be announced at the regular monthly meeting (same date) after the polls close.

Local 172, Zanesville, OH

The nominations of officers for Local 172, Zanesville, OH, will be held on Wednesday, September 16, 2009, at the regular monthly meeting at 7:00 P.M. at the F.O.E. Area #302, 1275 East Market St., Zanesville, OH.

The election of officers for Local 172 will be held the Old Time Office, 1300 Ridge Ave., Zanesville, OH, on Wednesday, October 7, 2009. Polls will be open from 6:00 A.M. till 4:00 P.M.

Local 177, Tracy, CA

The nominations of officers for Local 177, Tracy, CA, will take place on Thursday, September 10, 2009, at the regular meeting, at the West Valley Mall Community Room at 4:00 P.M.

The election of officers for Local 177 will be held on Wednesday, October 7, 2009, from 6:00 A.M. till 11:00 A.M. and from 1:00 P.M. to 4:30 P.M. at the O-I Tracy plant in front by the Guard Shack.

Local 180, Elmira, NY

Nominations of officers for Local 180, Elmira, NY, will be taken orally from the floor of the regular monthly meeting on Tuesday, September 22, 2009, at 7:30 P.M. The location of the meeting is the Communication Workers of America, AFL-CIO Local 1111 Union Hall, 459 East Church Street, Elmira, NY.

The election of officers for Local 180 will be held on Tuesday, October 13, 2009, at the Anchor Glass Plant, 151 East McCanns Blvd., Elmira Heights. Polls will be open from 6:00 A.M. till 7:30 A.M., 2:00 P.M. till 3:30 P.M. and 10:00 P.M. till 11:30 P.M.

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. Email: gmpiu@gmpiu.org. All nominations shall be submitted orally at the nominating meeting. In accordance with Article 20, Section 2, of the GMP Constitution, Local Presidents shall, by virtue of their election to that office, also serve as delegates to the Quadrennial Convention.

Rally Held in Plymouth, MN to Support Local 63B Members Locked-Out from Progress Casting



Approximately 125 people attended a rally on December 3, 2008, to show support for Local 63B members locked-out from Progress Casting in Plymouth, Minnesota.



Seen here are: Frannie Franken (Sen. Al Franken's (D-MN) wife) and Executive Officer Dale Jeter.



(L-R): Local 129 Recording Secretary Betsy Suel and Local 63B locked-out member Lamin Makalo attended the rally in support of Local 63B members.



Minnesota Teachers Union members show their support for locked-out Local 63B members.

The contract for Local 63B members employed at Progress Casting Group, Inc., Plymouth, Minnesota, expired on September 30, 2008. The union chose to work without a contract when it realized the company was trying to force the members to strike. Shortly after the union members started to work without a contract, the company laid off two groups of employees (approximately 55 GMP members) on October 2 and October 10, 2008. Then, on October 27, 2008, the company locked out the balance of the 216 members.

Local 63B members continue to be locked-out from Progress Casting since October 27, 2008, and the company is using temporary

employees. The GMP has filed ULP charges with the National Labor Relations Board.

On December 3, 2008, approximately 125 people attended a rally on Progress Casting's company property in support of the locked-out Local 63B members. Supporters who attended the rally included - Local 63B and Local 129 members, GMP Executive Officers Dale Jeter and Jerry Cotton, the Teamsters Union, the Minnesota Teachers' Union, representatives from the Minnesota AFL-CIO and the Minneapolis-St. Paul Central Labor Council, a representative from U.S. Senator Amy Klobuchar's (D-MN) office and various other unions from the Minneapolis-St. Paul area.

Locked-out members at Local 63B appreciate all the financial support they have received from GMP Local Unions in the United States and Canada. Local 63B members are qualified for extended unemployment benefits and are also eligible for job training programs in Minnesota.

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

Locked out Bargaining Committee Members at Progress Casting are - Nick Hill (Chairman), Curt Medthun, Joel Leach, Ken Henry and Jeff Wilson.

GMP Ontario Council Meets In Niagara Falls



The GMP Ontario Council met in Niagara Falls on April 25, 2009. International Vice President Dave Doyle reported on conditions in Canada.



Ontario Council President Alda Barnes chaired the meeting.



Ontario Council Officers seen here (L-R): Recording Secretary Arren McLaughlin, Audit Committee Chair Jim Cooper and Secretary-Treasurer Rick Wood.



Local 49 Financial Secretary-Treasurer Connie Allen listens to debate.

The GMP Ontario Council met on Saturday, April 25, 2009, in Niagara Falls, Ontario. The delegates met to discuss issues affecting the Ontario membership in today's difficult economic times. GMP Ontario Council President Alda Barnes chaired the meeting.

Locals attending the meeting reported on issues and conditions in their respective locals and industries. As one would expect, the layoffs and reduced work weeks were at the forefront of the discussions.

The Employment Insurance "Work Share Program" for workplaces on reduced hours of work was discussed along with requirements to qualify for the program.

Emphasis was put on the need to organize. If any member becomes aware of workplace leads regarding organizing, these leads should immediately be put forward to the staff representatives.

International Vice President Dave Doyle reported on conditions in Canada. Doyle reported the extreme effect of the current economic conditions on workplaces across the country. He also reported on the rebuilding of Irving Wire, Local 360, in Calgary Alberta. This facility experienced a devastating fire back on November 4, 2008.

Doyle fielded questions on his report from the delegates.

International President John Ryan was the guest of honor and he reported on labour conditions in the United States and the health of the GMP International Union during these difficult times. Ryan commented that the U.S. has not experienced the same levels of layoff or closures that Canada has experienced. He reported on the Penn-Union/Local 61 strike in Edinboro, Pennsylvania, and the issues faced there. Ryan spoke on contract settlements in the United States during the recession, reduced work weeks and the lack of an Unemployment Insurance "Work Share Program".

The Employee Free Choice Act (EFCA) was discussed. EFCA is proposed legislation for card-check certification in the United States. Business efforts to block the passage of EFCA was also reported on by President Ryan. A brief State of the Union report was offered to the delegates. It was reported that the GMP was successful in organizing a new shop in the U.S. at Hanson Pipe in Richmond, Virginia. Questions were fielded from the delegates.

Friday evening, April 24, the delegates attended a social mixer hosted by Local 108 (Cambridge, Ontario).

Medicare Now

America needs universal health care coverage now. The impact on the average American of not having health care coverage is devastating.

According to the information on the AFL-CIO website, here are just some examples of the higher cost:

- 41% of working-age Americans had problems paying medical bills in 2007 and 4 out of 10 used up savings to pay medical bills.
- About ½ of the families that file for bankruptcy do so in part, due to health care debt.
- In December and January, nearly 50 million people had no health insurance. Approximately 14,000 people per day, lost health coverage during those months.
- Adults without health insurance are 25% more likely to die prematurely than those with health insurance.

These statistics clearly show that it is imperative for the well being of America's citizens to have a universal health care program. Americans must be aware that a universal health care program will not be free. There has to be a cost for such coverage and it comes in some form of taxation. In Canada Canadians have a universal health care program. The Canada Health Act objective is to "Protect, promote and restore the physical and mental well being of residents of Canada and to facilitate reasonable access to health services without financial barriers".

It is a national program, composed of 13 interlocking provincial and territorial health insurance plans. All have common features and basic standards of coverage. Roles and responsibilities are shared between the Federal, Provincial and Territorial Governments.

The Provinces and Territories must meet a threshold of coverage and services to qualify for Federal cash contributions or what is properly known as "Canadian Health Transfers". Provinces and Territories are responsible for management, organization and delivery

of health services to their residents.

It is funded through taxation in various forms. The usual and most common are, what are referred to as, the "sin taxes", gasoline, cigarettes and alcohol.

However, the idea of higher taxes for a universal health care system is not uncommon. Countries such as Canada, England, France and other countries around the world have seen right to implement universal health care including Cuba. Cuba, that small country just south of the United States, has universal health care, drug and dental plans for its citizens. Michael Moore, the controversial filmmaker, released the movie "Sicko" in 2007; a movie that every American needs to see. In the movie, Moore travels around and gets testimonials from "ordinary Americans" who speak on their individual trials and tribulations they have endured with regard to health care. Some had no health insurance and others had health insurance, but the coverage that they needed at the time was not there. Moore travels to other countries to investigate the universal health care they have and the results are shocking, but, even more shocking is how people in America are treated when they have inadequate or no health insurance.

In Canada, the question to ask when paying higher taxes for health care coverage is "health card vs. credit card"? Universal health care will be a long and difficult road. As they say, Rome was not built in one day and the same will be true for universal health care in the United States. President Obama has several daunting issues facing him during his term as President, but universal health care is as important as any he faces.

We know the challenges we face at the bargaining table regarding health care premiums. Imagine, if you will, how much easier our struggles at the bargaining table would be if we had universal health care and were relieved of the need to negotiate health insurance. As part of Obama's vision of hope, we hope it includes universal health care.

Temporary Agency Workers Seek Relief through Bill 139

Temporary workers across Canada will be keeping a watchful eye on what will be the eventual outcome of a government-introduced bill to protect the rights of temporary workers in the Province of Ontario. Temporary agency workers are workers hired through intermediaries disguising employment as independent contracting and shifting the costs on to workers who have little or no power to refuse.

These workers usually work more hours for less pay and have become a popular option for employers across the province and country. Low-wage workers, victimized by these hiring agencies, are typically women, immigrants and racialized workers. They are subject to working on a temporary, contract and part-time basis. These workers juggle two or three jobs, all without benefits or workplace protections, and cannot be organized by a Union.

Temporary workers are denied minimum employment standards and receive very little protection from the violations of employment standards. Bill 139 is intended to provide temporary workers

the protection from employment standards violators. The Ontario Federation of Labour views Bill 139 as a good first step in updating and improving the Employment Standards Act to protect temporary workers. Bill 139 will allow temporary workers to have access to public holiday pay, termination and severance pay provisions. Bill 139 will require employers to provide information about employment standards rights and will make it illegal to charge temporary agency workers direct fees.

The Ontario Federation of Labour is also making a presentation to the Standing Committee on The Legislative Assembly on Bill 139, Act to Amend the Employment Standards Act, 2000. In the presentation, the Ontario Federation of Labour believes the following amendments need to be made to the Bill.

- Allowing temporary agency workers to receive Public Holiday Pay, termination and severance entitlement.
- Changing the definition of “temporary help” to “Employment agencies” to broaden the scope of workers covered

by the legislation and prevents skirting the legislation by employment agencies.

- Include workers who provide professional personal support and homemaking services under contract with the Community Care Access Centre.

Bill 139 is a very worthy, needed and long overdue shot in the arm for workers that have little or no other choice but to seek employment through temporary agencies.

Organized Labour will be watching the Ontario Liberal Government to see what they will do for these workers.

Organized Labour should not sit back and wait. We need to ensure that these amendments are made and that Bill 139 passes into law. Be sure to tell your Member of the Ontario Legislature that you want and feel the amended Bill 139 is necessary immediately to provide fairness to workers with temporary and employment agencies.

For a more detailed look at the Presentation to The Standing Committee on The Legislative Assembly on Bill 139, go to: www.gmpiu.org and click on the story.

Pass Bill 139!

Director of Research and Education Grotti Holds Steward Training Class in Minnesota



Local Union Officers and Shop Stewards from Local Unions in Minnesota, Iowa and Wisconsin attended a training class in Winona, Minnesota. Director of Research and Education Grotti and Executive Officer Jerry Cotton covered various topics including grievance preparation.

Research and Education Director Frank Grotti recently held a shop steward training class in Winona, Minnesota. Executive Officer Jerry Cotton

assisted with the presentations. Local Union Officers and Shop Stewards from the following local unions were in attendance: #21B ((Hibbing, MN),

#63B (Minneapolis, MN), #142B (Mankato, MN), #263B (Dubuque, IA) and 437 (LaCrosse, WI).

Some of the topics covered by Grotti and Cotton

were: grievance preparation, Weingarten Rights, the Seven Test for Just Cause, discipline, Union's right to information and past practice.

GMP Officers Attend AFL-CIO Meeting

On March 4th through March 5th 2009, International President John Ryan and International Secretary-Treasurer Bruce Smith attended the AFL-CIO Executive Council meeting that was held in Miami, Florida.

Ryan and Smith met with other Unions to discuss action to be taken to ensure that the Employee Free Choice Act (EFCA) becomes law. The GMP Union will play a role in the accomplishment of passing EFCA.

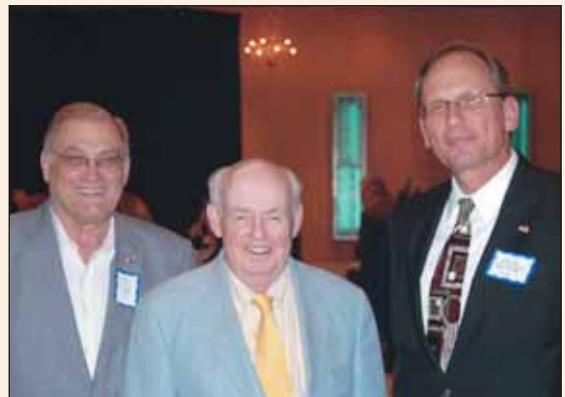
It is anticipated that the corporate world will commit vast resources to making sure that EFCA does not come to fruition. This makes Labor's role

in passing the law crucial.

Union members can do their part by calling their Senators and Congresspersons regarding EFCA.

During the AFL-CIO meeting, the United States Secretary of Labor Ms. Hilda Solis addressed the AFL-CIO attendees. Ms. Solis's comments were met with a very favorable reception. Secretary of Labor Solis is formerly a Congresswoman from the State of California.

On March 5th, Vice President Joe Biden was met with a rousing welcome as he addressed the AFL-CIO affiliates. He made it clear that labor now has friends in the White House.



Seen here at the recent AFL-CIO Executive Council Meeting held in Miami, Florida, are (L-R): International President John Ryan, AFL-CIO President John Sweeney and International Secretary-Treasurer Bruce Smith.

GMP LOCAL 61

Edinboro, PA Strikes Penn-Union

On Friday, April 24, 2009, President John Ryan visited the picket line of Local 61. Ryan was accompanied by Executive Officer Claude Beaudin and International Representative Kim McNeil. McNeil is the service officer for Local 61.

Local 61 members felt they were forced to the streets by Penn-Union Corporation of Edinboro, Pennsylvania. Picket lines were setup on April 2, 2009, after exhausting all efforts to avert a strike.

The Union negotiated past the March 31, 2009, midnight deadline. A ratification vote taken on April 1, 2009 confirmed an overwhelming refusal of Penn-Union's last best and final offer.

At stake for the Local 61 membership are; the company seeking to destroy seniority by combining 42 current classifications into 26 classifications (which would give the company opportunity to disqualify members to get rid of senior employees); a proposed two-tier wage scale with new hires being excluded from numerous fringe benefits; reduction of current vacation entitlements; increased medical/dental contributions on the employee's part; and elimination of company contributions to the 401-K plan for the first year of the agreement, with a gradual return to company contributions over the next two years of the contract. Other issues at stake include plant closure language and a revised absenteeism policy.

As a show of support, President Ryan walked the picket line with the members of Local 61 and the GMP staff, as well as other community-based unions. Other unions in attendance were the Service Employees International Union, the Carpenters Union, the International Machinists Union, the faculty and staff of Edinboro University, and the NWPAA Area Labor Federation.

During his visit to the picket line, President Ryan was interviewed by several media outlets, which included the local newspaper and three television networks.

Penn-Union is a foundry manufacturing electrical connectors for utility companies. The parent company is known to be Nesco, located in Cleveland, Ohio. This is the second time strike action has been taken against Penn-Union; the last strike was in 2000.

Approximately 80 GMP Local 61 members employed at Penn-Union produce connectors, bolts, lugs and tools. The officers of Local 61 are - President Lynn Wilson, Vice President David Espey, Recording Secretary Renee Shelhamer and Financial Secretary Susan Tallman. The Local was chartered in 1963.



President Ryan visits the picket line as Local 61 strikes Penn-Union



Strikers picket the western driveway.



International Representative Kim McNeil (far left) and Ryan with other Affiliates show their support.



(L-R): Ryan, McNeil and Local 61 President Lynn Wilson.



President Ryan being interviewed by the news Media.

Editor's Note: By vote of membership, strike was settled effective May 18, 2009.

New Grants Help GMP Members Save for College



With the economy in a seemingly endless free fall, the rising cost of a college education is putting working families in a bind. However, if you open a new college savings account, your union may be able to help.

The new Union Plus College Savings Grant offers \$500 to qualified GMP members who open a new tax-free “529” college savings or prepaid tuition plan between Jan. 1, 2009 and Nov. 30, 2009. You are eligible for the \$500 grant if you have had a GMP Union Plus Credit Card, Mortgage or UnionSecure Insurance policy for one year and contribute at least \$1,000 dollars in the account by Nov. 30, 2009.

Members with a previously opened education savings accounts are not eligible to apply for a grant.

The 529 savings plan is one of several savings programs that can help you afford a college education, which is becoming more and more important in our information-fueled economy (see accompanying box).

The 529 plans, operated by each individual state, encourage people to save for future college costs. The Union Plus College Savings Grant underscores the importance that unions place in higher education.

The college grant is part of a \$3 million initiative introduced this year by Union Plus to assist union members facing financial hardship during the current recession. The program – called Union SAFE, for Security, Assistance and Financial Education – provides a wide array of benefits for qualifying members – from financial counseling to help with hospital payments to job loss protection to help avoiding foreclosure.

College Saving Tips

Education is an investment in a career and helps to increase future earning potential. With the cost of education increasing by nearly 6 percent each year, financing that investment can be overwhelming. But with careful planning you’ll be well on your way to affording that education. Start your plan now by looking into these resources:

- Qualifying GMP members may be able to get a \$500 grant by opening a 529 college savings account created this year. (see article)
- Consider a state prepaid tuition account to lock in current tuition prices and avoid future inflation.
- Put away \$2,000 each year and use the money, tax-free, to pay for college expenses with a Coverdell Education Savings Accounts (ESAs).
- Learn what the benefits of Roth IRA plans are. As long as you only withdraw contributions and not earnings, you can pay for college expenses without having to pay income tax or an early withdrawal fee.
- Research all available grants and scholarships, including federal Pell Grants aimed at assisting low-income families.
- As a GMP member, you also may be eligible for special union scholarships, including the Union Plus Scholarship Program.

Visit UnionPlus.org/Education for more information on ways to save money for higher education.

For more information or an application, please visit:

www.UnionPlus.org/CollegeSavings



PHOTO ROUNDUP

Dave Wingfield, Local Union 73, Cleveland, OH Retires with 50 Years of Service at Ferro Corporation



Local Union 73 member and retiree Dave Wingfield (L) is seen here at his retirement party with Ferro Corporation plant manager Tony Cusmai. Wingfield had 50 years of continuous years of service with Ferro Corporation.

Dave Wingfield, long-time GMP Local 73 (Cleveland, OH) member, recently retired from Ferro Corporation after 50 years of continuous service. He started his employment on August 1, 1958, when the company was Synthetic Products. (Ferro bought Synpro in 1995.)

Wingfield's retirement was celebrated in March with a lunchtime party with pizza and cake. Wingfield also received retirement gifts from Local 73.

Union Plus National Labor College Scholarship Awarded to GMP LU 244 Member Tony Moran



Local Union 244 member Tony Moran is seen here with his fiancée, Diane Miller, also a Local 244 member, and his daughter Zoe.

GMP LU 244 (Newark, OH) member Tony Moran recently received a scholarship (valued at \$1161.00) to attend a course at the National Labor College this Spring. Moran, a 13-year GMP member, who serves as Environmental Health and Safety Chairman, started his NLC studies back in 2003. His goal is to earn his Bachelor of Arts degree in Labor Studies. He intends to use everything he learns to "further the goals of the

labor movement." The National Labor College (NLC), located in Silver Spring, Maryland, on a 47-acre campus, is a fully accredited undergraduate facility affiliated and subsidized by the AFL-CIO.

Executive Officer Rick Vitaoe Holds Steward Training Classes in Illinois



Seen here at the March 6, 2009, steward training class held in Lincoln, Illinois, are Sitting (L-R): Cherie Merritt (LU 117), Rochelle Bixler (RS #71), Standing: James Berger (LU 117), Eric Harris FS #71, Tom Gallagher (Pres #117), Davis Robbins (71), Michael Horney (71) and John Montgomery (71).

Executive Officer Rick Vitaoe recently held steward training classes for Local Unions in Illinois. Local Union officers and stewards from the following Local Unions attended the classes: Local 70 (Chicago Heights), Local 71 (Lincoln), Local 117 (Lincoln), Local 166 (Dolton) and Local 221 (Des Plaines).

On March 6, 2009, Vitaoe held a

training class in Lincoln, Illinois, for officers and members of Local 71 and Local 117, who are employed by Saint-Gobain Containers in Lincoln.

Vitaoe held another steward training class on March 27, 2009, in Dolton, Illinois, for officers and members of Locals 70, 166 and 221. Local 70 members are employed by Gerresheimer Glass in Chicago Heights.



A steward training class was held on March 27, 2009, in Dolton, Illinois. Seen here (L-R) (Sitting 1st row): Joyce Gryzych (LU 166), Thelma Moore (166) and Jonathan Ortiz (221). (Sitting 2nd row): Pamela Frazier (VP #166), Sandra Johnson (166) and Sheryl Mailath (166). (Standing): Paul Dodd (RS #221), Executive Officer Vitaoe, Gary Quillen (166), Theodore Hawthorn (166), Mike Stout (70), Ronald Akins (166), Michael Casey (70) and Andre Brown (70).

Local 166 members are employees of Saint-Gobain in Dolton. Local 221 members are employed at Alcan Packaging.

Some of the topics covered by Officer Vitaoe at the training classes were - Grievance Preparation, Weingarten Rights, the Seven Test for Just Cause, Discipline, Union's Right to Information and Past Practice.

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.

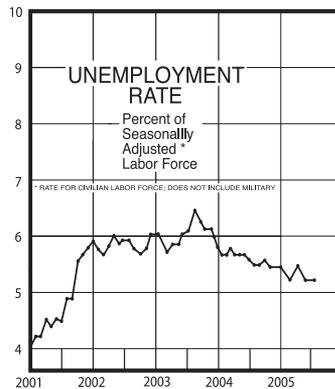
The Bureau of Labor Statistics which publishes the Consumer Price Index has re-formulated the CPI-W, and discontinued the old index in July, 1985 when it published the June, 1985 Index. The new CPI-W reflects a change from home ownership costs to rental equivalent costs.

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 |
|----------------|-----------------------|---------------------|-------------------|
| 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 |
| 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 |

12 Month Index Increase = -8.3 • Year-to-Date Inflation Rate Increased by Approximately 0.6%

CONSUMER PRICE INDEX - ALL CANADA

| | (1986=100) | | (1992=100) | |
|--------------------------|------------|-------|------------|-------|
| | 2007 | 2008 | 2007 | 2008 |
| January | 166.9 | 171.3 | 130.3 | 133.7 |
| February | 168.1 | 171.8 | 131.2 | 134.1 |
| March | 169.5 | 172.4 | 132.2 | 134.6 |
| April | 170.1 | 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 |

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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



Gas Stations or Malls?

Hey, hey folks. Hope your spring is going well. This month we look at the gas station. When did we lose complete control of the town or neighborhood gas station?

As I like to do, I want to go back in time when there was, what was known as, either the filling station or the service station. These places of commerce had many functions. You could buy gas and have a service attendant come to the window of your vehicle and ask what he could do for you. Back in those days, gas was cheap enough that the answer was usually, "fill'er up". The courteous attendant would put the nozzle in the tank, set it and forget it. Then, he would as requested to do so, check your oil and other various fluid levels, followed by a thorough cleaning of the windshield. By then, the tank was full and after you returned to the vehicle with your dad, and if you had been good during the trip, an iced cold bottle (glass bottle) of soda, the bill was paid and away you went.

The service station was also a place where the car could be repaired. Most stations had a sign out front that said "licensed mechanic on duty". This guy could fix it all and any make of car. He had a greasy rag hanging out of his pocket, really grungy finger nails and usually was handy with a joke. The coolest part about this guy was, if your dad wasn't around, and you couldn't fix your bike, he could, and usually did it for nothing, if no parts were involved. At the filling station, you could get what is fast becoming a dinosaur, free air for a tire.

The other function of the service station was it was the guy's beauty shop for the town gossip. There

were always a couple of guys hanging out on Saturday morning yakking about whatever, while they got the oil changed on the cars. You see that

"On hot summer days when things were slow, it was commonplace to see the gas attendant hosing down the pavement if they had it."

was the great thing about the service station. As I said, they could do it all. You didn't have to go to the dealership or a "quickie oil change" place. The on-duty mechanic did it all. Tires, no problem he could do that. Transmission problems, no problem, he could do that to. My grandpa was one of those guys, except of course, he was one of the old guys doing it. I remember going to his station in his later years, and he still continued to work on cars even after retirement. He said it was in his blood. I wonder if he just missed the gossip and the smell of the garage.

Back in the 50's, 60's, and even the 70's, these guys always owned a cool hot rod car or a stock car they raced on weekends. On hot summer days when things were slow, it was commonplace to see the gas attendant outside hosing down the pavement if they had it. The old stations almost always seemed to be so clean, bright and cheery. I wish

we could have those days back, even though I know we can't. I miss those days even as an adult. Today we are stuck with the big chains like Getty, Exxon and its Canadian subsidiary Esso Imperial Oil, Gulf, Arco, Shell, Hess, Husky, Petro Canada, Mohawk, etc., etc. I realize that some of these companies back then supplied the fuel to the "filling station or service station", but now they are not even close to being the same. Now they are all self-serve, well that sucks, the price went up not down. After all, they save by not paying an attendant. Some of them are so big and have so many pumps you have to make sure you know where you're parked so that when you return you know where your car is. Then there is the store. Man, I mean really, you can buy soda (except it's in that dreaded plastic bottle now), chips, popcorn, corn dogs, hot dogs, hats, toys (that doesn't include Hess Trucks because I collect them), lotto tickets, shirts and so on. My god, they even sell hot food. You get the picture. They don't fix anything there, except one of the employees might know how to put in the watch battery you bought there, oh, and don't even think about getting air unless you have money in your pocket because that's not free anymore. In fact, in Canada air at some gas stations in Toronto costs you one dollar. A buck for air, but they tell you they donate the money they make on the air pump to a worthy charity. As if, like I believe that.

The filling station or service stations are fast disappearing. What a shame to lose a piece of Americana or Canadian heritage like that. What's next my Brothers and Sisters?

Union Plus—working for you, even when you're not working.

Facing Hardship?

Your GMP Union Plus benefits provide a lifeline.



When financial hardship strikes, you can count on the GMP Union Plus benefits to stand behind you with special help and support. Our unique Safety Net programs protect your financial security and help see you through unexpected emergencies and hard times. We keep working for you—even when you're not working.



When you're on strike or laid off...

We stand ready to help:

- **Job Loss Grants** provide assistance for members out of work. Apply online at UnionPlus.org/UnionSafe.
- **Make** your Union Plus **Mortgage payments**. Call **1-800-848-6466**.
- **Skip payments** on your Union Plus **Credit Card**. Call **1-800-551-2873**.
- **Skip payments** on your Union Plus **insurance**. **Life/Accident** call **1-800-393-0864**. **Auto** call **1-800-294-9496**.
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- **Hospital Grants** may help with large non-reimbursable hospital bills. Apply online at UnionPlus.org/UnionSafe.

Always at your side...

Whatever difficulty you face, Union Plus is here to help you. We'll make sure you get the most from your union benefits, including:

- **Free credit counseling** and **budget advice**. Call **1-877-833-1745**.
- **Free legal consultation** up to 30 minutes. Call **1-888-993-8886**.
- **Save My Home Hotline** provides free housing counseling. Call **1-866-490-5361**.
- **Education Assistance** provides scholarships and college savings grants. Apply online at UnionPlus.org/UnionSafe.



For more details, visit

www.UnionPlus.org/Help

