

GMP Horizons

May/June 2011

Serving Workers in the Glass, Metal,

Pottery and Plastics Industries



GMP Summer School 2011 Morgantown, WV

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**Notice of Nominations
and Elections**
Appearing on Page 9



Glass, Molders, Pottery, Plastics & Allied Workers, AFL-CIO, CLC
608 East Baltimore Pike, P.O. Box 607, Media, Pa. 19063
610-565-5051 ~ Gmpiu@gmpiu.org

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See Our Website: www.gmpiu.org

Change of Address – Please use above address or email and include the following information:

- Name
- Social Security Number
- Are you a Retiree
- Your Signature
- New Address
- Union Number
- Effective Date

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. Please inform our office of such status and 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. All early retirees are responsible for payment to age 65. If you are self-paying, indicate your local union number and forward your check to:

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

Persons wishing to report a death or discuss the death benefit may call the Death Benefit Department at 610-565-5051 ext. 221. Remember to update your beneficiary card as needed. The beneficiary of record is solely entitled to the Death Benefit.

All claims must be filed within five (5) years of death.

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International Secretary-Treasurer

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Vice President

RANDY GOULD
Vice President

IGNACIO DE LA FUENTE
Vice President

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BRENDA SCOTLAND
Director of Organizing

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BRUNO CYR

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PETE JACKS

KIM MCNEIL

MATTHEW MCCARTY

MARK SINGLETON

HECTOR SANCHEZ

DAVID HOFFMAN

Unionization Equals Stronger Middle Class



BRUCE R. SMITH
International President

A recent report by the Center for American Progress tells us what all of us in the labor movement have always understood, unions are essential for building a strong middle class.

The report, *Unions Make the Middle Class: Without Unions the Middle Class Withers*, by CAP researchers David Madland, Karla Walter, and Nick Bunker submits that “For every 1 percentage point increase in union membership, the share of aggregate income going to the middle class rises by \$153.19 per middle class household.” And “if unionization rates increase by 10 percentage points – about the levels they were in 1980 – then every middle-class household’s income would be about \$1,532 per year higher than it is today, and as a whole, the American middle class would earn \$104.43 billion more annually.”

According to the report, states with higher rates of unionization also have larger shares of income going to the middle class. For each of the 50 states, the report provided projections of income figures middle class families might receive per year if the states unionization rate went up 10 percentage points. As an example, in New York, which the report shows the highest unionization rate 2010 (24.3 percent), each middle class household would see an income increase of \$1,716 per year. In North Carolina, the state with the lowest rate of union density (3.2 percent), a 10 percentage point increase in unionization rate would result in a \$1,282 per year increase in middle class household income. The report argues that increased union density helps “make the market work for all members of the middle class” by raising wages and increasing the incidence of benefits for union and non-union workers.

Although some economists on the right might argue that increased unionization would cause job loss due to businesses being forced to pay higher wages, Richard Freeman, an economics professor at Harvard University, said the majority of economist would argue that “there’s a strong relationship between unions and the strength of the middle class.”

What the report concludes is what we have always known, by giving workers a stronger voice in the workplace, unions help ensure that the employee’s perspective is considered when companies make decisions, and that unions provide a strong basis for workers to train for higher paying jobs. In addition, “unions give workers a voice in our democracy, which ensures that the interests of the middle class are at least considered in political decisions.”

Our quadrennial Educational Conferences will be held during the month of July. These Conferences enable local union Presidents, Financial Secretaries and other elected delegates to avail themselves of the programs on union-building and practical methods to represent and mobilize our membership. The invitations have gone out and we strongly encourage those eligible to attend to participate in this Educational Conferences. I look forward to your attendance which is critical to the continued growth and vitality of the GMP.

GMP SUMMER INSTITUTE A BIG SUCCESS



On May 15th the GMP returned to Morgantown, West Virginia to hold our annual Summer Institute at the University of West Virginia.

120 GMP members attended the week long classes, with 67 first year students and 53 members returning for their second year of classes. Subjects covered at this year's Institute included; Steward Training, Introduction to Collective Bargaining & Arbitration Overview, Making Your Local Go, Collective Bargaining II, and Labor Law Update.

Morning assembly topics were "They're After Us Too – The Attacks On Organized Workers", presented by Director of Research

Don Seal along with West Virginia University's Steve Cook; "The New Buy American Campaign", presented by Instructor Tony Michael; "Organizing the GMP Way" by Director of Organizing Brenda Scotland and "GMP Update – Challenges and Opportunities" presented by International Union President Bruce R. Smith.

Other activities during the week included the annual picnic in the park, a bus tour of the WVU campus, including the football stadium. Members were able to go on to the field and some took photos of themselves catching a touchdown pass in the end zone! The highlight of the week was the annual softball game

between first and second year classes.

The returning champs (2nd year) were defeated in what they termed a "close one"! Final score – first year 48, second year 10!!

Each night we held our usual "Solidarity Café" at Summit Hall where members were able to discuss classes and subjects covered in class that day, as well as learn from each others experiences in their Local Unions. Students generously donated almost \$3,000.00 to the PEL Fund through the purchase of raffle tickets and GMP shirts, jackets, blankets and other items.

With 2012 being a convention year, the next Summer Institute will be held in the Spring of 2013.



President, Bruce R. Smith addressed the students at Summer School.



Director of Organizing, Brenda Scotland was in attendance to conduct an organizing session.



Larry Phelps of LU 244 was presented with a WVU basketball for best group presentation, congratulations!



With many members participating in the 50/50 drawings and merchandise sales we were able to raise almost \$3,000 for the Political Education League Fund!



Both the 1st and 2nd year classes were represented by a member of their peers to present their groups, pictured are the four representatives.



GEORGE ROPER DIES

It is with great sorrow we announce the passing of George E. Roper on the 6th of May in Spartanburg, South Carolina. George retired in 1995 as the Director of Organizing after serving the former Molders Union and the GMP for 32 years. He entered the trade with Draper Corporation in Spartanburg, South Carolina in 1958 and joined Local Union 352. Active in Local Union 352 George served as a shop steward, corresponding representative and president before he joined the Molders staff in 1968 as an International Representative. In 1974 George became the Vice President of

the Molders until the merger in 1988 when he was appointed the Director of Organizing. George was a veteran of the U.S. Air Force, a member of Liberty United Methodist Church, member of the Poplar Springs Baptist Church, and a member of The Old Timers Fast Pitch Hall of Fame among many other organizations in which he participated. He is survived by his wife Frances, his daughter Renee Roper Hammett, two granddaughters, three great grandsons, and three sisters. He was predeceased by a son, Mark Edward Roper, two sisters, and three brothers.



If you wish Contributions* can be made to the GMP Memorial Scholarship Fund in Memory of George E. Roper, deceased.

**Please be advised that the contributions to the GMP Memorial Scholarship Fund are not tax deductible.*



Live.
Relax.
Enjoy.
40
BENEFITS

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and make life a little easier.

We know you work hard for your money. That's why we've created 40 benefits to help you and your family get more out of life, both on and off the job. Visit our web site to:

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GMP Staff Retirements

International Vice President Frank J. Brandao, Sr. Retires after 30 years of service.

International Vice President Frank J. Brandao, Sr. has retired, effective June 1st 2010, after over 30 years of service. He entered the trade at General Alloy Casting Company in Rochester, Pennsylvania. Serving his Local Union 99 in many areas Frank was the Recording Secretary from 1973 to 1974, Treasurer and Shop Steward from 1974 to 1979, Chief Shop Steward 1979 to 1981. In 1981 he joined the Molders staff as a Staff Representative. After the merger in 1988 he was a Staff Representative for the GMP. In 1999, he was named to the GMP Executive Board and in 2002 named as Area Director of the St. Louis, Missouri, office until 2004 when he would be named International Vice President.

Frank attended many educational seminars and training through the years, much of this training was at the University of Wisconsin and George Meany Labor Studies Center. Frank was a former firefighter, fire chief, and Borough Councilmen in Industry, Pennsylvania.

The GMP would like to wish Frank many years of happiness and thank him for his years of service.



Executive board conference call leads to many changes

President Smith announced the retirement of International Vice President Frank J. Brandao Sr. Upon announcing Frank Brandao's retirement several staffing changes were announced. President Smith appointed Don Seal to International Vice President of Area 1, which

in turn created a vacancy that saw Executive Officer Claude Beaudin appointed to Director of Research and Education. International Vice President Randy Gould will move to Area 2, and Larry Harris has been named to Executive Officer.



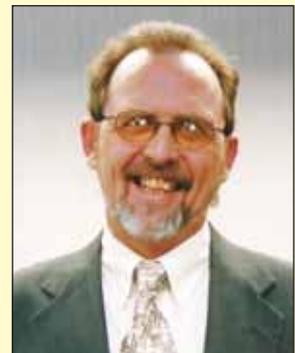
Don Seal



Randy Gould



Claude Beaudin



Larry Harris



HUNDREDS OF UNION MEMBERS PROCLAIM



“WE ARE ONE”

On April 4th hundreds of Union members across the country came together on the anniversary of Dr. King’s death with a call for the right of all workers to collectively bargain for a middle class life and the right to a voice in the political process.

GMP President Smith and Secretary-Treasurer Thorn were in attendance at the We Are One Rally in Media, Pennsylvania.



“What started in Wisconsin has spread to every state across the country as working people stand together to say ‘enough.’ Working people’s energy and commitment to coming together will continue until the priorities of many of our politicians are re-aligned to create jobs rather than undermine the middle class.”

—AFL-CIO President Richard Trumka.



HEAT STROKE

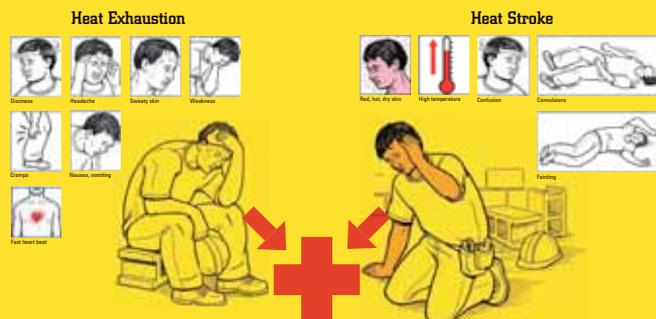
Every year thousands of workers become ill from heat exposure on the job. Work related illnesses and deaths from the heat are preventable, if you remember water, rest, shade. Heat illnesses can range from heat rash and heat

cramps to heat exhaustion and heat stroke, heat stroke can result in death and requires immediate medical attention. The GMP wants to remind all members to drink plenty of water and take breaks often in the shade.



Health effects of heat

Two types of heat illness:

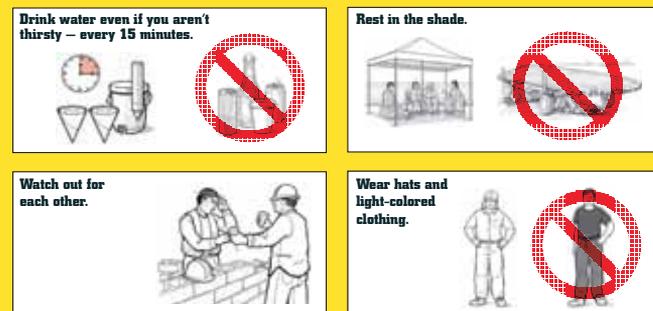


1 Watch out for early symptoms. You may need medical help. People react differently — you may have just a few of these symptoms, or most of them.



Stay safe and healthy!

WATER. REST. SHADE. The work can't get done without them.



2 "Easy does it" on your first days of work in the heat. You need to get used to it. Rest in the shade — at least 5 minutes as needed to cool down.



Be prepared for an emergency

Heat kills -- get help right away!



If someone in your crew has symptoms:

- 1) Tell the person who has a radio/phone and can call the supervisor — you need medical help.
- 2) Start providing first aid while you wait for the ambulance to arrive.
- 3) Move the person to cool off in the shade.
- 4) Little by little, give him water (as long as he is not vomiting).
- 5) Loosen his clothing.
- 6) Help cool him: fan him, put ice packs in groin and underarms, or soak his clothing with cool water.

When you call for help, you need to:

- Be prepared to describe the symptoms.
- Give specific and clear directions to your work site.

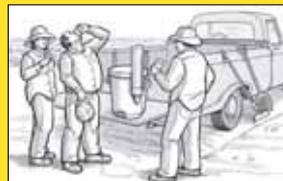


3



Heat illness can be prevented!

At our work site, we have:



Water



Shade to rest and cool down

We are extra careful when there is a heat wave or temperature goes up. Then we may change our work hours, and we all need more water and rest.



Training and emergency plan

4



Looking for a Mortgage?

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Nominations and Elections

Local 14, Winchester, IN

The nominations of officers for Local 14 will take place on Wednesday September 7th, 2011 at the regular meeting times of 7:30am and 3:30pm at the Winchester Moose Lodge, located at 190 M 100 E, Winchester, IN 47394.

Elections will take place on Wednesday October 5th, 2011 from 6:00am - 4:00pm at the Winchester Moose Lodge. The results will be given at the afternoon Union meeting following the closing of the polls.

Local 30, Pevely, MO

The nominations of officers for Local 30, Pevely, MO, will take place on September 6th, 2011 at the three Monthly Meetings at 8:30am, 1:30pm and 4:30pm. These nominations will take place at the Local 30 Union Hall which is located at 105 Main Street, Pevely, MO 63070.

Elections will take place at the Union Hall on October 4th, 2011, the polls will open at 6:00am and close at 5:00pm, voting will be open to members during this time except during each meeting.

Local 51, Defiance, OH

The nominations of officers for Local 51, Defiance, OH will take place on August 9th, 2011 at the three regular monthly meetings. The times are 8:15am, 2:00pm, and 4:15pm. Elections will take place at the regular meeting on October 11th, 2011, polls will open at 7:00am and close at 5:00pm.

Local 65, Winchester, IN

The nominations of officers for Local 65 will take place on Tuesday September 6th, 2011 during the regular monthly meeting at 5:00pm at the Moose Lodge in Winchester.

Elections will take place on Tuesday October 4th, 2011 at the Moose Lodge in Winchester from 7:00am - 5:00pm.

Local 157, Salem, NJ

The nominations of officers for Local 157, Salem, NJ will take place on Tuesday September 6th, 2011 at 3:15pm at the regular monthly meeting. These nominations will take place at the Local 157 Union Hall which is located at 27 Fourth Street, Salem, NJ 08079.

Elections will take place at the Local 157 Union Hall on Friday September 30th, 2011 polls will be open from 6:00am - 5:00pm.

Local 237, Hazelton, PA

The nominations of officers for Local 237, Hazelton, PA will take place on September 25th, 2011 at 7:30pm during the regular scheduled union meeting to be held at the E.C.U.S. Club, located at 20th and Peace Streets, Hazelton, PA 18201.

Elections will take place on October 23rd, 2011 from 6:30pm - 8:00pm at the E.C.U.S. club.

Local 244, Newark, OH

The nominations of officers for Local 244 will take place at the regular monthly meeting on August 23rd, 2011 and will be held openly on the floor at said meeting beginning at 7:00pm and will close with the adjournment of said meeting.

Nominees shall have until the end of the following business day at 4:00pm to accept or decline the nomination. All responses will be submitted in writing and in person to the Chairman of the Election Committee.

Elections will take place on September 20th & 21st, 2011 between 5:30am - 8:00pm at the Union Hall located at 350 Hudson Avenue, Newark OH.

NOTICE: Any Local Union advertising its nominations and elections in *Horizons* must submit it 120 days prior to the nominations date and an up to date member list to include address along with any additional details. Please send these notices via mail or email to 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.

Congratulations to our Retirees!!

Local Union 87 Honors Retiring Member



On May 5th after 31 years working for Saint Gobain which is now Verallia North America in Seattle, Washington Paulette Peterson retires. Paulette served Local Union 87 as Financial Secretary for over 25 years and is pictured with Virginia Baker the new Financial Secretary at her retirement party where they presented Paulette with a check for \$100.00.

Paulette will be enjoying her retirement with her husband Merle. Paulette is looking forward to enjoying her retirement by spending time with her family and traveling.

The GMP would like to wish Paulette a happy retirement.

Local 263B Honors Retiring Member

On April 4th at the monthly meeting for GMP Local 263B in Dubuque, Iowa, Terry Coates was awarded a gold GMP watch to celebrate his many years of service and retirement. Terry has been a Union member for 31 years while being employed at A.Y. McDonald Manufacturing Company in Dubuque, Iowa. In his tenure at A.Y. he has been employed in the foundry and has worked as a gate sawer and furnace tender. Terry has been steward in his department for over 15 years, looking out for the good of his fellow Union brothers and sisters.

Terry will be enjoying his retirement with his wife Brenda and his family of three children and five grandchildren. Terry will be busy in his retirement traveling, golfing, and rooting for the Cubs and Bears all while keeping his family close.

All of us in the GMP wish Terry many years of happiness in his retirement.



Local Union 188 Frank Rosenberry Retires



Local Union 188 President Rick Balgosky, GMP Executive Officer Richard Baumcratz, Fran Rosenberry and Local Union 107 President Tony Casey.

Frunk Rosenberry Business Committee Chairman for Local #188 Crown, Cork and Seal of Connellsville, Pennsylvania retired May 1st. Frank retired with 47 years of service, having served Local 188 for the past 30 years on the Business Committee and the last 21 years as the Business Committee Chairman. Frank has served his union under 7 different presidents.

When Frank discovered that the company was not calculating pension correctly, he went to bat for all union employees in the factory along with the International Union. That's when Frank became known as the "PENSION GURU."

Frank had the knack for calming turbulent seas. Frank would make many trips to the office to get things settled without going to the grievance procedure.

I know that Frank had a hard time leaving all his friends and he will be missed by all the members of the union. Once again "Thanks Frank" for all your years of dedicated service to all the members of Local 188 and Local 107.

New Officers Sworn in at Local 134 - Glenshaw, Pennsylvania



GMP Executive Officer Richard Baumcraz had the honor of swearing in the new officers of Local Union 134 of Kelman Bottles, Inc. in Glenshaw, Pennsylvania. Pictured are the new officers and GMP Executive Officer (L-R): Secretary Bob Mitchell, Treasurer Dale Christy, GMP Executive Officer Richard Baumcraz, President Bill Kane, and Vice President John McDonough.

GMP Welcomes New Members at Johns Manville, Etowah, TN



Pictured is Johns Manville employees and Director of Organizing Brenda Scotland. Back Row: Walt Mitchell, Director of Organizing Brenda Scotland, Mike Ray, Philip Smith and Lynn Wilson. Front Row: Connie McDermott, Heather Eddington and David Hunt.

GMP International Union is pleased to announce that we have successfully organized the employees at Johns Manville-DuraCore in Etowah, Tennessee. We welcome these newest members to our great Union. The approximate 225 members produce chopped glass fiber used to reinforce gypsum wallboard and fiberglass mat used primarily in the roofing shingle industry. Director of Organizing Brenda Scotland led the campaign with the assistance Retired Vice President Frank J. Brandao, Sr., International Representative Larry Harris as well as the hard work of the JM Employees. Congratulations!

Executive Officer Charles Boultinghouse visits Hermann Oak Leather Plant



On April 26th GMP Executive Officer Charles Boultinghouse was at the Hermann Oak Leather Plant in St. Louis, Missouri (Local Union 182B) for a contract signing. Hermann Oak Leather produces leather products for saddle, bridle, and harness makers since 1881. Pictured in the back row: (L-R) Committeeman Larry Brantley, Finishing Department Supervisor Jeremy Thoene, Plant Supervisor Rob Harvey, Owner and General Manager Shep Hermann, and Maintenance Supervisor Gary Hill. Pictured in the front row: (L-R) Committeeman Tracy Burgess, Committeeman David Jones, GMP Executive Officer Charles Boultinghouse, and Tannery Chief Supervisor Ray Cranmer.

LOOK FOR THE LABEL BUY UNION BUY AMERICAN BUY CANADIAN

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



GMP Scholarship Award Information for the 2011-2012 School Year

In the coming months your children will be embarking on their senior year of high school and preparing for college, the workforce or the armed forces. It is the hope that the GMP Memorial Scholarship Program over the years will enrich the lives of many of them.

Originally established as a memorial to the late James Maloney, the scholarship program of the Glass, Molders, Pottery, Plastics & Allied Workers has been broadened to serve as a perpetual monument to all officers who have

given their lives in service to the union. This program is funded entirely by donations from local unions and individuals contributing in memory of friends, co-workers, and loved ones.

This academic year there will be six college awards towards a baccalaureate degree, which is valued at \$4,000 per year and four awards towards an associate degree, vocational, technical, or training program which is valued at \$2,000 per year.

All children, stepchildren or adopted children of GMP members are eligible to apply by November 1st of their senior year of high school. Stay tuned for additional information in the next edition of Horizons and the announcement of the 2011 scholarship winners. If you would like to learn more about this program now please visit our website at www.gmpiu.org or you can contact Walter Thorn, International Secretary-Treasurer at (610) 565-5051.

GMP Memorial Scholarship Fund

In Memoriam Contributions

December 2010 – May 2011

Jack Graham

Willodean Seal

Michael Dickey

George E. Roper

Patricia Icenhower

Audrey Edgell

Betty Leport

John H. Marino

Tony Bazidlo

Sammy Clutter

LOWERING THE AMERICAN STANDARD OF LIVING

If there is a common thread that runs through America it is one of pride. Pride in who we are, where we've come from, and all we've accomplished as a Nation. Pride in our unmatched natural parks and reserves, pride in our modern highway and road systems, and pride in our schools and colleges. But now, many of these points of pride are endangered.

Driven by corporate and individual greed we have seen a race to reduce or eliminate taxes at Federal, State and local levels. The revenue generated by taxes has provided and maintained our standard of living for generations. Indeed, taxes, which have never been wildly popular, have been vilified to the point that the mere mention of increasing taxes to rebuild an aging infrastructure, modernize our schools, or maintain our natural resources is political suicide.

Government, at any level, is no different than your household when it comes to finances. Imagine if your income was reduced by 20%. You would be forced to make changes in your standard of living. Maybe eliminate the cable television, the internet and the cell phone. If that doesn't keep your head above water you might have to sell the car and even the house to reach an affordable level of living. And so it is with America. We have two choices; maintain and/or increase our national income; or lower our standard of living. Make no mistake about it; the current political trend is toward the later.

Right wing extremist have attacked our standard of living on nearly all fronts.

Consider Tea Party Republican Jane Cunningham of Missouri. Crazy Jane has introduced legislation in her State concerning child labor laws. So you won't think I've lost my mind, I will quote from the Missouri State legislatures website the "official summary" of Jane's bill. **"SB 222 – This act modifies the child labor laws. It eliminates the prohibition on employment of children under age fourteen. Restrictions on the number of hours and restrictions on when a child may work during the day are also removed. It also repeals the requirement that a child ages fourteen or fifteen obtain a work certificate or work permit in order to be employed. Children under sixteen will also be allowed to work in any capacity in a motel, resort or hotel where sleeping accommodations are furnished. It also removes the authority of the director of the Division of Labor Standards to inspect employers who employ children and to require them to keep certain records for children they employ. It also repeals the presumption that the presence of a child in a workplace is evidence of employment."**

If that doesn't scare you nothing will. Makes me wonder what's in that tea and if they're drinking it or smoking it!

We often blame most of our economic woes on the wealthy that pay little or no taxes, and on corporate greed. To be sure, there is plenty of culpability among those groups, but aren't we also to blame? How tempting it is to vote for any candidate who proposes to reduce our taxes and put more money in our individual pockets. The question is, are we willing to live in a Country that is racing to the economic bottom, just to save a few dollars a year for ourselves?

DON SEAL

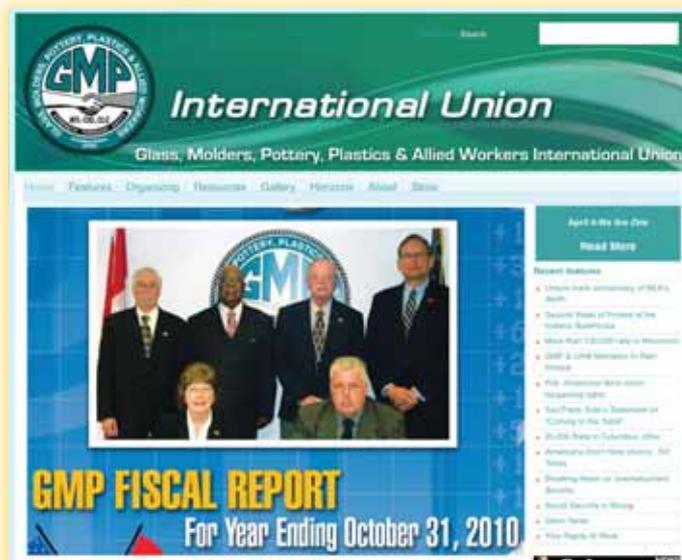
Editor

"Government, at any level, is no different than your household when it comes to finances."

GO GREEN

In an effort to **GO GREEN** and become more environmentally conscious, we are offering *HORIZONS* online by visiting www.gmpiu.org. If you would like to stop receiving the mailed copy of *HORIZONS* and receive an online only version of our publication please send us an email to gmpiu@gmpiu.org with the subject *HORIZONS* and include your name and Local Union number in the email. You can also receive the online only version by calling **610-565-5051 ext. 243** and leave the above information.

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