

GMP Horizons

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

January/February 2010



GMP Executive Board Meets



Notice of Nominations and Elections appear on page 6



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

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PRINTED IN U.S.A. 

In this Issue:

In his Message on page 1, President Smith discusses the challenges of the GMP in the midst of a deep recession, and how as the new President he will work hard to keep GMP members on the job.

The GMP Executive Board met in Philadelphia, PA. See page 2.

A new contract was ratified between GMP Local 19B and Hanson Pipe and Precast. See page 4.

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Director of Research and Education

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Director of Organizing

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

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WALTER THORN
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Vice President

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PETE JACKS

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MARK SINGLETON

HECTOR SANCHEZ

DAVID HOFFMAN



BRUCE R. SMITH
International President

“It is an honor to serve you. To meet the needs of GMP members is a necessity. I will do my utmost to serve you well.”

Serving the GMP is an Honor Meeting its Needs, a Necessity

The honor of serving as your International President is the culmination of my years of service to the GMP. The joy and pride of the moment for me though has been tempered by the adversity facing many of our members while they continue to struggle in the throes of the continuing recession. I recognize that the challenges facing the GMP are daunting, but with the assistance of our professional and dedicated International Staff, our committed Local Union leadership and a supportive membership, the GMP will overcome these adversities and remain a strong and viable advocate for its members.

As some of you already know, Owens-Illinois has announced the closing of two plants and the scaling back of operations elsewhere. Hundreds of GMP members are affected. In our opinion, closing these O-I plants is unnecessary; the plants are profitable and the company reports strong earnings. More business is available to keep the plants working. The GMP believes that O-I has chosen instead to seek higher margins by cutting capacity and jobs. It is a cruel strategy in a time of deep recession. It is a mean payback for workers who enabled the company to reach its corporate goals and aided its political and marketing programs through such activities as the Nickel Solution.

We also recently learned that U.S. Pipe, a division of Mueller Water Products, Inc., is closing its Birmingham, Alabama, plant and moving the work to another location. Once again, our fellow members face a difficult time.

The past few years have been tough ones. The Bush Recession has been painful for the entire country, but more so for the industrial sector. Ill-advised corporate strategies have worsened the situation. The GMP has called upon Owens-Illinois and U.S. Pipe to reconsider their decisions. We stand ready to help these companies avoid any job cuts. We want to keep GMP members on the job.

While we are fighting to save these plants and jobs, we are also contacting local, state and federal agencies to secure assistance for our fellow members in the event the closures occur.

Corporate decision-makers have an obligation to their employees. We intend to see that contractual responsibilities are met, and we believe the companies have a moral obligation to their employees as well, particularly in these difficult times. I have instructed the GMP's legal counsel to make sure our members are protected to the fullest extent of the law.

It is our intention to assist affected GMP members in finding other employment. We have contacted other companies to make them aware of the availability of our members.

I would be remiss if I did not note that Walter Thorn has assumed new responsibilities as International Secretary-Treasurer. I know that we can rely upon him to provide prudent financial management of the International Union. I know that he will provide key support in meeting the challenges that face us.

Finally, we owe a debt of gratitude to former President John Ryan, whose 35-year labor career began at Missouri Steel Casting. His leadership during the difficult years of the Bush administration focused our union on service and growth. Despite the times, GMP members benefited from good contracts and effective representation. Throughout his career, he exhibited the calm determination and wisdom on which the GMP relied during his presidency. I will work hard to build upon the course he set.

It is an honor to serve you. To meet the needs of GMP members is a necessity. I will do my utmost to serve you well.

GMP Executive Board Meets Proposed Budget for 2010 Affirmed



Assistant to the President John Ryan is seen here swearing in International President Bruce Smith.



Ryan swearing in (L-R) Executive Officers Bennett Sallemi, Edward Bedocs, and Richard Baumcratz, International Secretary-Treasurer Walter Thorn and International Vice President Randy Gould.

The GMP Executive Board met in Philadelphia, Pennsylvania, on January 26 through January 28, 2010.

The Board met to deal with the challenges for the upcoming year and to set the operating budget for 2010.

International President Ryan chaired the meeting and discussed with the Board the issues facing the GMP in the coming year.

International Secretary-Treasurer Bruce Smith presented the budget to the Board along with a detailed overview of all financial issues.

The Executive Board affirmed the proposed budget for 2010.

Several staffing changes were announced at the meeting.

International President Ryan has stepped down as President and he has moved to the position of Assistant to the President. Assistant to the President Ryan swore in the new International President Bruce Smith. President Smith then appointed Walter Thorn to the position of International Secretary-Treasurer. That in turn created a vacancy that saw Executive Officer Randy Gould appointed to Area 1 Vice President.

The retirement of Director of Research and Education Frank Grotti was announced and this position was filled by the

appointment of Executive Officer Don Seal.

Executive Officers Dale Jeter, Russell Babcock and Sondra Powell announced retirement creating Executive Board vacancies. President Smith appointed Bennett Sallemi, Richard Baumcratz and Edward Bedocs to fill the vacancies.

All of the new Executive Board members were sworn in by Assistant to the President Ryan.

President Smith gave remarks concerning the future of the organization.

We look forward to the traditions of the GMP International Union, its reputation, a new era and new leadership.

RUTH WEIMERSKIRK,

Local 263B, A.Y. McDonald Mfg. Company

Retires with 41 Years of Service



Local 263B retiree, Ruth Weimerskirk, seen here with A.Y. McDonald representatives.



Local 263B Recording Secretary Tim Michel presents Ruth Weimerskirk with a watch.



Retiree Ruth Weimerskirk seen here with her retirement cake and an A.Y. McDonald Representative.

Ruth Weimerskirk, a long-time GMP 263B (Dubuque, IA) member, officially retired on January 4, 2010. She started in the foundry in December 1968 and

worked as a rough casting finisher and a core cleaner. Ruth was married to her husband, Larry, for 41 years. They lived in Bellevue, Iowa, where she was born and still resides today.

Ruth plans to enjoy her retirement playing cards and traveling with family and friends. Local 263B presented Ruth with a watch. The company gave her a small party and some gifts.

Members at Anchor Glass, Salem, NJ Recognized at Service Awards Banquet

GMP members at Locals 6, 21, and 157 in Salem, New Jersey, were honored at a service awards banquet held on November 13, 2009, at the Riverview Inn in Pennsville, New Jersey. International Representative Matthew McCarty, the service officer for these Local Unions, attended the banquet.



GMP members at the Anchor Glass plant in Salem, NJ, were honored for their years of service. Seen here with McCarty(R) is Local 6 member John Beals (Hot End Mechanic/40 yrs).



Local 21 members were recognized for their years of service. Seen here (L-R) are: Cheryl Gaskins, clerk (40 yrs), Local 21 Vice President Dawn Meyers, Virginia Willingham (Quality Clerk/40 yrs), Local 21 President Shirley Hutchings, Local 21 Recording Secretary Darlene Lewis (Quality Tech/40 yrs), International Representative Matthew McCarty, Elva Smith (Quality Tech/40 yrs), Local 21 Treasurer Virgena Watson (Carton Assembly/40 yrs) and Ruth Brank (Selector/35 yrs).



Local 157 members were honored at the banquet. Seen here (L-R): Deems Morgan (Mould Tech/35 yrs) Steve Thomas (Furnace Operator/30 yrs), Local 157 President Don Crum, Lew Messer (Forklift Operator/30 yrs) and McCarty.

Local 384, Lisbon, Ohio, Meets in December

The December meeting for Local 384 took place at the Taste of Country Restaurant in Lisbon, Ohio. Approximately 20 members, along with several retired members, attended. Local 384 members expressed their deep appreciation to their service officer and friend, Executive Officer Sondra Powell, for her many years of service.

The retirees at the meeting included past Presidents Carol Daniels and Sandra Boyce and past Vice President Eleanor Bates. Retired member Robbin Nelson surprised members and retirees by bringing Christmas cookie cutter favors. Everyone at the meeting enjoyed exchanging gifts, reminiscing and discussing current events.

The officers of Local 384 are: President Diana Reiter, Vice President Shirley Crump, Financial Secretary-Treasurer Carolyn Conrad and Recording Secretary Rose Hiner. Local 384 was chartered in 1991.



Local 384 met in December at the Taste of Country Restaurant, Lisbon, Ohio. Seen here (L-R) are retired members: Sandra Boyce, Eleanor Bates and Carol Daniels.



Executive Officer Sondra Powell (L) is seen here with the newest Local 384 member, Jessica Simms.



Sondra Powell (L) is seen here with current member and former Local 384 Recording Secretary Karen Reed.

New Contract Ratified at Local 19B Hanson Pipe and Precast, Jessup, MD

International Representative Matthew McCarty successfully negotiated a three-year contract for members of Local 19B, Baltimore, Maryland, and their employer Hanson Pipe and Precast. The new contract includes a wage increase in each of the three years.

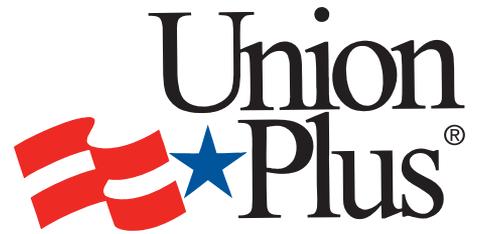
Approximately 30 GMP members at this location produce concrete pipe.

The officers of Local 19B are: President Sheldon Willis, Vice President Walter Payne and Financial Secretary Charles Myers. Local 19B was chartered in 1869.



Seen here after the ratification of the new contract at Hanson Pipe and Precast are: Executive Officer Matthew McCarty (L) and Shop Chairman Perry Sims.

Illness Forces GMP Worker off the Job, But Finds that Union Benefits Continue



In the small manufacturing town of Keokuk, IA, most households are fortunate to have a family member employed at one of the many union-backed factories sprinkled across the southeast portion of the state. Dan Handyside's family has always been among them, but an illness put that family tradition at risk. Handyside's family, union and a union benefit he had recently learned about helped him recover.

Handyside's father, Dwight W., was a long-time member of the Communications Workers of America (CWA), and for close to three decades, Dan Handyside – as a member of the Glass, Molders, Pottery, Plastics and Allied Workers International Union (GMP) Local 9B – worked as a grinder in a factory that manufactures train car wheels. Handyside looked forward to retiring from the factory that had provided such a good living, but a serious illness put an end to that dream.

Rather than planning for retirement, Handyside was forced to cope with the reality of never again being able to return to the workplace. He struggled to deal with both his ailing health and his faltering finances. Fortunately, his wife, children and grandchildren showered him with love and devotion and his local union reached out emotionally and financially. Handyside also tapped into a unique union benefit available to GMP Union Plus Credit Card holders who are unable to work.

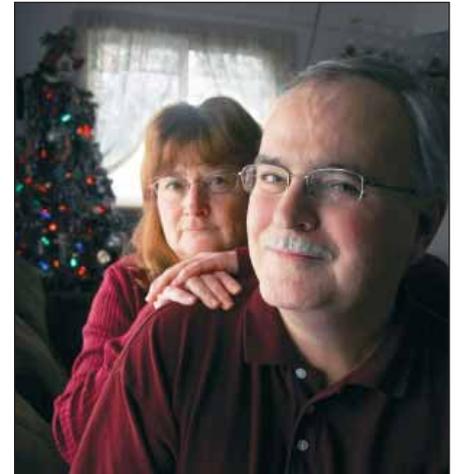
As a GMP member and a holder of a Union Plus Credit Card, Handyside was eligible for a Union Plus Disability Grant.

"The Union Plus grant definitely helped my family through a rough time," says Handyside. "Thanks to unions, millions of workers enjoy good wages and hard-earned benefits, like the disability grants, that they otherwise wouldn't have."

The grants, which never need to be repaid, are designed to help cardholders who experience a significant loss of household income due to a recent long-term illness, or prolonged disability. The grants are part of a comprehensive package of safety net programs called Union SAFE. Union SAFE is aimed at helping union members cope with financial challenges.

Grants of up to \$2,000 are designed to offer financial relief to help members pay bills or other expenses. In addition to the grant, a payment of \$250 is paid directly to the Union Plus Credit Cardholder's account. Union members who have had the Union Plus Credit Card for at least one year, have been out of work for at least 90 days, and who experienced a loss of 25 percent or more of household income due to the illness or disability within the past six months are eligible.

For Handyside, the \$2,050 in assistance could not have come at a better time. The disability pay he received was roughly only about one-



Dan Handyside, with his wife, Karen

third of his regular pay. And while his pay may have shrunk sharply, his mortgage and his monthly expenses stayed the same.

"The money we received helped us make our house payment and the payment on our vehicle. It was a big help," says Handyside's wife Karen. "We are very grateful."

Handyside discovered the availability of the grants while reading an article in the *Horizons* magazine and hopes that his story will encourage others who face similar circumstances to apply for the financial assistance.

Visit UnionPlus.org to see the wide array of benefits available to GMP members. For information on hardship assistance, visit UnionPlus.org/UnionSAFE.

Locked-Out Local 63B Members Back To Work At Wellman Dynamics Foundry

IN PLYMOUTH, MN

After enduring a 56-week lockout, Local Union 63B members are headed back to work after the sale of Progress Casting to new ownership. Wellman Dynamics, a subsidiary of the Fansteel Corporation, and based in Creston, Iowa, purchased the company for an undisclosed sum. Local 17B members at the Creston, Iowa, facility manufacture magnesium and aluminum aerospace castings, while Local 63B members at the former Progress Casting facility produce aluminum castings for aerospace and other customers.

While the sale was being negotiated, GMP and Wellman Dynamics bargained a new contract. The agreement includes a provision for Wellman to recall all locked-out and laid-off employees before making any new hires. The first Local 63B members were recalled on November 23, 2009, the Monday before Thanksgiving. Before the year ended, approximately one third of our members at Wellman were called back to work, with more to follow as work picks up.

The three-year agreement reached with Wellman Dynamics was overwhelmingly ratified by Local 63B members, Union Shop Chairman Nick Hill said. "Wages start out a little lower than the Progress contract, but over the term of the contract they will be better," he said. From the start, take-home pay will be higher for everyone because Wellman is shouldering a larger share of the health insurance costs. In addition, the new contract preserves important overtime and seniority language, Hill said. It also creates a new bargaining unit classification of production assistant. These workers, as many as 10 in the plant, will earn a higher wage for being



Seen here are Local 63B members at a rally in sub-freezing temperatures in December 2008 protesting their October 2008 lock-out by Progress Casting. Approximately one-third of the members who worked at Progress have been recalled by the new ownership, Wellman Dynamics.

responsible for the flow of work and materials, he said.

Under Minnesota state law, the locked-out workers qualified for unemployment compensation. In addition, members contacted the Dislocated Worker Program and the Employment Action Center for additional resources. Many received assistance through a fund set up by the union, Hill said. "We received thousands of dollars in donations from other unions and individuals." The union connected members with Fare for All, a union-endorsed program that helps people stretch their food dollar.

Nick Hill said, "Thanks to President Obama's administration, the subsidy for COBRA enabled many locked-out workers to maintain their health insurance. That's the only reason some guys were able to keep it." In addition, the federal extensions of unemployment benefits made it possible for the members to survive.

The members of Local 63B would like to thank all their union brothers and sisters who donated to the fund and kept us in their prayers for the past year.

Nominations and Elections

Local 52, Santa Clara, CA

The nomination of officers for Local 52, Santa Clara, California, will be held at the regular monthly meeting on Wednesday, June 23, 2010, at 6:00 A.M. and 6:00 P.M. at the Windham Hotel, 1350 N. First Street, San Jose, CA.

The election of officers for Local 52 will take place on Wednesday, September 22, 2010, at the same location, from 6:00 A.M. until 6:00 P.M.

Installation of officers will take place at a union meeting on Wednesday, October 27, 2010, at 6:00 A.M. and 6:00 P.M. at the Windham Hotel.

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.

GMP Staff Retirements



Executive Officer Russell Babcock Retires after 31 Years of Service

Executive Officer Russell Babcock has retired, effective January 1, 2010, after 31 years of service.

He joined the International staff in 1978 as an organizer and service officer, and in 1982 he was appointed an International Representative. In August 1989, he

was named to the Executive Board.

Babcock entered the trade with the Crane Company in Nevada, Missouri, in 1970. A member of the IBPAW Local Union 372, he served as Local Union President for 4 years.

He and his wife, Jeanne, have two children and two grandchildren.



Executive Officer Dale Jeter Retires after 29 Years of Service

Executive Officer Dale Jeter has retired, effective February 1, 2010, after 29 years of service.

He entered the trade at Wellman Dynamics, Creston, Iowa, where he was a member of the former Molders Local 17. He served his Local Union as Shop Chairman, Local President, Bargaining

Committeeman. He also served as Secretary of the Iowa and Vicinity Conference Board.

Jeter joined the International Staff in 1981. In September 1999, he was named to the Executive Board.

He and his wife, Linda, have two sons and six grandchildren.



Executive Officer Sondra Powell Retires with 13 Years of Service

Executive Officer Sondra Powell has retired, effective March 1, 2010, after 13 years of service.

Powell joined the International Staff in May 1997, and she was named to the Executive Board in June 2002.

She entered the trade at Sterling China in East Liverpool, Ohio, where she worked as a warehouse selector and gold liner. She served

her Local Union 24 as a Shop Steward, Secretary-Treasurer, Vice President and President.

Powell attended labor education programs at Ohio State University and the Ohio Workers Compensation School.

Powell, who resides in Ohio, has three children and nine grandchildren.



Is The Sky Falling For The Democrats?

America's hope of healthcare reform received two devastating blows in January. The first was the loss of the Senate seat held by the democrats for 46 years by Edward "The Lion" Kennedy who called universal healthcare 'the cause of my life'. Senator Kennedy's death created the vacancy and the results of the election awarded the Senate seat to the Republicans.

The second is the announcement that Vice President Joe Biden's son, Beau, has decided not to run for the Senate of the United States. It is widely believed that Republican Mike Castle will win that election in Delaware.

Currently there are 58 Democrats, 40 Republicans and 2 Independents. Sixty is the "magic number" needed to stop a filibuster. The Democrats lack the ability to do that. This could either completely kill the concept of universal healthcare in the United States or result in a very watered-down version. As has been stated repeatedly, universal healthcare is essential to affordable healthcare in the United States, and it would lead to a better quality of life for all Americans. It would be good for business, as well, by reducing healthcare costs for employers.

False information by special interest groups and the recruitment of people from other countries with their so-called testimonials about their experiences with universal healthcare have taken a toll on the campaign to move forward with universal healthcare. In these tough economic times, the concept of universal healthcare makes even more sense. Today's economic climate begs the question, "How many American people really cannot afford proper healthcare, if any at all?" What that real number is cannot be answered for a variety of reasons such as, some people do not have healthcare insurance, are ill and do not seek

out medical treatment because of inability to pay. Another question we can ask is, "How many people have actually passed away due to a lack of healthcare insurance"?

How many people are turned away at hospitals for much needed treatment due to no health coverage? What are the statistics on these questions?

Can healthcare reform be saved? Yes, but, now more than ever, it will take the "Joe the Plumbers" of the U.S.A. to get those changes. In the past, it has been stated, "Imagine what it would be like to negotiate a contract if the burden of employee healthcare were not the 500 pound gorilla in the room".

As a final comment, what does the future hold for President Barrack Obama? Can he be re-elected after

sustaining these blows? The political pundits and opposition supporters smell blood and now they will ramp up and come out swinging against the President. Such is the life of any politician. President Obama inherited from the Republicans a war and economic devastation not experienced since the Great Depression. He also inherited trade agreements that have devastated the American manufacturing sector. Now he must find a way to stop the bleeding of American jobs, find a way out of the Middle East and set the American economy back on stable ground to recovery. All of this whilst fighting off the wolves whom are nipping at his heels. Americans waited eight years to get a Democrat back in the White House, and now it appears that people are losing faith and want the "whole enchilada" immediately.

In the words of the late great John F. Kennedy, "Ask not what your country can do for you, but what you can do for your country". Support President Obama and press on for Healthcare Reform now.

"How many Americans really cannot afford proper healthcare, if any at all?"

Harper's Arrogance

Prorogation is a term that all Canadians have become all too familiar with during the past two years. The dictionary definition is, "the discontinuation of the meeting of a legislative body without dissolving it". More and more the Canadian public opinion of the definition is "an undemocratic act of arrogance". This is made evident by the several well attended, in some cases better than expected by organizers, protests across Canada recently.

This is how it works, the Prime Minister crosses the Sussex in Ottawa and enters the Governor General's residence and requests that she prorogue Parliament for a period of time. The Governor General then ends the session by proclamation. The members of Parliament remain members and there is no need for a general election, however, all motions and bills die on the table. All that time and effort of Parliament comes to an end and the result is a huge waste of time.

Prime Minister Stephen Harper is not the first or only Prime Minister to do this in the history of Canada. The first was John A. McDonald (Conservative) in 1873 and that eventually resulted in an election. The second was in 2002, by then Prime Minister Jean Chretien, over the Sponsorship Scandal. A Commons report was due out and, prior to its release, Chretien made the visit to the Governor General's residence. Then, Prime Minister Harper, in 2008, did the same to avoid a non-confidence vote. One year later Mr. Harper again crossed Sussex and did it again. This time the Prime Minister said the reason was to "recalibrate the Government" although it is opined by many that the real reason was escaping questions of the "Afghan Detainee Affair". Is it legal? Yes, it is legal. In 2008, the Liberals, Bloc and the New Democratic Party (NDP) got together and decided that they could form a coalition Government. The Conservatives and their supporters came out swinging on how undemocratic the idea was. They were appalled that the opposition parties would disregard democracy and attempt to do something like that. Was it legal? Yes, it is legal under Parliamentary law.

Now in 2010, the Liberals, Bloc and the NDP are

ready to get back at it, but the Conservatives are not. Should we lose faith in our Parliamentary-style of government? No, it has been stated that Parliament is broken, but not worthless. I agree with that. Over the past 50 years, the average Parliamentary session lasted 173 days, and the most recent session lasted 128 days.

"Fact is that MPs end up with a 12-week Christmas break, paid of course."

Tonda MacCharles, of the Toronto Star, makes the point that travel makes politicians more accessible to sit in the Commons as compared to earlier in history, when air travel was not available. Great point. Will the average Canadian suffer due to this extended break? No, the social safety net will carry on business as usual, but consider there were thirty-six Bills that died. Think about how much bickering and carrying on it took to get thirty-six Bills introduced and advanced only to die in the

end. Did the Government do its job and consider the time and money wasted? Only the Prime Minister can answer that, and as we all know, Stephen Harper offers very little in explanations to the people of Canada.

The fact is that the Members of Parliament (MPs) end up with a 12-week Christmas break, paid of course. The MPs will tell you they are working in their constituencies, but really when was the last time you actually saw your MP working in your riding? The office may be open, but the MP is either out or cannot speak with you.

Mr. Harper and the Conservatives have assaulted democracy from the beginning of their reign of MINORITY power. There are many well-published examples of the abuse and assault on democracy in Canada. Prorogation of Parliament once was bad, but back-to-back years should be a glimpse of what it would be like if the Conservatives had a majority. Could there be a spring election? Too hard to call, but if there is, Canadians have sent a clear message to Mr. Harper that they are not happy with his actions and that this latest exhibit of arrogance may indeed be the stake through the political heart of the Conservative Party of Canada.

Prime Minister Harper, get back to work! We the people have the power to fix Parliament by way of a democratic election. Let's fix it with the NDP.

New Officers Installed at Local 19, Gardena, CA



Executive Officer David Pope recently swore in the new officers and shop steward of Local 19, Gardena, California. Local 19 was chartered in 1956. Seen here (L-R): Vice President Jesse C. Ledezma, President Michael Brisco, Shop Steward Wade R. Bonam, Jr. and Executive Officer Pope.

Swearing-in of New Officers By Executive Officer Vitatoe

Executive Officer Rick Vitatoe recently attended membership meetings for Local 3 (Streator, IL), Local 138 (Chicago, IL) and Local 262 (Kendallville, IN) where he swore in new officers.



Seen here on October 27, 2009 at the swearing-in of new officers at Local 3 (Streator, IL) are (L-R): Vitatoe, President Bill Devera, Financial Secretary Larry Yednock, Vice President Thomas Scarber and Recording Secretary Jon Horaney.

GMP Officers Conduct Steward Training For Locals 54 and 75 in Port Allegany, PA



Research and Education Director Frank Grotti and International Representative Kim McNeil conducted a steward training class on January 5, 2010, for thirteen officers and stewards of Locals 54 and 75 in Port Allegany, Pennsylvania. Topics covered by Grotti and McNeil at the meeting included: Weingarten Rights and the Seven Test for Just Cause.

Local 54 Officers: President Bobbi Bockoras, Vice President David Bockoras, Recording Secretary Tracy Green and Treasurer Mike Major. **Local 75 Officers:** President Biran Higley, Vice President Dave Knapp, Recording Secretary Sean Lathrop and Treasurer Tim Hurd.



Seen here on November 11, 2009 at the swearing-in of new officers at Local 138 (Chicago, IL) are (L-R): Vice President Mark Schreck, President Martin Upshaw, Recording Secretary Diane Barke, Financial Secretary Fran Cundari and Vitatoe.



Seen here on November 14, 2009 at the swearing-in of new officers at Local 262 (Kendallville, IN) are (L-R): Financial Secretary Tina Wright, President Ron Coleman and Vitatoe.

Research and Education Director Frank Grotti Holds Steward Training for Local Unions in Elmira, NY, Lawrenceville, PA and Blossburg, PA



Research and Education Grotti and International Representative Kim McNeil conducted steward training classes on January 6, 2020, for twenty officers and stewards of Local 104 and 180 of Anchor Glass Containers, Elmira, NY, and also Local 304B of HMAC & Ward Manufacturing, Lawrenceville, PA & Blossburg, PA. Topics covered included discipline, past practice and union's right to information.

Local 104 Officers: President Brian Arnold, Vice President Gregg Radford, Recording Secretary Matthew Lewis and Treasurer Ernest Osburn. **Local 180 Officers:** President Eugene Pack, Vice President David Wilcox, Recording Secretary Judith Darby and Treasurer Ernie Osborn. **Local 304B Officers:** President David Crocco, Ward Vice President Steve Rudinski, HMAC Vice President Tim Christman, Recording Secretary Debra Campbell, Treasurer Claude Christman Financial Secretary Rodney Ralph. Grievance Chairman is Tony Bogaczyk.

Swearing in of New Officers at Local 17 Modesto, California



Executive Officer Donald "Butch" Carter recently swore in newly elected officers at Local Union 17 in Modesto, California. Seen here (L-R): Financial Secretary Jessie McKaughan, Recording Secretary Stephen Talbott, Carter, Denise Ford (Trustee), President Carlos Contreras and Vice President Richard Motsenbacker.

Director of Research and Education Frank Grotti Retires with 11 Years of Service

Director of Research and Education Frank Grotti has retired, effective February 1, 2010, after eleven years of service.



He joined the GMP staff in May 1999 as an International Representative. In May 2004, Grotti was appointed Director of Research and Education. Prior to that, he had served as an Executive Officer since 2003.

He entered the trade in 1971 at Wheaton Glass Company, where he worked as a process-engineering technician.

Grotti served his Local 219 in Millville, New Jersey, as a Shop Steward, Business Committee-person, Vice President and Local Union President for five terms.

Director Grotti has attended the Rutgers University Labor Institute and OSHA and Corporate/Labor Relations programs. He served as a Vice President of the New Jersey AFL-CIO.

Grotti resides in New Jersey and has 3 children and 4 grandchildren.

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.

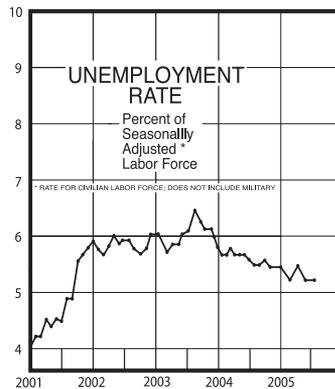
The Bureau of Labor Statistics which publishes the Consumer Price Index has re-formulated the CPI-W, and discontinued the old index in July, 1985 when it published the June, 1985 Index. The new CPI-W reflects a change from home ownership costs to rental equivalent costs.

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
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
July 2009	627.1	-0.2%	-1.3
August 2009	628.9	0.3%	1.8
September 2009	629.4	0.1%	0.5
October 2009	630.1	0.1%	0.7
November 2009	631.5	0.2%	1.4
December 2009	630.6	-0.1%	-0.9
January 2010	633.1	0.4%	2.5

12 Month Index Increase = 20.4 • Year-to-Date Inflation Rate Increased by Approximately 0.8%

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
BUY CANADIAN**



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:

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



Mother Nature Plays Rough

The devastating earthquake that leveled Haiti recently and the constant reoccurring aftershocks are once again a reminder of the power of Mother Nature and how vulnerable the population of our planet really is.

Sometimes we are reminded of our own mortality through the disturbing news of a disease or the same news regarding a loved one or friend. News like that can really rock your world. I cannot image what it is like to have survived the Haitian quake or Katrina's wrath on Louisiana. In the case of Haiti, the entire country has been reduced to rubble. Their infrastructure has been completely wiped out; food and water in short supply and dearly needed medical supplies and appropriate people to provide the needed care.

With Katrina, and I say this without trying to trivialize the hurricane, at least the rest of the country was still functioning. The debate over, was aid provided properly and timely enough, or could more have been done by the government, will wage for many years. The focus of this is on the Haitian disaster. Countries from around the world have come to help with money from both their governments and citizens along with food, water and medical aid. This is the way it should be because as human beings we need to help out our fellow planet dwellers in times of great need. Today's technology and the media allows us to get instant pictures, and sometimes we see more than we want to, but it really helps us understand and perhaps have more compassion for what is going on in the world.

The Haitian crisis has seen miracles as well, such as people trapped under rubble for days with little or no water or food and then being dug out and in relatively good shape. Certainly the loss of life is tragic and what an experience that would be to endure. We can only liken that to the EMT responders to 911. Rescue crews from around

the world have traveled to Haiti and are doing what only they can do best. Kudos to all those helping in Haiti providing invaluable service. One wonders though what will happen to the orphaned children. I know that we are hearing of people from around the world adopting these children and bringing them to new homes in new countries but, what about the ones who will not end up adopted? Not all of the children will be taken in. If it were to

"We all have goodies and baddies but overall mankind has always answered the call around the planet".

occur that way, things would be great, but as we know, we do not live in "a perfect world" and there are always the tragic stories after something like this happens. It is also not realistic to expect that to happen. Haiti will struggle to rebuild and the human spirit can be very powerful, but somebody always slips through the cracks. It just happens.

I believe Haiti will rise again. They may come back bigger and better. How long will it take? How long until Haiti can function on its own? How long until the Haitian government can function on its own and provide what ever is needed for its people? Will the world

stay and continue doing what needs to be done? I think so. People in the world are generally good. It doesn't matter where you are from. I say that cautiously though because every nation has its nails to spit. We all have goodies and baddies, but overall mankind has always answered the call around the planet. If we did not, we would have been involved in fewer conflicts over history, but I shudder to think what kind of a world we would live in today. When disasters like this happen, we really see in the bigger picture what the value of money really is. Not all the money in the world could have insulated anybody from that earthquake. Rich, poor, young and old are all feeling the effects of the quake. As a member of the human race, I feel obligated to help in any manner I can. The only practical way I can do that is to donate money to the relief effort. I cannot go and physically help, and my wife would tell you that my lack of ability to safely and properly handle power tools would only hinder the rescue efforts. I also would not be able get the time off work to do it. So be it.

I have children and now grandchildren and it really does tug at your heartstrings to see these children with less than nothing and an uncertain future. We as labor activists are also socialists. We care about others or we would not ever have gotten involved with the labor movement in the first place. My wish is that once the clean up is done and the rebuild starts that Haiti gets there as quickly as possible and back to some sense of normality for their sake. Helping people always feels good whether it be donating money or helping that union member prevail in a workplace issue. Despite our destructive nature as human beings, when something happens like this we seem to always rise up and help each other. That leaves one final burning question. Why can't we do it everyday in all situations?

Hitting hard times?

NEW Union SAFE grants provide a **SAFETY NET** for union families struggling in today's tough economy.



Many union families have been hit hard in today's tough economy. Help is now at hand. Our **Union SAFE programs offer special grants and assistance to members facing financial hardship.** Grants do not need to be repaid. They are emergency funds to help see you through economic crises.

1 Become more financially secure.

Union Plus Credit Card offers:

- **Job Loss Grant of \$250** available if you're laid off
- **Disability Grant up to \$2000** help when you can't work
- **Disaster Grant of \$500** to help families impacted by a FEMA declared emergency
- **Layoff Helpline**
- **Skip payment option** available on your Union Plus Credit Card

2 Make your mortgage payments.

- **Union Plus Mortgage Assistance Grant of \$1000**
- **Save-My-Home Hotline** for workers worried about falling behind on their mortgage—a HUD certified counselor will help you avoid foreclosure
- Union Plus Mortgage has built-in protection that **covers your payments up to 6 months** when you're laid off, disabled or on strike

3 Deal with health care expenses.

- **Hospital Care Grant of \$1000** covers large out-of-pocket hospital bills for Union Plus Credit Card holders
- **Health Savings Programs** cut your out-of-pocket costs at participating pharmacies, vision providers, dentists, doctors and hospitals
- **Free Medical Bill Negotiator** can help you lower your medical bills

4 Afford higher education.

- **College Savings Grants of \$500** to seed your college fund for the future
- Union Plus has contributed more than **\$2.8 million** in **scholarships** for union leaders, members and their families

NOTE: Some of this assistance is only available to members who have a Union Plus Credit Card, Mortgage or Insurance policy.



For details about hardship assistance, visit: UnionPlus.org/UnionSAFE