

GMP **Horizons**

JANUARY/FEBRUARY 2013

Serving Workers in the Glass, Metal,

Pottery and Plastics Industries



STANDING STRONG — TOGETHER IN 2013 —

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**MICHIGAN PASSES
RIGHT-TO-WORK
P. 6**



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

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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
- Are you a Retiree
- Your Signature
- 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:

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.

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International Secretary-Treasurer

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Vice President

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Vice President

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- MARK SINGLETON
- DAVID HOFFMAN
- STACEY ANDERSEN
- THOMAS GALLAGHER



Bruce R. Smith

INTERNATIONAL PRESIDENT

“It is always nice to see hard work pay off and it has with both our 74th Quadrennial Convention and the reelection of President Obama, Vice President Biden and an increase of Democrats in both chambers of Congress.”

REFLECTING ON 2012 AS WE LOOK INTO 2013

With the start of a New Year it is a perfect time to look back at what we accomplished in the previous year and look forward to the year ahead. It is always nice to see hard work pay off and it has with both our 74th Quadrennial Convention and the reelection of President Obama, Vice President Biden and an increase of Democrats in both chambers of Congress. We can be proud of all who worked so hard to help achieve these successes.

But there is much work to do in 2013. Many of us make perennial New Years resolutions to exercise, lose weight and quit smoking. I offer the following resolutions for all of us to work on by making our voices heard. With commitment and dedication we can confront these challenges as a cohesive and robust force for positive change.

- ✓ Look for the Union label and Made in America when purchasing all goods and services.
- ✓ Remain diligent in working together to achieve safe and healthy working conditions, effective joint health & safety committees, focus on eliminating job hazards and unsafe conditions and develop effective work practices programs to guard against hazards before an employee is injured or becomes ill.
- ✓ Support all workers having the right to organize and collectively bargain as Congress recognized in the preamble to the National Labor Relations Act.
- ✓ Demand a better social contract that lifts up all people and demands that those who benefit most from our work share the wealth.
- ✓ Call on our leaders in Washington to govern for the people.
- ✓ Appeal to the leaders of the US Senate to support real filibuster reform by ending the silent filibuster
- ✓ Call for Government policies that create jobs with infrastructure investment and vigorous trade law enforcements, rather reliance on spending cuts and austerity.
- ✓ Vigorously oppose benefit cuts to Social Security, Medicare or Medicaid.
- ✓ Close tax loopholes that allow U.S. corporations to lower their effective tax rate when they send jobs overseas.
- ✓ Support President Obama in refusing to negotiate “With a gun at the head of the American people”.

Let us all commit to work hard in 2013, to fight for our very survival and make sure that President Obama and our friends in congress and at the state levels supports workers and our allies. We can never take anything for granted as evidenced by the recent midnight passage of right to work legislation in Michigan. Together we can accomplish these goals and more. These are resolutions worth fighting for all year long.



ARDAGH

2012

SERVICE AWARDS BANQUET

Ardagh held an awards banquet to honor the many dedicated employees on November 30, 2012 at the Riverview Inn in Pennsville, New Jersey.



Local Union 6 member Todd Rosenberger celebrates 20 years of service, pictured with International Representative Matt McCarty.



Celebrating with 20 years of service from Local 21 is Local Union 21 President Dawn Myers, Kathy Carter, Judy Buckner and Carol Townsend who are pictured with Recording Secretary Darlene Lewis and GMP International Representative Matt McCarty.



Pictured celebrating from Local 157 is Gary Northam with 45 years of service, GMP International Representative Matt McCarty, Glen Shimp with 20 years of service, Doug Smith with 20 years of service, John Kidwell with 40 years of service, John Thomas with 35 years of service, Shanell Robinson with 15 years of service, Ron Snyder with 15 years of service and Phillip Taylor with 15 years of service.

Happy Retirement!

Executive Officer Charles Boultinghouse Retires



After working for 30 years for Crane Plumbing, Charles joined the GMP as an International Representative in 2000. As a member of Local Union 372, Charles served many positions and attended numerous education and training sessions. As an International Representative and then Executive Officer, Charles attended schooling for Arbitration Presentation, and attended schooling for Time Studies. He also assisted and made presentations for many Shop Steward training seminars. Most recently at the 74th Quadrennial Convention, Charles was an advisor of the Officer's Report and Resolution Committees.

He has been married for 42 years and has 3 children, 9 grandchildren and 3 great grandchildren. In his retirement he is working on a farm that he once worked on as a young adult. When he is not raising cows and draft horses he enjoys a game of golf.

The entire GMP family wishes him many years of happiness in his retirement and thank him for his years of dedication to the members of the GMP.

Welcome!

Thomas Gallagher Appointed International Representative



International President Bruce Smith has named Thomas Gallagher, on January 7th, 2013, to the GMP Staff as an International Representative. Gallagher entered the trade at the Verallia plant in Lincoln, IL where he started in 1984. While employed at the plant he served as Local 117 Union President for ten years. During his tenure he negotiated two contracts and attended three Educational Conferences. In addition he served as Vice President for the Central States Protective League and a member of the GMP/Verallia national apprenticeship committee.

Tom has attended three GMP Quadrennial Conventions and was a member of the Credential and Law Committees. Tom and his wife Amy have three children, Tommy-John, Josh (married to Emilee), and Jordan. He also has two grandchildren, Kaylee and Mason.



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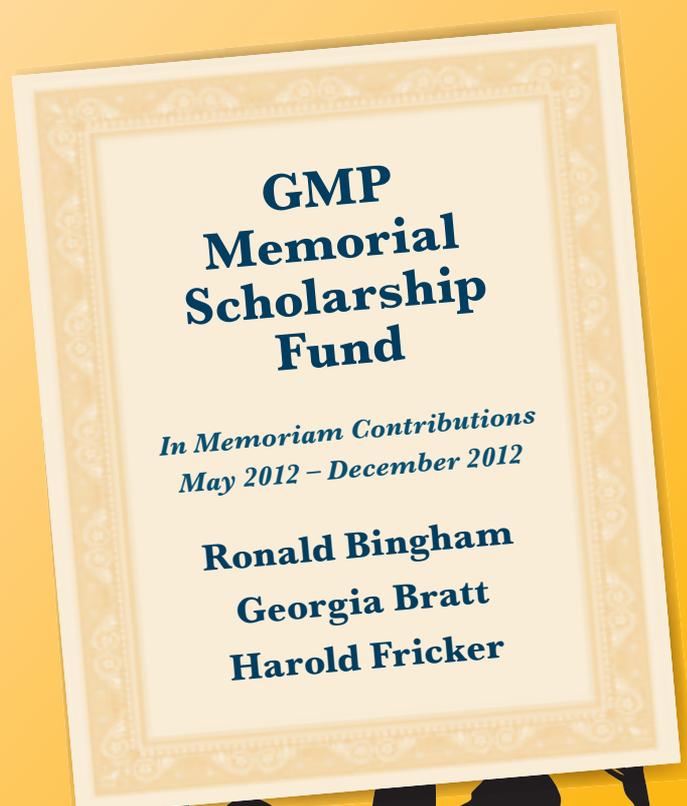
For full details, visit UnionPlus.org



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GMP SCHOLARSHIP AWARD INFORMATION

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. The program is funded entirely by donations from Local Unions and individuals contributing in the memory of friends, co-workers and loved ones.



DEATH NOTICE

Wayne L. King, Sr.

INTERNATIONAL VICE PRESIDENT

It is with great sorrow we report that retired International Vice President Wayne King, Sr. has passed at the age of 75. Mr. King worked for American Standard in Torrance, California and was a member of Local 218 of the old Brotherhood of Potters where

he served as Shop Steward, Recording Secretary, Vice President and President.

In 1970, he was hired as an International Representative and was instrumental in setting up the area office in East Liverpool, Ohio. Mr. King served as Director of Organizing before he was appointed as International Vice President in 1982.

Mr. King leaves behind his wife of 55 years Gladys, two children Cindy and Wayne, Jr. as well as eight grandchildren and seven great grandchildren. The entire GMP family wishes condolences to his family and friends.

RIGHT-TO-WORK: WRONG FOR WORKERS

MICHIGAN PASSES RIGHT-TO-WORK LEGISLATION



On December 6, 2012, Michigan's Governor Rick Snyder, who had repeatedly said he didn't want Right-to-Work on the agenda, arguing it would be "incredibly divisive in the state", did a complete turn about on the matter. The result? Michigan becomes the 24th State to pass Right-to-Work legislation. Indiana's Governor Mitch Daniels wasted no time signing his state's legislation into law as soon as Right-to-Work legislation is passed on February 1, 2012. Both states are considered to be "good union supporting states". Yet because both states have Republican dominated governments, Right-to-Work is introduced and passed.

In Indiana Labor both union and non-union workers staged massive protests similar to what we saw in Wis-

consin but the Republican-dominated legislature passed the law despite protests and presentations and opposition.

The same is not true in Michigan. Labor has staged massive public protests with one significant difference. The Republican led state government, in true undemocratic fashion, had no public hearings on the matter and no public entry to the State House. The addition of language to deny the Michigan voter the right to have a referendum to repeal the law along with rules for limited debate and legislation were rammed through quickly.

The attacks on the labor movement continue and seem to have been ramped up. One can ponder the reasoning. Could it be the Republicans are exacting revenge on labor for our

role in the recent Presidential Election that saw Barack Obama re-elected? Could it be a form of payback, perhaps, for an extraordinary effort by the labor movement to help re-elect the President? Could it be the Republicans are interpreting the results of the Presidential election as a sign that the upcoming state elections may see more Democrats taking power and feel that any blow delivered to the labor movement will help their bids to be re-elected? Could it be that it is just a continuing and constant attack on the labor movement? It could be something else entirely unrelated to any of this, but be sure of one thing . . . "never have so many been afraid of so few".

The rate of unionization in the USA is between 11% to 13%. In fact, the New York Times published an article in January of 2011 which stated that according to the Bureau of Labor Statistics, the percentage of unionized workers in the USA had dropped to a 70 year low.

In Canada, the number is somewhat higher. In the province of Saskatchewan they are considering Right-to-Work and in Ontario the idea is being floated around in the form of a Whitepaper and talk.

Canada is federally led by the Right-Wing Conservative Party of Canada and is certainly no friend of organized labor. The process to enact Right-to-Work in Canada is more challenging due to the ruling of Supreme Court of Canada Justice Ivan Rand in 1946 that would have to be overcome in order to enact Right-to-Work. Justice

Rand developed the Rand Formula, also known as the automatic check-off through his arbitration award in the Ford strike of 1945. This formula was designed to ensure that no employee may opt out of the union simply to avoid dues yet reap the benefits of the union's accomplishments. This is exactly what the Right-to-Work actions are striking down, day after day.

The point is both countries have rates of unionization that can only be considered as low, and the Right-Wing still wants people to believe that the problem with the economy in both countries is "Unions".

If the matter were not so serious we could all have a great laugh at their expense but the truth is, Right-to-Work is a serious concern for all workers union or non-union. The survival or rebuilding of the middleclass depends on stopping the passing of draconian labor laws and the repealing of existing Right-to-Work laws.

Right-to-Work is NOT good for workers and their families, quality of life or for the local, state or federal economies. The facts are in the numbers.

- ✗ It will **reduce wages**.
- ✗ It will **not create jobs**.
- ✗ It will **not promote democracy**.
- ✗ It will **not enhance workplace health and safety** or the well being of the people.
- ✗ It will **not be good for education**.

We have heard these reasons too many times now and yet they continue passing Right-to-Work laws in state after state.

Why any legislator would want to see the wages of any citizen reduced makes no sense. When the taxpayer makes less,

so too does the government and therefore there is less public revenue to meet the needs of the government to be able to pay its bills.

The Right-Wing believes the answer to this is to cut and then cut some more. Simply **cut** social programs designed to help the citizens. **Cut** programs that the citizens have paid into for many generations because suddenly they are now renamed as "entitlements". You know, *entitlements* like Social Security – workers have paid into this program for years, the money is there. It is funded for the people by the people. It is not an *entitlements*, it is actually an **investment** for retirement. Interestingly, those who would cut this program have not suggested a return of the moneys taxpayers have paid into the program. We all know the answer to that.

In Canada the entitlement of healthcare is under constant attack and the victim of cuts by Conservative and Liberal governments. It too is a program funded by the citizens and the social program receives a portion of the funding that is deducted from Canadians wages and the rest is... well who really knows where it went!

Perhaps the Right-Wing in both countries should just be up front and say it, "eliminate" the middleclass, that's the goal'. Right-to-Work certainly contributes to that. We are in a time when we see unions trying to hang on to gains that have been made over the course of many years. We are in a time when we see unions being called 'outdated' and 'no longer of use'. We are in a time where workers in the hotel industry are fighting for the right to organize and retail giants



The truth is, Right-to-Work is a serious concern for all workers union or non-union.

like Walmart are fending off their workers efforts to organize.

We are in a time where municipal workers such as teachers, police and firefighters are seeing wage and benefit cuts drastically. Public sector workers are the target of the Right-Wing in both countries.

The most perverse and unethical irony of it all is that these same legislators in both countries enjoy social healthcare, dental plans and defined benefit pensions after a very limited qualification period and these are the very things that the Right-Wing has targeted as excessive entitlements to the workers in the public and private sectors. Right-to-Work, Trade Policies and other related legislation has resulted in the darkest of times for workers and the middleclass of the USA and Canada.

"It is always darkest just before the dawn". Remain positive, brothers and sisters, because if we continue the good fight, we will see the dawn. That dawn in my world sees the reverse of punishing the Labor Movement for our role in our respective countries in the shaping of our futures.

We can fill our legislatures with labor minded/supporting politicians. Never give up the fight. We owe this to ourselves and to our future generations.

What are YOU doing as a union member?

We want to inspire and show the entire membership what you and your fellow union members are doing. Was it a Labor Day walk, a picnic, a celebration of years of service or a fundraiser?

Send us your photos and stories and we will publish them in Horizons!

All information can be submitted through email at gmpiu@gmpiu.org.

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.

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SWEARING IN OF THE NEW GMP OFFICERS



LOCAL UNION 14

GMP Executive Officer Rick Vitatoe swears in the new officers from Ardagh of Local Union 14, in Winchester, Indiana. (L-R) GMP Executive Officer Rick Vitatoe, Recording Secretary Lindsey Tashena and Vice President Tracy Carpenter.



LOCAL UNION 45B

GMP Executive Officer Edward Bedocs swears in the new officers of Local Union 45B.

LOCAL UNION 226

GMP Executive Officer Jerry Cotton swore in the new officers of Local Union 226 on November 19th, 2012. Pictured from L-R is GMP Executive Officer Jerry Cotton, Recording Secretary Joan Westerhold, Vice President Brad Hughes, President Matt Ehlen, Financial Secretary Cathleen Richard and Treasurer Jay Keckhaver.



STRESS AS A UNION STEWARD

Being a steward is hard work and can sometimes be stressful. As a dedicated and passionate leader your members depend on you for representation and information. Just like the rest of your coworkers you are also doing the work your employer pays you to do and juggling the duties of your everyday life. While some stress is normal, extreme high levels of stress can be dangerous.

What are the causes of high levels of stress for union stewards?

Some possibilities are a grievance caseload that is large or highly complicated, negotiations, organizing and attending social and charitable events. Maybe you feel the membership isn't appreciating your hard work, or is too critical. And, of course there is the need to perform your job and duties outside of work.

How can you manage your stress and how can you keep it from getting out of hand?

- ✓ Set aside specific time to perform union duties
- ✓ Prioritize, you can't do everything. Discuss and work out your activities with your local leaders
- ✓ Get physical, one of the best ways to deal with stress is through some form of exercise.
- ✓ Remind yourself of the importance of your union work. Gain strength by knowing that you are fighting for what is right.

While you are taking time to unwind, take a moment to catch a Labor movie and why not offer it at the next union meeting. It will be a night to join in solidarity!

Union-made products to enjoy while watching your movie!

SNACKS

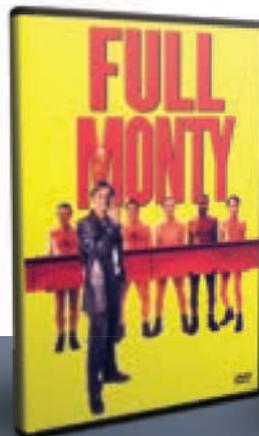
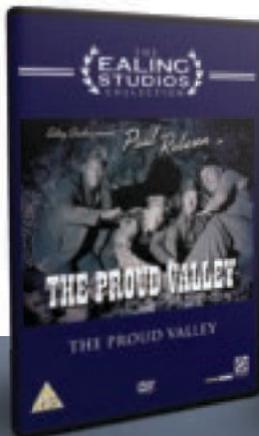
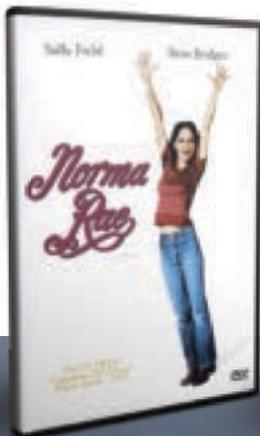
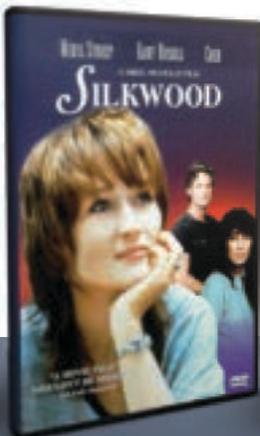
Doritos, Lays, Kraft snack products, Wise snacks

MEATS

Hot dogs by Oscar Meyer, Nathan's, Hebrew National, Ball Park and Hormel

DRINKS

Coke products, Welch's, Anheuser Busch, Budweiser, Busch, Michelob, Miller, Molson, Pabst



National Labor College offers scholarships and financial aid



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www.nlc.edu/scholarships.

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- ✓ Bachelor of Arts in Union Leadership and Administration



**For more information about NLC, please contact an
Admissions Counselor at 1-888-427-8100 or visit**

www.nlc.edu/GMP

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)

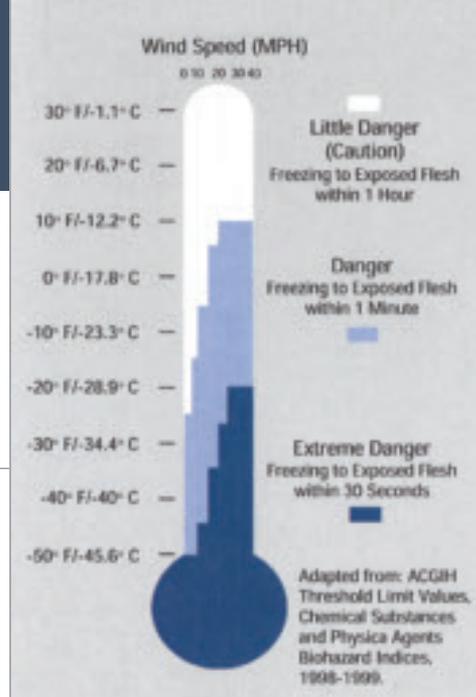
What Happens to the Body: Normal body temperature (98.6°F/37°C) drops to or below 95°F (35°C); fatigue or drowsiness; uncontrolled shivering; cool bluish skin; slurred speech; clumsy movements; irritable, irrational or confused behavior.

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.

For more information,
visit www.OSHA.gov

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Golf Balls (3) <i>(LIMITED AMOUNT)</i>	\$5
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Garment Bags	\$30
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Bottomless Bottle Snuggie	\$5

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SHOW
YOUR
UNION
PRIDE!**



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*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.