Wishing you the joy of the season.
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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In an effort to GO GREEN and become more environmentally conscious, we are offering HORIZONS online by visiting www.gmpiu.org

Change of Address — Please use above address or email and include the following information:
• Name
• Social Security Number
• New Address
• Union Number
• Effective Date
• Are you a Retiree
• Your Signature

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:
Randy J. Gould, 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.
November 6th was huge. Working families across the country voted for representatives that promise to put working people first, who stand for fairness and who will give a voice to all – not just to those at the economic top.

While Election Day has come and gone, our work is far from over. We are hearing about end of year deadlines; deadlines that are being described as a “cliff”. There are two visions for America: prosperity for working families and the middle-class or more for millionaires and CEOs. Congress needs to act by early next year to avoid a double-dip recession and millions more out of work. But NOT by the end of the year – it’s not a cliff.

The economy is beginning to pick up steam, the labor movement is ready to work together with the President and all willing parties to win greater equality and economic opportunity for all, starting with the ending of the Bush tax cuts for the rich and opposing any cuts to Social Security, Medicare or Medicare benefits. We have helped to get folks elected; now we need to make sure they do their jobs. Our unity will give us the strength.

This is the time of year that we as GMP members will celebrate the holiday season with our families and friends and consider the many benefits and advantages that we enjoy. But let us also keep in our thoughts and prayers those families who continue to suffer from the recession and the recent super storm Sandy.

To all of you, Local Union Officers, members, International Officers and Staff, I wish you many blessings this Holiday Season and that hope, happiness and health will be with you and yours throughout the New Year. Thank you for your cooperation and hard work.

Together we will continue to build a better future and to work for the ideals that make trade unionism the dynamic force that it is.

HAPPY HOLIDAYS TO ALL!
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 unfortunately was unable to attend this year’s event. Joe Grewe, CEO of Verallia was presented with the “Hatfield Award” by the Indiana State Council and Educational Conference.

This year’s golf tournament was held at the Arbor Trace Golf Course located in Marion, Indiana. There were 35 teams with a total of 180 golfers participating with GMP Local 38 as the host local. Additionally, there were many 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. The GMP International Union also sponsored holes and made a donation to the Community Concerns Dunkirk Food Bank.

In total the GMP and GMP Employers raised $2,000.00 and 900 lbs. of food that was donated to the Community Concerns Dunkirk Food Bank. 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, August 21st, 2012. Prior to the golf outing International Secretary Treasurer Randy J. Gould and Executive Officer Rick Vitatoe were in attendance.

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
Pictured together are the participating teams from Verallia & GPS America.

Secretary-Treasurer Randy Gould and Rick Wayman, Local Union 96 President looked on as Todd Graves, Local Union 38 President presented the Hatfield Award to Joe Grewe, CEO of Verallia.
OBAMA WINS

November 6, 2012 marked another Presidential Election in the United States. Following what was seemingly a never ending campaign, once the evening ended, Barrack Obama was re-elected. Both President Obama and Republican candidate Mitt Romney waged tireless efforts and valiant campaigns to hold “the most powerful office on the planet”. This chapter on American history is now closed and the task of continuing recovery and building bridges must now take place.

Democrats and Republicans must now do what they have been elected to do and that is providing leadership and governance to the United States. Washington has been clogged by partisan politics leading up to November 6 and now that we are past that, the time has come to do what’s right for the citizens of the United States. It is said that, “a politician’s job after an election, is to get re-elected”. This rhetoric cannot be followed by either party.

The larger issue of the “Fiscal Cliff” looms and so does the business of America. Obviously the Fiscal Cliff must be avoided at all costs and this means cooperation by both parties with the President to avoid another recession. Should this issue not be resolved the result could be increased taxes and cuts to services and another recession. Another recession would be devastating to not only the United States but also the world economy. It will not be acceptable to wait until the final hour to agree to a strategy to avoid the “Fiscal Cliff”. This must be done as soon as possible so as to have an affect on the economy that is positive.

On the issue of recovery, there are many trains of thought on how recovery should be done but whatever the plan may be, it must begin as soon as possible. The membership of the GMP needs jobs today, the country needs jobs today and so does the countries that depend on America for trade. Canadian GMP members are watching and hoping for a strong US recovery too. As goes the economy of the United States, so does the Canadian economy.

Labor helped to get Barrack Obama re-elected and the President must thank labor in the United States. Initiatives that have been proposed by labor in the first mandate of President Obama and were to a point promised must be fulfilled. The United States and Canada must have strong middle classes if recovery is to be beneficial. The gap between the haves and have not’s is not acceptable and have not been for far too long in both countries. Leadership by the United States will effect change in Canada and a strong, vibrant labor movement in North America is the key to true economic recovery for workers.

Granted there are many obvious obstacles in the way and more will present themselves as we move forward but we must do as President Obama’s campaign slogan said, “Forward”. President Obama went public three days after being re-elected to send a strong message to Republicans that he realizes that to resolve the issues, he needs the cooperation of the Republican Party. Rightfully he made it clear that the corrections can not be made at the expense of middle class and those below the middle class. Everybody must share the responsibility to ensure a recovery that will benefit all.

It starts in Washington DC...

Remember brothers and sisters, our opponents had us down and out after the recall in Wisconsin but because of the labor movement, the Democrats took Wisconsin. Ohio labor had a significant political success. Labor in the US should be proud of their efforts even if we didn’t win them all. Labor once again has continued to show their opponents that the labor movement is very alive and willing to fight for what is right. Let’s hope for the sake of the United States, Canada and the rest of the world so do the elected politicians back in Washington, that they will grow up and do their jobs and what is right for the citizens of the United States.

The labor movement demands positive action from Washington and not the status quo. The time has long past to stop the “log jamb” in Washington and make the proper decisions for the recovery.

“Hey Washington, did you hear that roar on November 6?” That was labor remembering it because as you have seen once again, “we will remember and won’t give up.”
Holiday Savings plus Solidarity!

Exclusive deals and discounts for union members

Make this a holiday of union savings and solidarity. Take advantage of the valuable discounts and rebates available to you from Union Plus. Check UnionPlus.org/Holiday1 for:

- 15% off AT&T Wireless services
- Savings on everything from flowers to travel
- Discounts on union products
- Union-made shopping items from toys to candy

Learn more at UnionPlus.org/Holiday1

Text UNION to 22555 for information about all of your Union Plus benefits. Msg&Data Rates May Apply. Reply STOP to opt-out. Reply HELP or contact info@unionplus.org for help. Expect no more than 2msgs/mo.
The GMP Celebrates

LABOR DAY

Labor Day is a creation of the labor movement and is dedicated to the social and economic achievements of American workers. It constitutes a yearly national tribute to the contributions workers have made to the strength, prosperity, and well-being of our country.

Local Union 248 – Anniston, Alabama

Taking time to celebrate together with fellow members, friends and family Local Union 248 of Anniston, Alabama came together for the Labor Day holiday. The day was filled with many activities. The children could be seen fishing alongside their fathers and grandfathers. The foods and the sounds of live music kept everyone celebrating in solidarity.

President Larry Smith and Vice President Ron Richey

Glenn Frost and Robin Hale

Donald (Red) Kelly and Jerry Bruce

Kyle Vonner grandson of Terry Wright

President Larry Smith and Vice President Ron Richey
**Local Union 32 – Shelbyville, Indiana**

Local Union 32 of Knauf Insulation located in Shelbyville, Indiana held its 5th annual picnic at the fairgrounds. With almost 600 in attendance everyone enjoy great food, raffles and lots of games. Enjoying the good food and celebrating in solidarity, the members, friends and families of Local Union 32 had a great day.

**Organized Labor – Northeast Indiana**

Organized Labor in Northeast Indiana held its 5th annual Labor Day Picnic at Headwaters Park in Fort Wayne, Indiana. The picnic was open to the public and especially friends of Labor. There were over 100 volunteers from different Unions working at this event and an estimated crowd of over 8,000 people attended this year’s event. The food included 10,000 hot dogs and a wide variety of other food. There were many activities for the kids and everyone had a great time celebrating Labor Day.

Pictured are the members of Local Union 32, (L-R) Business Committee member Amanda Lefler, Business Committee member Danny Greene, GMP Executive Officer Rick Vitatoe, Vice President Roger Greene and President Ray Griffith.

(L-R) Retired and Past Business Committee member Lou Posz, Vice President Roger Greene, Retired and Past Local Union President Mike Theobald, and GMP Executive Officer Rick Vitatoe.
HAPPY RETIREMENT!
Assistant to the President Walter Thorn Retires

During his career in the labor movement Mr. Thorn has served our membership well, he’s always been committed to the movement. He’s also been very active throughout the communities he’s lived in, and he’s always had the interests of our membership at heart.

Mr. Thorn entered the trade in 1965 at Metal Powder & Chemical Works in Elizabeth, New Jersey. Instrumental in organizing that plant in May 1976 he became a member of Local 40, Newark, New Jersey. Being elected to many offices he served as Treasurer, Financial Secretary, and Corresponding Representative for Local 40.

He joined the staff of the International Molders and Allied Workers Union in September 1985 and served in that capacity until the merger in 1988. In 1988 he became an International Representative for the GMP. In January 2000 he was appointed Executive Officer by then President James Rankin. In 2002 he was appointed Area Director of Washington, DC. In 2004 he was appointed as the Vice President of Area One and was elected to remain the Area One Vice President at the 2008 Quadrennial Convention. In 2010 he was appointed to International Secretary-Treasurer. In June of this year he stepped down as Secretary-Treasurer and has served as the Assistant to the President.

At the 74th Quadrennial Convention Mr. Thorn addressed the delegation with the following remarks,

“I moved through the ranks, and I will retire as the Assistant to the President. And at every step, I was honored to serve you.

Today I have met many impressive Union leaders at all levels, Local Union Officers, Shop Stewards, everyday Union members.

You have shown on Wednesday by electing all the officers by acclamation that you also have seen great leaders and want them to lead this great Union in the future. It was the right choice. The dues increase you passed will give them the resources to achieve those goals.

There are many challenges to overcome in the next four years for you. And with that leadership, you will overcome those challenges. Thank you all, Brothers and Sisters. I love you like my family.”

We would like to thank Mr. Thorn for his years of dedication and commitment to the GMP and wish him many years of happiness in his retirement.

DEATH NOTICE
Harold Fricker – Area Director

It is with great sorrow that we announce the passing of retired Area Director Harold Fricker. Mr. Fricker retired in 2001 after twenty-six years of service with the International Union. Mr. Fricker entered the trade with Owens-Illinois in Alton, Illinois where he was a member of Local Union 24 and held various Union offices. Mr. Fricker is survived by his wife Judith and their three children.

Contributions can be made to the GMP Memorial Scholarship Fund in Memory of Harold Fricker.

*Be advised that contributions are not tax deductible.*
Congratulations to Pamela and Michael for being the winners of the drawing held by Venessa Martin of Union Privilege at the 2012 GMP Quadrennial Convention.

Union Privilege is the organization created by the AFL-CIO to develop and coordinate member only benefits and programs. These benefits are particularly useful in efforts to recruit and retain union membership. They welcome any opportunity to assist union activist in building membership and strengthening our union.
No Investigation Without Representation

Even the most dedicated labor historians have never heard of Leura Collins, but it was a series of meetings in 1975 about her alleged theft of chicken pieces from her employer, J. Weingarten, Inc. that established the legal precedent popularly known as “Weingarten rights.” Even though Collins was cleared of all suspicion, her union still filed charges with the U.S. National Labor Relations Board (NLRB) over the refusal of her supervisor to allow her to have union representation at the first meeting – best known as an “investigator interview.”

In an investigatory interview, a boss knows, or thinks he knows, or has heard something, about a possible violation of workplace policy and wants to question a worker. A critical question is weather there can be, or should be, an investigation without representation – that is, should a steward be present for the investigatory interview and, if so, what role should the steward play?

Stronger than Weingarten

Most stewards get some training in how to handle a grievance meeting and deal with a decision like discipline that the boss has already made. But as important as investigatory interviews are, many unions do not have solid practices for such interviews and often rely on Weingarten rights. Having strong contract language guaranteeing the right to union representation whenever a worker faces a possible discipline would be a lot better that such a reliance. Maybe you can put that language on your wish list for your next round of negotiations.

Keep in mind that for unionized workers, there have been significant reductions in Weingarten protections.

At one time, if a boss was considering discipline, the worker was routinely advised “…and you better bring your steward.” Later decisions by the NLRB changed this policy so that now a worker must take the initiative to ask for representation. For this reason, many unions distribute a Weingarten card to members to read to their supervisors so the request for representation is loud and clear.

Representation Every Time

Another legal restriction is that an employee must have “a reasonable belief that discipline or other adverse consequences may result from what he or she says.” All too often, however, a member finds this out too late to ask for a steward.

The most important aspect of his discussion should be the importance in every workplace of establishing strong procedures for representation, both through good union practice and through solid contract language. The boss should not be able to make a move – including calling in a worker for an investigation – without agreement from the union, which has the right, under law, to deal with “terms and conditions of employment,” a right that is covered under the recognition clause of a union contract. Relying on Weingarten rights alone leaves members and steward at the mercy of external political forces, which can weaken the protections that union members should have as a right.

Union policy could include some of the same “right,” such as the ability of a member to demand representation of any time a member is called into a supervisor’s office, even if the employee’s job is not immediately “in jeopardy.” One major hazard of investigation without representation is that a member, caught by surprise and perhaps pressured by a supervisor, may not only admit to some violation of workplace discipline but may try for a plea bargaining by asserting “I only did what lots of others did.” By implicating coworkers as defense, a single discipline can become a plague that spreads throughout the union, creating more grievances and dividing the membership in the union against the snitch.

Don’t Just Observe

As important as is a member’s demanding representation, stewards should also be prepared for an investigatory meeting. In some unions, the practice has been for the steward to simply serve as an observer while a supervisor – following television detective Jerry Orbach’s best practices – grills a potential perpetrator, bad idea. A steward should first try to find out from the boss what the meeting is about and what “evidence” will be presented. The steward should also meet with the member to see what he or she knows about the situation and plans a strategy for the meeting. In the meeting, the steward should force the boss to prove the case before volunteering any information, so that fishing expeditions by management can be blocked.

The union officers and members should determine best practices, including areas of representation. It is helpful if there are laws – like Weingarten – to support your policy, but it is the bargaining power of the union, supported by a strong steward system, that really provides protection for the members.

Source: 2012 UCS by Bill Barry
Winter driving can be hazardous and scary, especially in northern regions that get a lot of snow and ice. Additional preparations can help make a trip safer, or help motorists deal with an emergency. This sheet provides safety information for your residents to help prevent motor vehicle injuries due to winter storms.

**PREPARE AHEAD OF TIME**

**MAINTAIN YOUR CAR:**
Check battery, tire tread, and windshield wipers, keep your windows clear, put no-freeze fluid in the washer reservoir, and check your antifreeze.

**HAVE ON HAND:**
Flashlight, jumper cables, abrasive material (sand, kitty litter, even floor mats), shovel, snow brush and ice scraper, warning devices (like flares) and blankets. For long trips, add food and water, medication and cell phone.

**STOPPED ON STALLED?**
Stay with your car, don’t over exert, put bright markers on antenna or windows and shine dome light, and, if you run your car, clear exhaust pipe and run it just enough to stay warm.

**PLAN YOUR ROUTE:**
Allow plenty of time (check the weather and leave early if necessary), be familiar with the maps/directions, and let others know your route and arrival time.

**PRACTICE COLD WEATHER DRIVING**
- During daylight, rehearse maneuver slowly on the ice or snow in an empty lot
- Steer into a skid
- Know what your brakes will do: stomp on antilock brakes, pump non-antilock brakes
- Stopping distances are longer on water-covered ice and ice
- Don’t idle for a long time with the windows up or in an enclosed space

**PROTECT YOURSELF**
- Buckle up and use child safety seats properly
- Never place a rear-facing infant seat in front of an air bag
- Children 12 and under are much safer in the back seat

**PREVENT CRASHES**
- Drugs and alcohol never mix with driving
- Slow down and increase distances between cars
- Keep your eyes open for pedestrians walking in the road
- Avoid fatigue — Get plenty of rest before the trip, stop at least every three hours, and rotate drivers if possible
- If you are planning to drink, designate a sober driver

**THE THREE P’S OF SAFE WINTER DRIVING:**
1. **PREPARE** for the trip;  
2. **PROTECT** yourself; and  
3. **PREVENT** crashes on the road.
SWEARING IN OF THE NEW GMP OFFICERS

Local Union 366 – Bauer Hockey Corporation swore in their new officers in September. Executive Director of Canada Dave Doyle had the honor of swearing in Angela Thompson – President, Andy Isabella – Vice President, Nirvair Khattra – Recording Secretary, and Lori Isabella – Financial Secretary.

Local Union 248 of Anniston, Alabama retired from BAE Systems on September 12, 2012. Congratulating Larry is Local President Larry Smith. Local Union 248 and the entire GMP membership wish Larry many years of happiness in retirement.

Local Union 366 – Bauer Hockey Corporation swore in their new officers in September. Executive Director of Canada Dave Doyle had the honor of swearing in Angela Thompson – President, Andy Isabella – Vice President, Nirvair Khattra – Recording Secretary, and Lori Isabella – Financial Secretary.

On Tuesday October 9, 2012 Executive Officer Rick Vitatoe had the honor of swearing in the newly elected officers of Local Union 96 of Verallia in Dunkirk, Indiana. (L-R) Mendi Irelan – Financial Secretary, Linda McCormick – Treasurer, Josh Coleman – Vice President, Lisa Street – Recording Secretary, Rick Wayman – President, and GMP Executive Officer Rick Vitatoe.

NOTICE OF NOMINATIONS

NOTICE: Any Local Union advertising its nomination and elections in Horizons must submit it 120 days prior to the nominations date with an up to date member list to include addresses and the notice of nomination form. 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.
NOTICE TO ALL REPRESENTED EMPLOYEES

If you are covered by a collective bargaining agreement containing a union security clause, federal court decisions require us to give you the option to be either a full fledged Union member or a nonmember, as that term is described hereinafter. If you select full Union membership, you will have the right to attend all Union meetings; to vote on contract ratifications and other matters of concern; to run for office and to vote in Union elections; to participate in the selection of Stewards and to be eligible to be a Steward; and to attend Union functions. Additionally you will be eligible to receive other services and benefits accorded full-fledged members, including a $2,000.00 death benefit and participation in a dependent scholarship program. In order to be a full member, you must pay monthly dues to your Local Union and the International Union. Currently International Union dues are $40.00 per month. Local Unions set their own dues and initiation fees, subject to approval by the International. These payments, as well as core dues payments, are made through a voluntary check off procedure, based on your written authorization.

Alternatively, you have the right to become a nonmember, also called “core dues payer status.” As such, you will be obligated to pay only that portion of the monthly amount attributable to collective bargaining and representation functions. Should you select core dues payer status, you will be barred from attending Union meetings, barred from voting on contract ratifications and other matters, barred from seeking office or voting for officers, attending Union functions and receiving other services. You will forfeit the $2,000.00 death benefit and dependent scholarship opportunity. Your monthly payments to the International Union as a core dues payer will be $36.36. If you want to know the monthly payment to your Local Union as a core dues payer, you may request same by writing to Bruce R. Smith, International President, GMP International Union, 608 E. Baltimore Pike, P.O. Box 607, Media, Pennsylvania 19063-0607.

If you wish to elect nonmember and/or core dues payer status, or desire information demonstrating how we determine the monthly payment for core dues payers, please write directly to Bruce R. Smith, International President, GMP International Union, 608 E. Baltimore Pike, P.O. Box 607, Media, Pennsylvania 19063-0607. These rates are recalculated each year on or about October 31. If, after receiving information on how we determined the core dues payer rates, you seek to challenge same, we will provide you with a statement, explaining our appeals procedure.
HOLIDAY GREETINGS AND BEST WISHES FOR THE NEW YEAR

YOURS IN SOLIDARITY,

BRUCE R. SMITH
International President

RANDY J. GOULD
International Secretary-Treasurer

GLASS, MOLDERS, POTTERY, PLASTICS & ALLIED WORKERS
International Union, AFL-CIO, CLC

608 East Baltimore Pike, Media, Pennsylvania 19063