GMP EXECUTIVE BOARD MEETS IN PENNSYLVANIA

Notice of Nominations Appearing on Page 9
In this Issue:

President Smith discusses Social Security ........................................ 1
Executive Board Meeting .............................................................. 2 – 3
Featured Employer ........................................................................ 4 – 5
Hatfield Golf Outing ................................................................. 6 – 7

In an effort to GO GREEN and become more environmentally conscious, we are offering HORIZONS online by visiting www.gmpiu.org

GO GREEN

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.
Hands off Social Security

The Social Security Act—landmark legislation—has provided security and peace of mind for generations of Americans. Social Security has been the most successful government program and the most dependable source of income for retirees and people with disabilities. More than 53 million Americans receive Social Security benefits each month. Since President Franklin D. Roosevelt signed Social Security into law in 1934, millions of American workers have earned benefits by paying into the system, creating a safety net that keeps retirees, survivors of workers who die young and people with disabilities and their families out of poverty.

Social Security is not going broke. It pays for itself through payroll contributions of hardworking Americans. It does not add a penny to the federal deficit. In fact, Social Security has a $2.6 trillion surplus which, along with payroll contributions, is enough to pay full benefits for the next 30 years. With modest common sense measures, such as lifting the cap on the amount of income taxed for the Social Security fund, the program would be strengthened. Right now, the cap is set so low upper-wage earners do not pay Social Security on most of their income.

Despite its overwhelming success Social Security faces threats. In 2005 President George W. Bush tried to privatize it. Even though the American people rejected his plan, many fiscal conservatives continue to push for ways to dismantle the system, using deficit reduction as an excuse. The National Commission on Fiscal Responsibility and Reform, with many of its commissioners conservative and deficit hawks, says it will not support any new taxes, even for the wealthiest Americans. Instead they focus on cutting Social Security benefits by raising the retirement age, changing the way benefits are calculated and reducing cost of living adjustments (COLA) for current and future beneficiaries.

The Center for Economic and Policy Research finds that the proposed changes would hurt low-middle income families and would be “especially painful” to retirees. For most seniors Social Security represents more than half of their income. The Social Security Administration in August 2010 reported that 64% of older Americans rely on social security for 50% or more of their incomes and 34% rely on Social Security for 90% or more of their income. Only the richest 25% of Americans don’t rely heavily on Social Security. Now, more than ever, Social Security is even more crucial as employers continue to propose cut backs on pensions. Voters in both parties and across all demographic lines oppose Social Security cuts. Any politician who signs onto it will feel the wrath of the voters—and deserves to.

Social Security continues to be the most successful government program. No other program in American history has touched more lives and families and brought more financial stability to households—including those of its most ardent critics. It is unconscionable for elected leaders to scare our country into thinking that Social Security must be cut in the name of “fiscal responsibility” when Social Security does not contribute a dime to the deficit. Current retirees and future generations deserve better than for their promise to be broken and for this basic level of economic security to be intentionally devastated in a game of dirty politics.
The GMP Executive Board met in September at the Best Western in Concordville, Pennsylvania. International President Bruce Smith conducted the meeting over a three day period. Smith and International Secretary-Treasurer Walter Thorn gave reports on the State of the Union. The Vice Presidents and the Executive Director of Canada gave reports on their respective areas. Director of Organizing Brenda Scotland gave her report of the organizing efforts and the plans for the upcoming months.

Director of Research and Education Claude Beaudin reported to the Board on activities in his department that included the success of the recent area educational conferences and the preparations for next year’s quadrennial convention.

The Executive Board participated in three seminars; one covered the topic of conducting local union officer elections. Attorney Fred Greenberg reported on legal matters of concern for the Union. The GMP Executive Board meets twice a year as required by the Constitution.
On September 14th, 2011 at the Executive Board Meeting President Bruce Smith had the honor of swearing in Area 1 Vice President Donald Seal and Executive Officer Larry Harris.
Neenah Enterprises, Inc.
America’s leading manufacturer of

Neenah Foundry, based in Neenah, Wisconsin, is a proud pillar in the American economy. In the wake of the Civil War, President Ulysses S. Grant appealed to the country to build infrastructure and industry to revive the struggling U.S. economy, and William Aylward Sr. answered the call.

Established in 1872 as Aylward Plow Works, the company began manufacturing cast iron plow blades, stoves, bean pots, barn door rollers and sleigh shoes. In 1904, the operations expanded to include manufacturing construction castings. The company was renamed Neenah Foundry Co., in 1922, and by 1928, it was producing its first industrial products.

Today, Neenah is one of the largest independent producers of quality castings. It produces more than 500 tons of municipal and industrial iron castings every day. Neenah has seven American manufacturing locations to support its industrial and municipal divisions, with an additional 14 distribution yards and two production facilities to support its municipal division. Neenah is a full-service foundry—unique from others in the industry because it specializes in both ductile and gray iron castings. It also offers austempered ductile iron, alloyed iron castings and micro-alloyed steel forgings.

People pass by Neenah’s municipal iron castings every day but the products often go unnoticed because they are architecturally-designed to blend into the landscape of the area. Upon closer look, castings can be found at airports, on downtown streets, in suburban neighborhoods, sports stadiums and amusement parks across America. Neenah produces thousands of products, and is best known for its airport castings, detectable warning plates (DWP), manhole covers and tree grates. It also has a strong industrial division that custom designs and builds cast iron parts, engine heads and blocks for the agriculture, construction, heavy truck and HVAC industries.

Neenah Enterprises employs more than 900 people in Neenah, and the company’s culture is based on employees raised in small town U.S.A. Local union members have a strong work ethic—typical of Midwestern people—and take pride in producing products used all around the world. The company was privately held for more than 100 years. The owners fostered the family-like atmosphere that still exists in the hearts and minds of employees today. The local officers for 121B are President Roddy E. Rice, Vice President Donald R. Schmitz, Financial Secretary Steve Kofnetka, and Recording Secretary Timothy W. Bottine.

Neenah’s iron-castings have been a vital piece of America’s infrastructure for more than a century. The company is proud to support the U.S. economy and give back to the communities it serves.
Bringing Compassion to the Streets

If you take a stroll on Lawrence University’s Campus, the term “street art” takes on a whole new meaning. Neenah Foundry partnered with Professor of Art Rob Neilson to create student-designed manhole covers illustrating compassion which were placed along College Avenue in Appleton, Wis. The idea was inspired by a manhole cover featuring Nelson Mandela that Neilson spotted during a trip to Japan. The artwork triggered compassionate emotions, and Neilson was determined to spread the positive feelings within his community. Neilson asked his sculpture students to depict their ideas of compassion, and Neenah Foundry donated 12 manhole covers to permanently bring The Compassion Project to life. Visit www.nfco.com/media to view The Compassion Project manhole covers.
The GMP Indiana State Council and Educational Conference (ISC & EC) has sponsored a golf tournament for more than 30 years. Former GMP International President James E. Hatfield always attended the yearly council meeting and enjoyed participating in the golf outing. In 2003, the ISC&EC passed a unanimous motion naming the golf tournament the “James E. Hatfield Invitational.” After his passing in 2007, the tournament was renamed the “James E. Hatfield Memorial.” The tournament continues to grow each year and is now the largest single tee time tournament in Grant County, Indiana. Mrs. Jean Hatfield is now the Honorary Chairperson and travels each year from Florida to attend the event. She had the honor of presenting “The Hatfield Award” trophy to the Verallia Dunkirk glass plant and Local Unions 96 & 121.

This year’s golf tournament was held at the Arbor Trace Golf Course located in Marion, Indiana on August 20th. There were 36 teams with a total of 185 golfers participating with GMP Local 38 as the host local. Additionally, there were 20 GMP non-golfing members helping to assist in making the tournament a huge success. GMP members from Locals 14, 37, 38, 45B, 65, 96, 121, 207 and 229 golfed, sponsored teams and made donations to this event. Additionally, the following GMP employers also participated in many ways from golfing to generous donations: O-I Lapel Glass plant; Packaging Corporation of America, Gas City Plant; Verallia, Dunkirk Plant; Verallia Corporate, Muncie; Knauf Insulation, Shelbyville; GPS America, Marion; Pentair Pumps, Ohio; Silgan Plastics, Ligonier. The GMP International Union also sponsored holes and made a donation to the Grant County Rescue Mission.

In total the GMP and GMP Employers raised $2,500.00 and 800 lbs. of food that was donated to the Grant County Rescue mission. The Grant County Rescue mission provides shelter and meals to those suffering from hard economic times. The event also raised $500.00 for the GMP Political Education League fund. Working together, GMP union members, their families and GMP employers enjoyed a fun day and helped the community.

The ISC&EC held its regular meeting on Friday, August 19th, 2011. Prior to the golf outing International Secretary Treasurer Walter F. Thorn, Vice President Randy J. Gould, Executive Officer Ed Bedocs, International Representative Mark Singleton and retired Area Director Wes Royster attended the meeting and played in the golf tournament the following day.

The officers of the ISC&EC are: Paul McCoy, President Mike White, Vice President Rick Wayman, Recording Secretary Sandy Newby, Financial Secretary Patti Davis, Legislative Director
Golf Outing

Front Row (L-R) President of Local Union 14 Patti Davis, Tracy Carpenter, Local Union 14, Sandy Newby, Local Union 14, Pam Smith from the Grant County Mission, Don Welton from Grant County Mission, Jean Hatfield and Connie Gibson from Local Union 207. Back Row (L-R) GMP Vice President Randy Gould and Warren Smith from the Grant County Mission.

GMP Vice President Randy Gould presenting Don Welton from the Grant County Mission with donations!

GMP Vice President Randy Gould, Verallia of Dunkirk Plant Manager Bill Mann, Local Union 121 President Kevin Lowe, Local Union 96 President Rick Wayman, and Jean Hatfield. A huge thank you to the Verallia Dunkirk plant as they sponsored ten teams and provided the Dunkirk employees with golf shirts, hats, golf towels and golf balls!
The new Union Plus Prepaid Visa Card offers union members the lowest-cost prepaid card available with no hidden fees and a savings account featuring an Annual Percentage Yield (APY) of 5.10% on account balances.

For union members with a checking or savings account, the Union Plus Prepaid Card offers an alternative to traditional checking accounts and the high-cost of overdraft fees.

Union members without a bank account can use the Union Plus Prepaid Card to buy gas, rent a car, shop online or make any purchase that can be made wherever debit cards are accepted worldwide.

Even members with bad credit or no credit can still enjoy the benefits of the Union Plus Prepaid card. A bank or checking account is not needed to get the card and there's no credit check to apply.

**More Cost-Effective Than Checking Accounts, Lower Fees than Competing Cards**

In 2009, consumers were charged over $38 Billion in bounced check fees by U.S. banks. The Union Plus Prepaid Card does not charge insufficient funds or overdraft fees. Card benefits include:

- No activation fees or monthly minimums to maintain
- Savings account with a 5.10% APY (up to $5,000)
- No fee for using the card for purchases
- Low monthly fee of $2 (waived with a $500 monthly deposit)
- Manage money by phone, mobile phone, email and the Internet
- Easy to reload at 50,000 locations including CVS, Kroger, Rite Aid, Walgreens, 7-Eleven
- Free Direct Deposit for paychecks or benefits checks
- Set-up Direct Deposit with your paycheck or benefits check and get $20
- FDIC Insured up to $250,000
- 24x7 customer support with all calls answered in the U.S.
- Union Plus Prepaid also makes transferring money to a child or family member easier than ever by requesting a second card account at no cost and send money with just a text message or a mouse click.

Visit MyUnionPrepaid.com or call 855-247-7348 to learn more or get a card today.

### Cost Comparison: Save More With Union Plus Prepaid Card

<table>
<thead>
<tr>
<th></th>
<th>Union Plus Prepaid Card</th>
<th>Rushcard</th>
<th>Walmart Money Card</th>
<th>Bank Of America Checking</th>
<th>TD Bank Checking</th>
</tr>
</thead>
<tbody>
<tr>
<td>Activation Fee</td>
<td>Free</td>
<td>$3.95</td>
<td>Free</td>
<td>Free</td>
<td>Free</td>
</tr>
<tr>
<td>Monthly Fee with Direct Deposit</td>
<td>Free</td>
<td>$9.95</td>
<td>$3.00</td>
<td>$8.95</td>
<td>$3.99</td>
</tr>
<tr>
<td>Monthly Fee without Direct Deposit</td>
<td>$2.00</td>
<td>$9.95</td>
<td>$3.00</td>
<td>$8.95</td>
<td>$3.99</td>
</tr>
<tr>
<td>Reload Fee with Direct Deposit</td>
<td>$4.95</td>
<td>Free</td>
<td>$4.95</td>
<td>Free</td>
<td>Free</td>
</tr>
<tr>
<td>Point of Sale – PIN transaction</td>
<td>Free</td>
<td>$1.00</td>
<td>$2.00</td>
<td>Free</td>
<td>Free</td>
</tr>
<tr>
<td>Overdraft/NSF Fees</td>
<td>None</td>
<td>None</td>
<td>None</td>
<td>$35.00 Per Occurrence</td>
<td>$35.00 Per Occurrence</td>
</tr>
<tr>
<td>Cash Withdrawal: ATM</td>
<td>$1.50</td>
<td>First two free, then $2.50</td>
<td>$2.00</td>
<td>$2.00</td>
<td>Free</td>
</tr>
<tr>
<td>High-Yield Savings Account</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>No</td>
</tr>
</tbody>
</table>

1. The Union Plus Prepaid cards are issued by Inter National Bank, member FDIC, pursuant to a license from MasterCard International, Inc and Visa USA, Inc. Additional services provided by Rev North America. Use of the Card is subject to funds availability. Fees, terms and conditions apply. See Cardholder Agreement for details. All trademarks, service marks and registered marks are the properties of their respective owners.
2. Interest is calculated on the average daily balance of your Savings Account and paid monthly. Annual Percentage Yield (“APY”) is accurate as of August 1, 2011. The APY advertised applies only to the portion of your Savings Account balance which is $5,000.00 or less. An APY of 0.10% will be paid on the portion of your Savings Account balance which exceeds $5,000.00. Fees may reduce the earnings on your Savings Account. This is a promotional rate and is subject to change without notice. A minimum of $1.00 is necessary to open your Savings Account. A limit may be placed on the maximum amount of funds you can deposit into your account. This limit may be exceeded by interest accruing on the funds. The limit may be changed from time to time.
3. Standard text messaging charges apply.
It is with great sorrow we announce the passing of Samuel R. Horton, Jr. on the 30th of August 2011. Mr. Horton retired in 1998 after 26 years of service to the International Union. Upon his retirement retired President James H. Rankin had this to say about Mr. Horton “He was a courageous, outspoken, defender of the rights of his fellow working people. His career as an International Representative, Executive Officer and Area Director carried him to many places and gave all of those he dealt with the chance to see a committed trade unionist in action.”

Mr. Horton entered the trade in 1960 at Wheaton Plastics with Local Union 126 where he served as a Shop Steward, President and was on the Business Committee. On the International Staff Mr. Horton served as an International Representative, Executive Officer, and Area Director being assigned to Washington, D.C. and the East Liverpool offices.

Outside of work Mr. Horton was a member of the New Mexico Horse Breeders Association and a dedicated supporter of the Special Olympics. Mr. Horton leaves behind his loving wife Phyllis; his children Donna, Sam III, Deva, Lynda, Pam, Patty, and Amanda; 14 grandchildren; 6 great-grandchildren; and 4 brothers. He was preceded in death by his parents and two brothers Mickey and George Horton.

If you wish Contributions can be made to the GMP Memorial Scholarship Fund in Memory of Samuel R. Horton, Jr.- Deceased.

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

Notice of Nominations

Local Union 229, Ligonier, IN

The nominations for officers of Local Union 229, Ligonier, Indiana will be Wednesday, November 16th, 2011 during the regular union meeting. Elections will be held on Wednesday, December 21st, 2011 from 6:00 am - 6:00 pm at the Ligonier Recreation Center located at 520 West Union Street, Ligonier, Indiana.

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.

LOOK FOR THE LABEL
BUY UNION

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.
On Saturday August 27th, 2011, Local Union 32, Knauf Insulation located in Shelbyville, Indiana held their 4th annual picnic at the fairgrounds in Shelbyville, Indiana. With nearly 700 people in attendance the members of Local Union 32 and their families enjoyed a day full of activities and food.

The traditional picnic foods of hamburgers and hot dogs were enjoyed but members were also treated to a hog roast, baked beans, and macaroni. The cotton candy, snow cones, and plenty of drinks were sure to keep the kids happy as they played all day.

During the course of the day there were raffles and lots of games to participate in and win prizes. Some of the activities included insulation throwing, face painting, cake walks, and karaoke. Everyone enjoyed celebrating in solidarity.
Gathered together (L-R) is Shop Chairman at M.T.I Dayone Channey, Shop Chairman at Borroughs Corporation Virgil Slack, Committee Member at M.T.I. Frank Homen, GMP Executive Officer Rick Vitatoe, Local Union President from M.T.I. Tom Kimble and Financial Secretary Henry Hanna.

Local Union 412 Annual Picnic

On Sunday August 7th, 2011 Local Union 412 held its annual picnic at Prairie View Park located in Vicksburg, Michigan. Local Union 412 consists of Borroughs Corporation in Kalamazoo, Michigan, Metal Technologies Incorporated in Three Rivers, Michigan and Pioneer Foundry in Jackson, Michigan. In attendance were almost 150 people.

The food included hamburgers, hot dogs, and a hog roast with plenty of side dishes that included cole slaw, macaroni, bake beans, and chips. The food was prepared by Local 412 President Tom Kimble and his family.

The members participated in many raffles and there were many games for the children to play and win prizes. Some of the highlights were a water balloon toss, a piggy back race, wheel barrel race, and running relays. Everyone enjoyed a beautiful day and celebrating in solidarity.
Shop Steward Training

A shop steward training was sponsored by Local Union 28 & Local Union 110 in Brockway, Pennsylvania on September 28th, 2011. Director of Education and Research Claude Beaudin spoke to approximately 25 Union representatives on the proper way to fill out grievance forms and provided them with fact finding sheets to help them in the investigation process. A question and answer session followed the training to give those in attendance different scenarios as to how the grievance process works. The goal of this steward training session was to improve the grievance procedure, as the more information gathered in the first stages of the grievance procedure the better and smoother the process flows. In attendance were Union members from Local 28, Local 110, and Local 297.

New Canada Contract

On Sunday October 2nd 2011 Local Union 342 held a meeting to vote on a new contract, pictured is Gordie Malihot, Mario Beaulieu, and President Claude Filion. Pictured below are the members of Local Union 342. Félicitations!
Fall is here and with that comes the cold and flu season. Flu viruses are thought to spread through contact with others, and everyday no matter if it is at work, the grocery store or in your own home you are exposed to germs through coughing, sneezing, or talking with someone with the flu. Everyday preventive actions can help slow the spread of germs in the workplace; you can do your part to help by following these preventative measures provided by OSHA.
Union Plus and HEAT USA have partnered to help you save money on your home heating oil bills. Take advantage of these great benefits.* Start saving now!

- Average Savings $200-$300 per year
- Free Service Contract
- $50 Credit Towards First Oil Purchase
- $10 off first year’s membership

Save Now! Call 1-888-432-8872 or visit UnionPlus.org/HeatingOil

*This benefit is available to union members who heat their homes with oil and live in Boston (MA) area, Connecticut, Maryland, southern New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island or northern Virginia.