

GMP *Horizons*

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

SEPTEMBER/OCTOBER 2013



2013 AFL-CIO CONVENTION

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—NOTICE OF—
NOMINATIONS
P. 13



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

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PRINTED IN U.S.A.



Published at 4801 Viewpoint Place, Cheverly, MD 20781, by the Glass, Molders, Pottery, Plastics & Allied Workers. Postage paid at Media, PA, and additional mailing offices. All Correspondence to *HORIZONS* should be sent to: 608 E. Baltimore Pike, P.O. Box 607, Media, PA 19063.

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

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- 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.

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International President

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International Secretary-Treasurer

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Vice President

IGNACIO DE LA FUENTE
Vice President

RICKY HUNTER
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Bruce R. Smith
INTERNATIONAL PRESIDENT

The GMP Delegation of the 2013 AFL-CIO Convention returned to their respective states feeling energized and empowered by the promise of new partnerships and new strategies to strengthen the Labor Movement.

THE GMP ATTENDS THE AFL-CIO CONVENTION

With a convention motto of “Dream, Innovate, Act”, the 2013 AFL-CIO Convention was convened in Los Angeles during the 2nd week in September. Under the leadership of President Trumka, the labor movement debated strategies for revitalizing and building a broader, stronger, diverse and inclusive movement for the future.

Strength in solidarity was evident throughout the convention. The delegation from UFCW, led by their International President Joseph Hansen, were welcomed back to the AFL-CIO, while delegates throughout the hall responded with a standing ovation and held up signs that read “Stronger Together.” The UFCW announced its re-affiliation with the AFL-CIO last month in a bold move toward a stronger, more unified labor movement. Later that day, the George Meany-Lane Kirkland Human Rights Award was presented to the International Domestic Workers’ Network. Domestic workers from all over the world marched in and filled the stage while Myrtle Witbooi of South Africa accepted the award and gave a rousing speech defending the dignity and respect of all workers.

Several resolutions were passed including expanding Labor Community Partnerships, Global Organizing, Young Workers and Youth Engagement, Assisting all Workers to Organize including a Southern Organizing Strategy, Immigration Reform, A Broad, Inclusive and Effective Labor Movement, Retirement Security for All, Safe Jobs – Every Workers Right, Enacting Labor Laws that Address the Needs of all Workers and Include All Workers Who Want to Join Us.

Massachusetts Senator Elizabeth Warren delivered an energetic speech that celebrated organized labor’s role in winning past progressive reforms. Warren closed her speech with an exhortation that “We don’t roll over and we don’t give up. We fight back – because we know our agenda is America’s agenda. And that’s what Americans do.” US Secretary of Labor Thomas E. Perez also addressed the convention, to a standing ovation. In his remarks, Secretary Perez laid out the administration’s progressive agenda for labor and employment law, calling for comprehensive immigration reform, an increase in the minimum wage, strong enforcement of independent contractor misclassification laws, promulgation of workplace safety and health standards such as those on silica, and stronger protections for union organizing and collective bargaining.

During the convention, President Richard Trumka and Secretary-Treasurer Elizabeth Shuler were reelected without opposition, and Tefere Gebre, a 45-year old Ethiopian political refugee who immigrated to the United States as a teenager, was elected as the new Executive Vice President of the AFL-CIO. Gebre has served as the Executive Director of the Orange County Labor Federation in California, which has become a model of innovation and organization under his leadership.

The GMP Delegation of the 2013 AFL-CIO Convention returned to their respective states feeling energized and empowered by the promise of new partnerships and new strategies to strengthen the Labor Movement. The labor movement is full of fight and has no intention of going quietly into the night. Innovation and change are essential to our future and it will require commitment, time, struggle and hard work. Together we will go forward. The GMP is proud to partner with the leadership of the AFL-CIO, our fellow affiliates and a broad coalition of progressive allies to grow and build a diverse movement for shared prosperity and making our movement all it can be for all working families.



THE GMP ATTENDS THE 2013 AFL-CIO CONVENTION



The GMP International Union is proud to have participated at the 2013 AFL-CIO Convention held in Los Angeles California September 8th through 12th. The GMP delegation was led by President Bruce Smith and Secretary-Treasurer Randy Gould and included fraternal delegates Charles ‘Animal’ McIntyre Local Union 17, Wanda Williams Local Union 216, and Donald Carter Jr., Local Union 177. These fraternal delegates were elected at the 2012 Quadrennial Convention of the GMP International Union.

Accompanying the delegation was Vice President Ignacio Del La Fuente, Vice President Donald Seal, Vice President Rickey Hunter, Director of Research & Education Claude Beaudin and Director of Organizing Brenda Scotland.

This Convention, themed DREAM. INNOVATE.ACT, was a call to groups that shared the same agenda as labor to join labor to take “bold and decisive action to answer the challenges of working people and unions today and in the future”.

DREAM.INN



The AFL-CIO is reaching out in ways never seen before to have a the broadest groups that will provide as many ideas and strategies that can be utilized with the goal of rebuilding the Middle Class, helping working people in the USA and being as inclusive as possible to any demographic and a vision of "Shared Prosperity".

The Convention delegates heard from many powerful speakers including Senator Elizabeth Warren (D-MASS), newly sworn U.S. Secretary of Labor

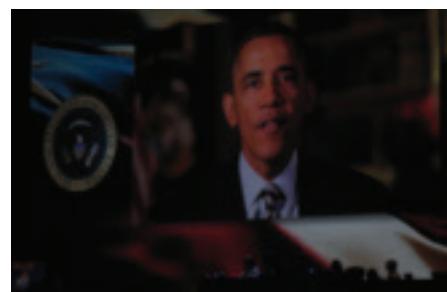
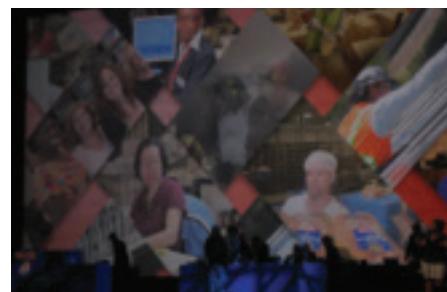
Thomas Perez, and a keynote address from President Richard Trumka

As a part of the very important business addressed by the Convention, elections for office were held during that week. President Richard Trumka and Secretary-Treasurer Liz Shuler along with newly elected Vice President, Tefere Gebre were sworn into office.

The Convention also acknowledged the retirement of former Vice President Arlene Holt-Baker who was honored with a touching and powerful appreciation for her many years of service and sacrifice to the labor movement.

The Executive Vice Presidents of the affiliated unions were also elected to their respective offices. GMP International Union President Bruce Smith retained his seat on the Executive Board of the AFL-CIO with great pride.

The regular business of any Convention includes the review, discussion



OVATE.ACT

2013 AFL-CIO CONVENTION

and voting on several resolutions and addresses by several other speakers of importance and relevance to the labor movement, which made for four full days of activity. In addition, many plenary workshops occurred during the lunch periods and prior to and after the daily proceedings.

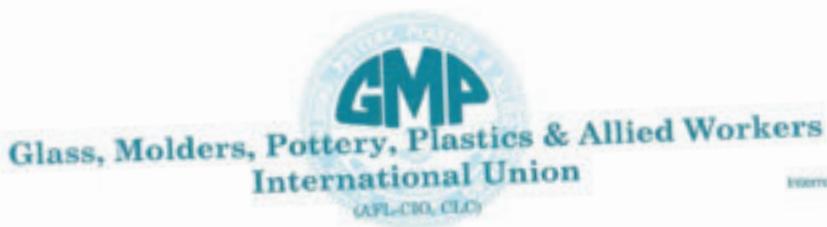
In the outer hall of the Convention many union/labor exhibitors offered useful information to the delegates and guests.

Prior to the beginning of the 2013 AFL-CIO Convention the Union Label Department of the AFL-CIO held its Convention with the staff of the GMP International Union attending. The AFL-CIO Union Label Department is led by former Director of Communications Richard Kline.

President Kline convened the Union Label Convention on Friday September 6th with a rousing speech, followed by several keynote speakers including AFL-CIO Secretary-Treasurer Liz Shuler.

The AFL-CIO Union Label Department promotes union-made products made in the USA.





Bruce R. Smith
International President

Randy J. Gould
International Secretary-Treasurer

August 22, 2013

TO: All GMP Officers, Staff and Local Union Members
FROM: Bruce R. Smith, International President
RE: 2013 United Way Campaign

In recent years, we have all seen just how interconnected we are - people are unemployed and more families are struggling financially. The impact is felt throughout our communities and throughout the country - money is tight everywhere. For many, United Way is the only way they continue to survive.

The GMP International Union is proud to recognize United Way as a necessary and valued support system in such economically distressful times. We, along with the AFL-CIO, have joined forces with others to advance the common good and to enable people with opportunities to have full lives. Our shared goals to improve education, health and financial stability are the building blocks of a good quality life.

We may not all know a child in need, but what matters is whether that child grows to be a contributing member of the community. We all have a stake in that and a responsibility to do our part. Please join me in supporting the 2013 United Way Campaign. Doing so will help create opportunities for a good life for all.

Give
Advocate
Volunteer
Live United

BRS:clc

HEADQUARTERS - 608 EAST BALTIMORE PIKE • P.O. BOX 607 • MEDIA
PHONE (310) 565-5051 FAX (310) 565-0980

LIVE UNITED

United
Way



The GMP Endorses
the United Way



HATFIELD

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. It is with great sorrow that Mrs. Jean Hatfield passed this past year; she was honored with a moment of silence as the Hatfield family was in attendance. GMP Secretary-Treasurer Randy Gould was presented with this years "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 38 teams with a total of 190 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 Corporate; 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 Grant County Rescue Mission.

In total the GMP and GMP Employers raised \$2,100.00 and approximately 1,000 pounds of non-perishable food for the Grant County Rescue Mission. Working together, GMP Union members, their families and GMP employers enjoyed a fun day and helped the local community.

The officers of the ISC&EC are:

Paul McCoy, President

Mike White, Vice President

Rick Wayman, Recording Secretary

Connie Gibson, Financial Secretary

Patti Davis, Legislative Director

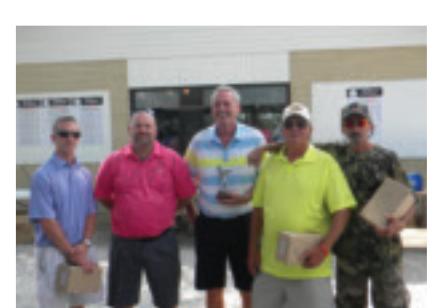
GOLF OUTING



Randy Gould speaks to the golfers as the Hatfield family looks on.



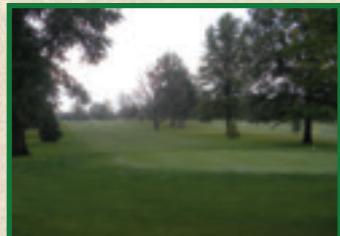
The Grant County Rescue Mission is presented with \$2,100 in donations.



Congratulations to the winning team.



GMP Secretary-Treasurer Randy Gould is honored to accept the 2013 Hatfield Award.



BIG NEWS FOR UNION MEMBERS

EARN UNLIMITED

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The GMP Rewards Card is one of the 40 Union Plus benefits designed to meet the needs of hard-working union members. Cardholders can earn unlimited, no-hassle 1.5% cash rewards and after just 3 months as a cardholder you may be eligible for unique assistance in times of need. This card comes with:

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- \$0 fraud liability if your card is lost or stolen

Get the full details at UnionPlus.org/New
or call 1-800-522-4000

Another card option is available. Credit approval required. Terms & Conditions apply.

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.



Pictured is Leonard Hicks, Retired & Past President GMP Local Union # 262 Kendallville, IN., Rick Vitatoe- GMP Executive Officer, J.R. Jonas, President-GMP Local Union# 229 Ligonier, IN.

Organized Labor – Northeast Indiana

On Monday September 2, 2013 Organized Labor in Northeast Indiana held its annual picnic at Headwaters Park in Fort Wayne, Indiana. The picnic was open to the public & especially friends of the Labor Movement. There were over 100 volunteers from different Unions working at this event and an estimated crowd of over 7,500 people were in attendance, which is the largest Labor Day picnic in Indiana. The food included 10,000 hot dogs, Chili, Chips, Mexican food, Burmese food, Colombia food, ice cream, and plenty of beverages. Activities included face painting, balloon artists and bingo. The children also had kiddie rides for entertainment. Live music was provided by Union Musicians-Philharmonic from Fort Wayne, Indiana. The Labor Day picnic is a way for Unions to promote themselves, and the importance of people uniting to improve the community; this is an example of our Culture of Solidarity. Everyone had a great time celebrating Labor Day.



Crowd estimated over 7,500 in attendance.



Congratulations to our Retirees!



Local Union 263B of A.Y. McDonald Manufacturing Company

GMP Local Union 263B honored three recent retirees from A.Y. McDonald Manufacturing Company recently with a gold GMP watch. Local Union 236B is proud to purchase these watches as a way to honor their members and a way to contribute to the GMP PEL fund. Local 263B is comprised of three shops which include A.Y. McDonald, The Adams Company, and Morrison Manufacturing Company.

20 YEARS OF SERVICE

Pictured is

Linda Averkamp

(center), Doug Clark (L) A.Y. shop chairman and Bill (R) Local Union Vice President. Linda is a 20 year retiree who held a number of foundry jobs and retired as a casting inspector; Linda's husband Ron also works at A.Y. McDonald as a metal pourer.

30 YEARS OF SERVICE



Pictured is

Dennis Finn

(Center), Bill Erner (L) Local Union Vice President, and Tony Siegert (R) Local Union President. Dennis Finn is a 30 year retiree who was a shipping stock clerk for many years.

30 YEARS OF SERVICE



Pictured is

John Schmitt

(Center), Doug Clark (L) A.Y. shop chairman, and Bill (R) Local Union Vice President. John Schmitt is a 30 year retiree who was a foundry rough casting finisher for many years.

30 YEARS OF SERVICE



Pictured is

Bob Hackbarth

(L) and Bill Erner (R) is the current Local Union Vice President. Bob is a 30 year retiree who was a foundry gate saw operator and a shop steward for many years.



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We're proud to introduce you to one of our newest member discount programs – the **Union Plus Real Estate Rewards Program**. This new member program could save you thousands on your next home sale or purchase – plus, it will provide you with access to the nation's best real estate agents.

With one call, we'll connect you with a SIRVA-approved real estate agent in your area, if you decide to use them – you can get cash back after closing*...it's that simple.

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- You get rewarded for using the best.** We've hand-selected over 6,000 agents based on performance, service and coverage – which means you'll have access to a list of top agents in your area.
- You get cash after closing.** Whether you're buying or selling a home, when you use our SIRVA-approved agents you can receive \$50 for every \$10,000 in home value after closing.*

Program Features:

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PHOTO ROUND UP



Standing in the picture from right to left who attended this class from Local Union 32 are:

1st row: Ray Griffith-President, Paul Stagge, Rob Talkington, Amanda Leffler-Business Committee, Mike Oltman-Business Committee, Larry John, Dan Runshe-Business Committee, Lance Jones.

2nd row: Ron Johnson-Business Committee, Darin Norfleet, Bill Swazay, Jessie Evans-Business Committee, Terry Corley-Business Committee, Roger Green-Vice President, Michael Griffith-Recording Secretary.

EDUCATING ON RIGHT-TO-WORK

On July 8, 2013, Local Union 32, Knauf Insulation located in Shelbyville, Indiana had a class on Right-To-Work. Becky Smith from the Indiana State AFL-CIO was the instructor, and explained ways on how to keep all our members active in the work force. The more education on how Right-To-Work affects all workers was the message during this class. It clearly shows that wages & benefits in right to work states are lower compared to other states; Indiana is the only state that has repealed this law. In 1957, Legislators in Indiana passed Right-To-Work, and in 1965, new Legislatures repealed it. On February 1 of this year Indiana Legislatures passed Right-To-Work again. Workers in Indiana hope that this Law can be repealed a 2nd time.



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NOTICE of NOMINATIONS

LOCAL UNION 61, Edinboro, Pennsylvania

Nominations for President, Vice President, Recording Secretary and Financial Secretary will be submitted orally at the November 12th, 2013 meeting at the Edinboro City Hall located at 124 Meadville Street, Edinboro, PA 16412. Elections will be December 10th, 2013 at 3:15pm at the Edinboro City Hall.

LOCAL UNION 127B, Terre Haute, Indiana

The nominations for President, Vice President, Record Secretary and Financial Secretary will be taken orally at the October 17th, 2013 meeting at 5pm. The elections will be held on November 21st, 2013 at 5pm. The nominations and elections will be held at the Vigo County Public Library, 1 Library Square, Terre Haute, Indiana.

LOCAL UNION 287, Lancaster, Pennsylvania

Nomination of Officers will take place at the regular monthly membership meeting Thursday October 3rd, 2013 at 7:00pm at 675 Manor Street, Lancaster, PA. Elections of Officers will be held prior to the regular monthly membership meeting Thursday November 7th, 2013 from 12:00 noon to 7:00 pm at 675 Manor Street, Lancaster, PA. All nominations shall be submitted orally at the nomination meeting.

LOCAL UNION 422, Hazelton, Pennsylvania

The nominations for President, Vice President, Financial Secretary and Recording Secretary will be submitted orally at the October 20th, 2013 meeting at 7:00pm. Elections will be held at the November 17th, 2013 meeting at 7:00pm. Nominations and elections will take place at the Y.M.P.A club rear 700 Seybert Street, Hazelton, PA 18201.

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.

CORE DUES 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; the right to vote on contract ratifications and other matters of concern; the right to run for office and to vote in Union elections; the right to participate in the selection of Stewards and to be eligible to be a Steward; and the right 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 \$36.21. You will also pay an equal percentage (95.3%) of the Local Union's dues.

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.

JUST ARRIVED!

SHOW YOUR UNION PRIDE!



PRICE LIST

Hooded Sweatshirt	\$45	Golf Balls (12) (LIMITED AMOUNT)	\$15	Lapel Pin	\$5
Mechanic Shirt	\$35	Golf Balls (3) (LIMITED AMOUNT)	\$5	Key Chain	\$5
Black T-Shirt	\$15	Bottomless Bottle Snuggie	\$5	Poker Cards	\$5
Garment Bag	\$30	Sculpted T-Shirt (SELECT COLORS AND SIZES)	\$25	Ball Cap	\$10



Don't forget, the Holidays are approaching!

To order please contact the GMP Research Department: 610.565.5051 ext 249 or Research@gmpiu.org

Please Make Checks Payable to: "GMP PEL"