

GMP *Horizons*

January/February 2012

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

Featured Employer: **Knauf Insulation**

NATURAL LEADERS

KNAUF INSULATION PRODUCTS WITH ECOSE[®] TECHNOLOGY



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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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- 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.

BRUCE R. SMITH
International President

WALTER F. THORN
International Secretary-Treasurer

DONALD SEAL
Vice President

RANDY GOULD
Vice President

IGNACIO DE LA FUENTE
Vice President

P.O. Box 607
608 East Baltimore Pike
Media, PA 19063

DAVID DOYLE
Executive Director – Canada

P.O. Box 20133
Woodstock, Ontario N4S 8X8
Canada

CLAUDE BEAUDIN
Director of Research and Education

BRENDA SCOTLAND
Director of Organizing

EXECUTIVE OFFICERS

BRUNO CYR

DAVID POPE

CHARLES BOULTINGHOUSE

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MARK SINGLETON

HECTOR SANCHEZ

DAVID HOFFMAN



Bruce R. Smith
INTERNATIONAL PRESIDENT

Made in America... Again

As 2012 begins, the battle to protect and grow the middle class continues as we fight to revive U.S. manufacturing and stop the exporting of good jobs overseas. We battle to reform our trade policies, so we can export American-made good and service—not jobs; to keep the jobs we have, to help our cities and states, not cut off their federal money and cause public sector layoffs that drag down our economy and threaten essential services to communities, and to reform Wall Street to help Main Street create jobs.

Our nation's stubborn jobs crisis is devastating for the 99 percent of Americans who are struggling to find work, pay the bills, and make ends meet. Along with the AFL-CIO and all its affiliates, we call for the creation of good jobs to restore balance to our economy. Yet Congressional Republicans have been virtually unanimous in opposing job-creating legislation. They are more interested in pushing their pro-wealthy agenda and defeating President Obama than putting millions of people back to work. It's time for Congress to take action—to help working people who just need the chance to succeed—and to create millions of jobs to put America back to work. From investing in infrastructure, keeping jobs in America, aiding our cities and states, keeping homeowners in their homes and continuing to reform Wall Street, we are hopeful for a New Year defined by putting America back to work.

In an era where worker's rights to collectively organize and exercise power in the workplace is increasingly coming under attack, we are seeing the resolve of working people strengthening. We are not sitting around while others plot our destruction. Senator Bobby Kennedy once said "The future does not belong to those who are content with today...rather; it will belong to those who can blend passion, reason and courage in a personal commitment to the ideals and great enterprises of American society." During 2011 we witnessed people waking up, organizing, and mobilizing to turn back the tide of corporate control of our country by, and for, the privileged few. Many of our GMP brothers and sister joined with our labor affiliates and our progressive community allies in saying enough is enough, be it in Ohio, Wisconsin, Michigan, and Indiana and will continue to do so from Maine to California.

Its time to see the words "Made in America" again and reclaim our place as a world's leader in manufacturing which is essential to our economic strength. Its time to stop rewarding companies that ship our jobs overseas. Its time we negotiate trade agreements that lift up American workers, not bring down their pay and benefits to the levels workers in Mexico and China receive. Its time working people who contribute to the creation of wealth share in it. Its time we build a political movement that stops scapegoating workers and their unions and supports both bargaining and organizing rights. It is time not for compromise but for vision, not for downsizing our dreams, but for seizing our future. Its time we seize the passion, reason and courage to demand a fair deal for all Americans in 2012.

Featured Employer: Knauf Insulation

In 1978, the Knauf family founded Knauf Insulation originally named Knauf Fiber Glass in Shelbyville, Indiana. Purchased from the CertainTeed Corporation, the Shelbyville plant, warehouse and office barley covered fourteen acres. Already a high respected and successful building products manufacturing company based in Iphonen, Germany since 1932 the Knauf family began an ambitious renovation program. As Knauf's production facilities were modernized and expanded, the company earned a reputation as an innovative, top quality supplier with outstanding product performance and dedicated customer service. Knauf now operates four manufacturing facilities across North America with the most recent expansion taking place in 2008. The newest facility expansion is a 24,860 square foot Engineering and Development office building which earned Knauf a LEED Gold certification from the U.S. Green Building Council and will use 30% less energy than a conventional office building.

In 1978 Knauf Insulation had 450 employees and now a major player both in North America and Europe Knauf employees 5,000 people in more than 50 countries and one of the largest insulation manufactures in the world; Operating 30 plants worldwide.

In the United States Knauf manufactures a wide range of insulation materials to meet North America's growing demands for energy efficiency and acoustic performance. The customers of Knauf are distributors and suppliers that know Knauf is working with them to penetrate their market

by striving to meet and exceed the customer expectations. Through Knauf's commitment to leading the sustainability effort in all their products they are in a great position to become the world leader in energy efficient systems for buildings. There is no better story to tell then what is currently in front of us as over the lifetime their products will save more than 400 times the energy used to manufacture it, buying back its initial energy costs in approximately six weeks.

As the needs of the end user evolve so does Knauf, in 2009 they saw the launch of their new range of Glass Mineral Wool with ECOSE* Technology. This is a revolutionary new binder containing bio-based materials free from petrochemicals and using a formaldehyde-free and phenol-free formulation. By switching over their entire Glass Mineral Wool production from the traditional phenol formaldehyde binder to ECOSE* Technology, they offer customers a step change in sustainability performance while retaining great insulation performance. At a minimum all products have 50% post-consumer recycled content. The recycled content consists of bottles and jars, which are collected curbside from consumers which could have been potentially on there way to a landfill.

With a long history Local 32 was chartered in 1952 and upon Knauf Insulation purchasing CertainTeed in 1978 they established the Local 32 as we know it today. The local officers of Local Union 32 are President Raymond Griffith, Vice President Roger Greene, Financial Secretary Ronald Reneau, and Recording Secretary Ronda Lovett.



“Knauf has a responsibility built environment through the products we manufacture. Our people in leading this global sustainable initiative and the GMP Local



Warehouse Associate and Fork Lift Driver Tara York.



(L-R) Past Local Union President Mike Theobald, Past Recording Secretary Matt Hamblen, GMP Executive Officer Rick Vitatoe, Recording Secretary Rhonda Lovett, Committee Danny Greene, and Vice President Roger Greene.



(L-R) Local 32 Vice President Roger Greene, Process Associate Preston Case, Local 32 President and Operator Automatic Raymond Griffith, and GMP Executive Officer Rick Vitatoe

and initiative to lead the industry for a more sustainable
are our most valuable asset in both development and implementation
32 has always been a supporter in this effort.”

—**Bobby Knecht**, *Plant Manager*

74th Quadrennial Convention

AUGUST 6TH-10TH 2012

Convention Call of the **Glass, Molders, Pottery, Plastics & Allied Workers**

International Union, AFL-CIO, CLC

608 East Baltimore Pike | PO Box 607 | Media, PA 19063-0607 | www.gmpiu.org

Labor Omnia Vincit

February 1, 2012

To: All GMP Local Unions

Greetings:

You are hereby informed that, in accordance with the Constitution of the Glass, Molders, Pottery, Plastics & Allied Workers International Union (AFL-CIO, CLC), the 74th Convention of the Glass, Molders, Pottery, Plastics & Allied Workers International Union (AFL-CIO, CLC) will convene at the Mirage Hotel & Casino,

3400 Las Vegas Boulevard South, Las Vegas, Nevada at 10:00 a.m. Monday, August 6, 2012 and will continue in session through Friday, August 10, 2012.

REPRESENTATION

Representation and voting shall be in accordance with Article 7, Section 6 & 7,

“Any Local Union failing to be represented with its full quota of delegates at the Quadrennial Convention shall in the absence of a reasonable excuse satisfactory to and accepted by the Convention, be fined \$100.00 for each number of allotted delegates failing to attend.

Representation and voting for each Local Union shall be on the basis of one (1) delegate up to and including 100 dues paying members in good standing; two (2) delegates over 100 dues paying membership up to and including 200; three (3) delegates over 200 dues paying membership up to and including 300, and so on.”

NOMINATION, ELECTION AND ELIGIBILITY OF DELEGATES

The nomination of delegates shall be made during the month of April 2012 and the election of delegates shall be held during the month of May 2012.

A written notice shall be mailed to all members at their last known address, announcing the date, time and place of nominations of Local Union delegates. The notice shall state the proper method for submitting nominations. This notice shall be sent to the members so that they receive it at least fifteen (15) days before the date set for nominations.

Similarly, a notice of election announcing the date, time and place must be mailed to each member at least fifteen (15) days before the date set for the election.

The notice of nominations and the notice of elections may be combined.

The Local Union President shall, by virtue of his office, represent the Local Union as one of its allotted delegates to the International Union Convention, wage conferences and educational conferences held during his term of office if he is otherwise qualified.

All other individual members are eligible to be delegates provided dues are paid up in good standing as of March 2012 and if they are otherwise qualified.

“The election of delegates shall be held by secret ballot at a time designated in accordance with the Convention Call.

Any member not in good standing shall not be eligible to stand as a candidate or be entitled to vote at the quadrennial election of delegates.

“The eligibility for Convention delegates shall be as follows: The candidate shall have been a member in good standing for one year prior to the election; and the candidate shall have attended at least 50% of the regular Local Union meetings for a period of one year preceding the NOMINATING MEETING. A member may be excused from attending meetings and shall be counted as present provided he notifies the Local Union Secretary in writing within seventy-two (72) hours after the meeting that he has been absent for one of the following reasons:

- (a) Working at the plant at the time of the meeting.
- (b) Death in the family as defined in the Union Contract.
- (c) Is on sick leave.
- (d) Is hospitalized.
- (e) Is on vacation.
- (f) Is working at the polls on Election Day or is a candidate for office on Election Day.
- (g) Is an Officer or Committeeman of the Union performing official duties.
- (h) Is on jury duty.
- (i) Is in attendance at Armed Forces Reserve or National Guard Meetings or training programs.
- (j) Is attending to the duties of a public office.
- (k) Is engaged in fund raising during official Campaign for United Funds.”

Election of delegates must be by secret ballot, balloting must be conducted in a manner under which each member is assured that no one can possibly determine how another voted. The ballot box can be opened only by the Board of Election Committee.

Candidates, or their representatives, may be present for the count of the ballots, which should be conducted immediately after the polls are closed.

If a candidate should be unopposed, a secret ballot is not necessary provided all requirements of the nomination procedure are satisfied. Write-in votes will not be permitted.

The Local Union Financial Secretary-Treasurer shall immediately after the election of delegates and before June 1, 2012 forward to the International Secretary-Treasurer the completed delegate elect sheet containing the name, address, email and social security number of each elected delegate and the elected alternate delegates. This information may be conveyed electronically on our website. Please visit the Convention page on www.gmpiu.org for electronic submission.

RESOLUTIONS – TIME LIMIT

Local Unions are apprised of the fact that a time limit on presenting resolutions is essential in order that all resolutions can be properly assigned to the respective committees and assembled to satisfy requirements of law. Local Union resolutions must be in the office of the International President in triplicate not later than June 1, 2012.

CREDENTIALS

Credentials in duplicate will be forwarded to the Local Union President by the International Secretary-Treasurer. Upon receipt, the Local Union President and Financial Secretary-Treasurer shall sign both copies of each credential. The ORIGINAL CREDENTIAL shall be given to the delegate(s) elect for presentation at Convention; the DUPLICATE CREDENTIAL should be returned to the International Secretary-Treasurer, GMP International Union, PO Box 607, Media, PA 19063-0607.

The Credentials Committee will meet at the Convention Headquarters prior to the opening of the Convention and report immediately upon the opening thereof, therefore Local Union Secretaries will recognize the necessity of mailing the duplicate credentials of their respective delegates to the International Secretary-Treasurer as directed above no later than July 1, 2012.

DELEGATE EXPENSES

Your attention is called to Article 7, Sections 3, 4 and 5 of the International Constitution, which provides:

The International President and the Executive Board shall, prior to the convening of the Convention, determine the per diem allowance to be paid to the elected delegates seated in the Convention.

The International Union will pay seated delegates per diem for the actual days in attendance at the Convention, plus one day coming from and one day return to their respective locations.

All other expenses legally incurred by the delegates shall be borne by their respective Local Unions.

CONVENTION SITE

Las Vegas has been chosen as our Convention site for reasons of economy, service and convenience. The Mirage Hotel & Casino offers both superior convention facilities and attractive rates. This International Union strives to maximize its resources and continue to provide the highest level of service to our members and the Mirage helps us achieve these goals.

I look forward to seeing you at the 74th Quadrennial Convention in August.

Labor Omnia Vincit, Hard Work Conquers All.

With my best regards, I am

Sincerely and fraternally,



Bruce R. Smith
International President

BRS:ccr



GMP EXECUTIVE BOARD

Bruce R. Smith, International President
Walter F. Thorn, International Secretary-Treasurer
Ignacio De La Fuente, International Vice President
Randy J. Gould, International Vice President
Donald H. Seal, International Vice President

Bruno Cyr	Jerry Cotton	Richard Baumcratz
David Pope	Rickey Hunter	Edward Bedocs
Charles Boultinghouse	Rick Vitaoe	Bennett Sallemi
	Donald F. Carter	Larry Harris

Important Dates and Deadlines:

- **Convention Site:** The Mirage Hotel & Casino, Las Vegas, Nevada
- **Nominations for Delegates:** April 2012
- **When to Elect Delegates:** May 2012
- **Delegate Elect List Due:** June 1, 2012
- **Resolution Deadline:** June 1, 2012
- **Credentials Deadline:** July 1, 2012
- **Convention Convenes:** Monday, August 6, 2012 – 10:00 a.m.
- **Convention adjourns:** Friday, August 10, 2012



GMP INTERNATIONAL UNION
PO BOX 607, 608 E BALTIMORE PIKE
MEDIA, PA 19063
(610) 565-5051 – FAX (610) 565-0328
PRESIDENT'S OFFICE: EXT. 242 EMAIL: charleneross@gmpiu.org
SECRETARY-TREASURERS'S OFFICE: EXT. 222 EMAIL: gmpsecy-treas@gmpiu.org
RESEARCH & EDUCATION: EXT. 249 EMAIL: research@gmpiu.org
WWW.GMPIU.ORG



Verallia Plant Tour

*GMP Vice President Seal &
International Representative
McCarty tours Verallia in
Henderson, North Carolina*

On November 7th, 2011 GMP Vice President Don Seal and International Representative Matt McCarty had the pleasure of touring the facilities of Verallia in Henderson, North Carolina and attending Local Union 222's membership meeting.



Pictured (L-R) Local Union 222 feederman with 17 years of seniority James Alexander, Vice President Don Seal, Process Crew Leader Allen Pendergrass with 17 years of seniority, Local Union 222 AMD Vice President Thomas Bradshaw with 8 years of seniority, and Local Union 222 President Martha Alston with 17 years of seniority as a forklift operator.

Pictured are International Representative Matt McCarty, Delton Debnam cold end utility worker with 2 ½ years seniority, and Local Union 222 President Martha Alston.



They were all smiles in lab pictured is (R-L) Lab technician Audrey Williams with 17 years seniority, GMP Vice President Don Seal, and Local Union President Martha Alston.



Pictured (L-R) is Local Union 222 President Martha Alston, new hire Electro Mechanic Steve Wilkerson, Charlie Evans who has 17 years seniority in general maintenance, Electrician Randolph Jeffers with 45 years seniority, and GMP International Representative Matt McCarty.





Verallia AMD Apprenticeship Meeting

The National Committee of the Verallia AMD Apprenticeship meeting was held in Indianapolis, Indiana on December 2nd, 2011. The program is the first AMD Apprenticeship program to be federally approved. Pictured in the back row (L-R) is Machine Repair Journeyman Carl Harmon, Director of Labor Relations Tom McKnight, MLDP Jonathan Grant, HR Manager Wine SOA Jason Noble, HR Generalist FBS Nathan Van Laere, and Sr. Coordinator, Forehearth and Training Bob Greenawalt. Pictured in the front row (L-R) Director Organizational Development and Effectiveness Matt Chodkowski, HR Manager Beer SOA Lisa Steiner, GMP Vice President Randy Gould, Upkeep Journeyman Kevin Lowe, and Upkeep Journeyman Derrick Smith.



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The Glass, Molders, Pottery, Plastics & Allied Workers (GMP) International Union

Ohio Voters REJECT Anti-Union Legislation

Ohio voters rejected anti-union legislation restricting collective bargaining rights for public employees. The repeal of Senate Bill 5 was the result of a full fledged grass roots campaign from all corners of the state of Ohio. GMP Local 244 played an integral part in the push back against the anti-worker agenda. The Local Union officers opened their Newark, Ohio hall to the fight in providing space and volunteers for phone banks, petition signing, registration for community walks and yard sign distribution. Thank you to our GMP membership throughout Ohio and our fellow union brother and sisters and allied organizations across Ohio, for their efforts in the fight for worker's rights in Ohio.

AFL-CIO President Trumka said it best, "Politicians in Ohio and across the country should finally understand that working people will fight hard to ensure the survival of the middle class, and politicians who fight battles for the richest 1 percent will find their radical efforts stopped by the voices of working people."



The Ohio State Capital March which was organized by the AFL-CIO, had a large turnout from many Unions from across Ohio. The AFL-CIO also organized many phone banks which GMP Local 244 hosted at their Union Hall.



Local 244 along with the local Fire Fighters held a two day drive-thru petition signing at Local 244's Union Hall.



The AFL-CIO held an SB5 Petition training session at Local 244's Union Hall, there were members from Local 244 as well as many members from other Unions around the state of Ohio.

Celebrating 55 Years!

We are excited to celebrate along with Thomas Santos from Owens Corning as he celebrates 55 years of service. Mr. Santos started working in February of 1956 and has been a Machine Operator in the Aerocor Department, Painter, and currently a Maintenance Mechanic. Pictured with Mr. Santos is his supervisor Andrew Haramillo.

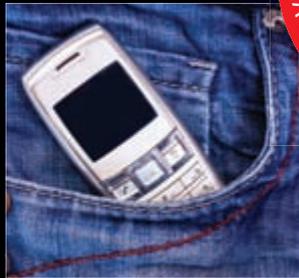


Labor Walk

In October and November there were many Labor Walks in support of New Jersey Assemblyman Nelson Albano. President of Local Union 6 Marcus Gibson and member Dave Williams were in attendance at the October 29th walk along with Local Union 219 member Joe Bush and International Representative Matt McCarty.

At the November 5th walk pictured is (L-R) Local Union 21 President Dawn Myers, Local Union 21 Recording Secretary Darlene Lewis, President of the Northeast Protective League Edison Williams, GMP International Representative Matt McCarty, Assemblyman Nelson Albano, Local Union 157 President Gary Mosher and Local Union 21 Treasurer Virgena Watson.





SAVE 15% on AT&T Wireless Services

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We know you work hard for your money. That's why we've created 40 programs to help you get more out of life. Your AT&T benefits include:

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**Union members can purchase the 3G and 3Gs iPhone at regular price and receive the 15% AT&T Wireless Union Plus discount off the AT&T wireless service plan. NOTE: There will be no discount for service using the original iPhone.

For full details, visit UnionPlus.org

40 Benefits/AT&T Ad-1/2012



Swearing in of the New GMP Officers

Local Union 9b - Keokuk, Iowa



Local 9b of Griffin Wheel Company in Keokuk, Iowa swore in newly elected officers on November 9th, 2011. Pictured is (L-R) GMP International Representative David Hoffman, President Tony Shuman, Vice President Dennis Braeden, Recording Secretary Mark Rulon, and Financial Secretary-Treasurer Kenny Lambert.

Local Union 299- Ligonier, Indiana

Local 229 from Silgan Plastics, located in Ligonier, Indiana held elections of Local Union Officers. International Representative Rick Vitatoe had the pleasure of swearing in from left to right Financial Secretary Judy Richardson, President James J.R. Jonas, Recording Secretary Frances Rhea, and Vice President Harold Wallen.



Local Union 204 - Atlanta, Georgia



Local Union 204 of Hitco Technologies from Atlanta, Georgia swore in newly elected officers. Pictured (L-R) Local President Diana Whitsett, Vice President Palvin Emmerson, Recording Secretary Charlene Benton, Financial Secretary Deborah McCoy, and GMP Executive Officer Rickey Hunter.

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 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.

the COLD STRESS equation

LOW TEMPERATURE + WIND SPEED + WETNESS = INJURIES & ILLNESS

When the body is unable to warm itself, serious cold related illnesses and injuries may occur, and permanent tissue damage and death may result. Cold related illnesses can slowly overcome a person who has been chilled by low temperatures, brisk winds, or wet clothing. Hypothermia can occur when land temperatures are above freezing or water temperatures are below 98.6°F/37°C.

FROST BITE

What Happens to the Body:

FREEZING IN DEEP LAYERS OF SKIN AND TISSUE; PALE, WAXY-WHITE SKIN COLOR; SKIN BECOMES HARD AND NUMB; USUALLY AFFECTS THE FINGERS, HANDS, TOES, FEET, EARS, and NOSE.

What Should Be Done: (land temperatures)

- Move the person to a warm dry area. Don't leave the person alone.
- Remove any wet or tight clothing that may cut off blood flow to the affected area.
- DO NOT rub the affected area, because rubbing causes damage to the skin and tissue.
- Gently place the affected area in a warm (105°F) water bath and monitor the water temperature to slowly warm the tissue. Don't pour warm water directly on the affected area because it will warm the tissue too fast causing tissue damage. Warming takes about 25-40 minutes.
- After the affected area has been warmed, it may become puffy and blister. The affected area may have a burning feeling or numbness. When normal feeling, movement, and skin color have returned, the affected area should be dried and wrapped to keep it warm. NOTE: If there is a chance the affected area may get cold again, do not warm the skin. If the skin is warmed and then becomes cold again, it will cause severe tissue damage.
- Seek medical attention as soon as possible.

HYPOTHERMIA - (Medical Emergency)

What Happens to the Body:

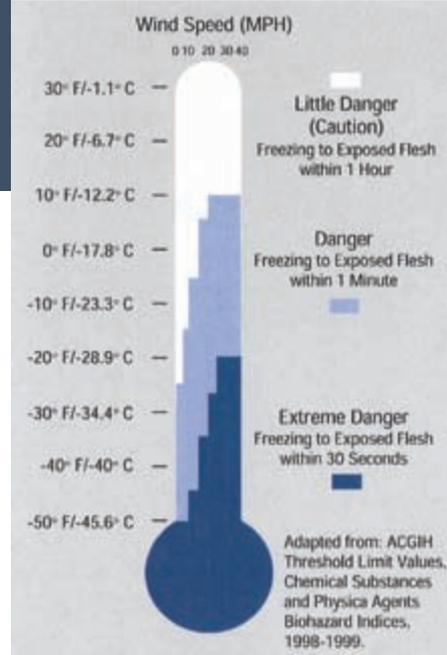
NORMAL BODY TEMPERATURE (98.6°F/37°C) DROPS TO OR BELOW 95°F (35°C); FATIGUE OR DROWSINESS; UNCONTROLLED SHIVERING; COOL BLuish SKIN; SLURRED SPEECH; CLUMSY MOVEMENTS; IRRITABLE, IRRATIONAL OR CONFUSED BEHAVIOR.

What Should Be Done: (land temperatures)

- Call for emergency help (i.e., Ambulance or Call 911).
- Move the person to a warm, dry area. Don't leave the person alone. Remove any wet clothing and replace with warm, dry clothing or wrap the person in blankets.
- Have the person drink warm, sweet drinks (sugar water or sports-type drinks) if they are alert. Avoid drinks with caffeine (coffee, tea, or hot chocolate) or alcohol.
- Have the person move their arms and legs to create muscle heat. If they are unable to do this, place warm bottles or hot packs in the arm pits, groin, neck, and head areas. DO NOT rub the person's body or place them in warm water bath. This may stop their heart.

What Should Be Done: (water temperatures)

- Call for emergency help (Ambulance or Call 911). Body heat is lost up to 25 times faster in water.
- DO NOT remove any clothing. Button, buckle, zip, and tighten any collars, cuffs, shoes, and hoods because the layer of trapped water closest to the body provides a layer of insulation that slows the loss of heat. Keep the head out of the water and put on a hat or hood.
- Get out of the water as quickly as possible or climb on anything floating. DO NOT attempt to swim unless a floating object or another person can be reached because swimming or other physical activity uses the body's heat and reduces survival time by about 50 percent.
- If getting out of the water is not possible, wait quietly and conserve body heat by folding arms across the chest, keeping thighs together, bending knees, and crossing ankles. If another person is in the water, huddle together with chests held closely.



How to Protect Workers

- Recognize the environmental and workplace conditions that lead to potential cold-induced illnesses and injuries.
- Learn the signs and symptoms of cold-induced illnesses/injuries and what to do to help the worker.
- Train the workforce about cold-induced illnesses and injuries.
- Select proper clothing for cold, wet, and windy conditions. Layer clothing to adjust to changing environmental temperatures. Wear a hat and gloves, in addition to underwear that will keep water away from the skin (polypropylene).
- Take frequent short breaks in warm dry shelters to allow the body to warm up.
- Perform work during the warmest part of the day.
- Avoid exhaustion or fatigue because energy is needed to keep muscles warm.
- Use the buddy system (work in pairs).
- Drink warm, sweet beverages (sugar water, sports-type drinks). Avoid drinks with caffeine (coffee, tea, or hot chocolate) or alcohol.
- Eat warm, high-calorie foods like hot pasta dishes.

Workers Are at Increased Risk When...

- They have predisposing health conditions such as cardiovascular disease, diabetes, and hypertension.
- They take certain medication (check with your doctor, nurse, or pharmacy and ask if any medicines you are taking affect you while working in cold environments).
- They are in poor physical condition, have a poor diet, or are older.



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*Credit approval and new two-year service agreement required. Offer cannot be combined with any other discounts. The iPad, additional lines for family plans, unlimited plans and Unity Plans are not eligible. Data services: the Dataplus 200MB plan and data plans on secondary lines are not discounted. Other conditions and restrictions apply. Offer available to union members, retired union members, Union Plus credit cardholders, and Working America members only. For more information, visit UnionPlus.org/ATT. AT&T is a registered trademark of AT&T Intellectual property.

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The Union Member FAN# is 3508840

GMP-ATT-01/12

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610-565-5051 ext 249 or
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ITEM	PRICE
GMP License Plate Holder and GMP Mouse Pad Combo	\$5
Lapel Pin	\$5
Key Chains	\$5
Poker Cards	\$5
Ball Cap	\$10
Golf Shirts	\$40
Golf Balls (12) (Limited Amount)	\$15
Golf Balls (3) (Limited Amount)	\$5
Golf Towel (Limited Amount)	\$7
Blankets (Limited Amount)	\$30
Garment Bags	\$30
Ladies Tee Shirts (Large & Medium Only)	\$10
Bottomless Bottle Snuggie	\$5



PLEASE MAKE CHECKS PAYABLE TO: "GMP PEL"