

GMP

# Horizons

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

MAY/JUNE 2014



## 2014 WESTERN HEMISPHERIC CONFERENCE



— NOTICE OF —  
**NOMINATIONS**  
P. 13



**Glass, Molders, Pottery, Plastics & Allied Workers, AFL-CIO, CLC**  
608 East Baltimore Pike, Media, Pa. 19063  
610-565-5051 · GMPIU@gmpiu.org

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- 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, 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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CLAUDE BEAUDIN  
*Director of Research and Education*

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**Bruce R. Smith**

INTERNATIONAL PRESIDENT

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Our employers who use apprenticeship programs know that their workforce is more prepared, productive and better trained than their competition. Apprenticeship programs serve to better an employer's bottom line and gives it a competitive advantage.

# SUPPORTING NATIONAL APPRENTICESHIP PROGRAMS

**T**he GMP has long partnered with many of our employers in developing and supporting federally approved National Apprenticeship Programs. As cited on the DOL website, registered apprenticeship programs are a structured way for companies to support career development for their employees. It is well documented that registered apprenticeship programs help employers increase recruitment, improve retention of highly qualified employees and reduce overall training costs. Apprenticeships are a proud American tradition that has been instrumental to the nation's economic success for generations. The fact is, apprenticeships are a tried-and-true workforce development strategy; an opportunity to learn while you earn in a structured environment. With a registered apprenticeship program at their company, workers know in advance the blend of classroom instruction and on-the-job training they need to successfully complete to enter designated jobs or gain promotions. Our employers who use apprenticeship programs know that their workforce is more prepared, productive and better trained than their competition. Apprenticeship programs serve to better an employer's bottom line and gives it a competitive advantage.

This issue of the Horizons pays recognition to the newly established Saint Gobain/Verallia (now Ardagh) Machine Repair National Apprenticeship Program.

The new machine repair apprenticeship program is an 8,000 hour (576 related studies) program that is federally approved by the Bureau of Apprentices. The program will identify all areas of the machine repair job and will provide standardized training to the workforce so that everyone gets the same training. We want to recognize and thank the leadership of Verallia for their commitment to training and their cooperative efforts in establishing this program as well as their continued support of the National Apprenticeship Programs we already work together on.

Bottom line – this new program will make our plants and members' jobs more secure and competitive.

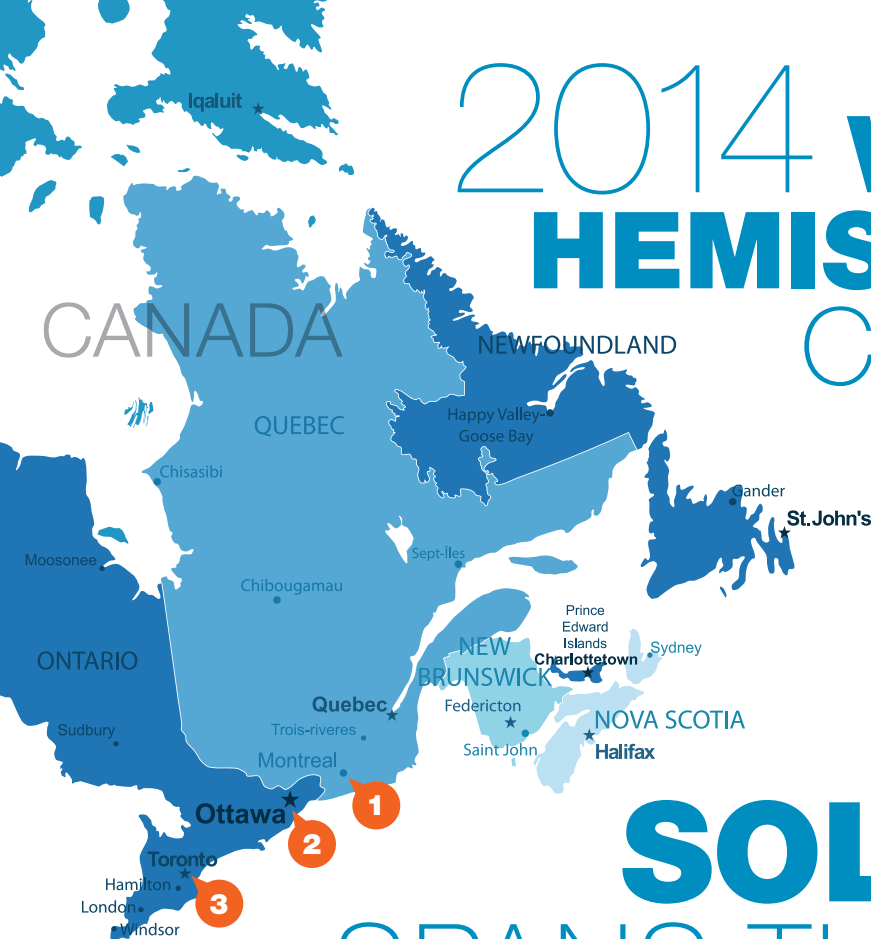
Thanks to the joint cooperative efforts of SG/Verallia and the GMP, our members throughout the Verallia facilities will have the opportunity for increased knowledge, skills and abilities.

We also wish to thank all of our GMP local union leadership who participate with our management partners around the country in serving on National Apprenticeship Committees and Joint Local Apprenticeship Committees.

The GMP appreciates the many employers who have partnered with us in supporting apprenticeship programs. We call on those employers who do not have apprenticeship programs to consider implementing an apprenticeship program at their facilities to take advantage of this tried-and-true workforce development strategy.

This is a WIN WIN for everyone.

# 2014 WESTERN HEMISPHERIC CONFERENCE



## SOLIDARITY SPANS THE BORDER

The delegation of the 2014 Western Hemispheric Conference travelled to Canada May 11 through the 16th, 2014 with delegates Troy Householder of Local Union 372, Carlos Contreras Local Union 17, Marilyn Boyd Local Union 419 and Theodore Smith Local Union 177 representing the GMP International Union and led by Director of Research & Education, Claude Beaudin.

### CONFERENCE LOCATIONS

- 1: Montreal, Quebec
- 2: Ottawa, Ontario
- 3: Toronto, Ontario

The conference began in Montreal Quebec, Canada, where the team visited Arm-Tec, GMP Local Union 339 in St. Jean Sur Richelieu, Quebec. ArmTec/GMP members produce concrete products from walls to tiles and more. The delegation enjoyed a tour by Local Union 339 President Jacques Joannisse with Executive Officer Bruno Cyr also acting as interpreter for the visit to Quebec.

The delegation then travelled to Ottawa Ontario, the capital city of

Canada, were presented a synopsis of the Canadian Labour Congress in Canada (CLC) and their role in labour on the federal level. Mark Hennessy National Director of Political Action and Campaigns served as our host at the CLC and, along with Mike Luff Senior Researcher, Social & Economic Policy and Vicky Smallman, Director of Women's & Human Rights, gave a comprehensive look at the CLC's ongoing campaigns and issues for labour in Canada.

The delegation learned about important topics including

Fairness Works campaign, the political work of the CLC, The Temporary Foreign Worker Program, Childcare and Women's and Human Rights. Canadian Right to Work issues were discussed at length.

The afternoon saw the delegates in the House of Commons sitting in on a session of Question Period where they watched the government in action facing questions from the opposition and other parties on all topics, including the Temporary Foreign Worker Program.





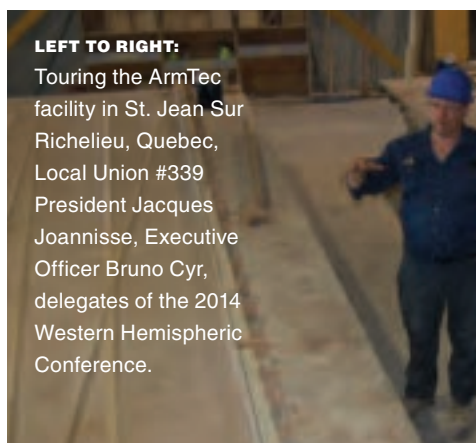
**LEFT TO RIGHT:** In the foyer of the House of Commons, Tory Housholder, Marilyn Boyd, Carlos Contreras, Mark Hennessy, Ted Smith.



**LEFT TO RIGHT:** Delegation of the Western Hemispheric Conference touring RFW – Bron in Woodstock Ontario Local Union 446.

The delegation then travelled to Toronto, Ontario where they met Executive Director of Canada David Doyle visited three GMP represented facilities; the first, Jamesway Incubator Local Union 108, in Cambridge, Ontario, where members manufacture industrial sized chicken and turkey egg incubators. The tour was guided by GMP Local Union 108 President Alda Barnes and Jamesway Production Manager John Copping.

Delegates met Local Union 446 President Conroy Bons and Dave Parliament, Recording – Secretary Local Union 446 and



**LEFT TO RIGHT:** Touring the ArmTec facility in St. Jean Sur Richelieu, Quebec, Local Union #339 President Jacques Joannisse, Executive Officer Bruno Cyr, delegates of the 2014 Western Hemispheric Conference.



**LEFT TO RIGHT:** Executive Officer Bruno Cyr GMP International Union, Ted Smith LU 177, Carlos Contreras LU 17, Marilyn Boyd LU 419, Troy Householder LU 372, Jacques Joannisse LU 339.



**LEFT TO RIGHT, BACK ROW:** Mark Hennessy National Director of Political Action and Campaigns for the Canadian Labour Congress, Theodore(Ted) Smith Local Union # 177, Carlos Contreras Local Union # 17, Mike Luff Senior Researcher, Social & Economic Policy for the CLC, Secretary-Treasurer Barb Byers Canadian Labour Congress. Troy Householder Local Union # 372, Claude Beaudin Director of Research & Education GMP International Union.

**SEATED:** Vicky Smallman Director of Women's & Human Rights CLC, Marilyn Boyd Local Union # 419.





**LEFT TO RIGHT:** At RFW in Woodstock Ontario Local Union 446 – Local Union # 446 President Conroy Bons, Ted Smith, Dave Parliament Recording Secretary Local Union # 446, Marilyn Boyd, Doug Doidge the most senior employee, Executive Director of Canada David Doyle, Carlos Contreras, Troy Householder, RFW Operations Manager Rick Awde.



**LEFT TO RIGHT:** Dave Parliament, Ed Cook Production Control Timberland Equipment, Carlos Contreras, Troy Householder, Marilyn Boyd, Ted Smith, Executive Director of Canada David Doyle.

**LEFT TO RIGHT:** Executive Director of Canada David Doyle, Jamesway Production Manager John Copping, Scott Lacey the most senior employee Local Union # 108, Local Union #108 President Alda Barnes, Troy Householder, Carlos Contreras, Marilyn Boyd, Ted Smith.



Product manufactured by Local Union 446 at Timberland Equipment.

then visited the two shops of Local Union 446. RWF-Roberts Welding & Fabricating manufactures Drainage Plows, Forestry Mulchers and related equipment, and Timberland Equipment. Timberland manufactures winches, hoists, tensioning systems and stringing accessories for many applications such as on or off shore drilling projects, mining, and supplied part of the reconstruction of the San Francisco and Oakland Bay Bridge.

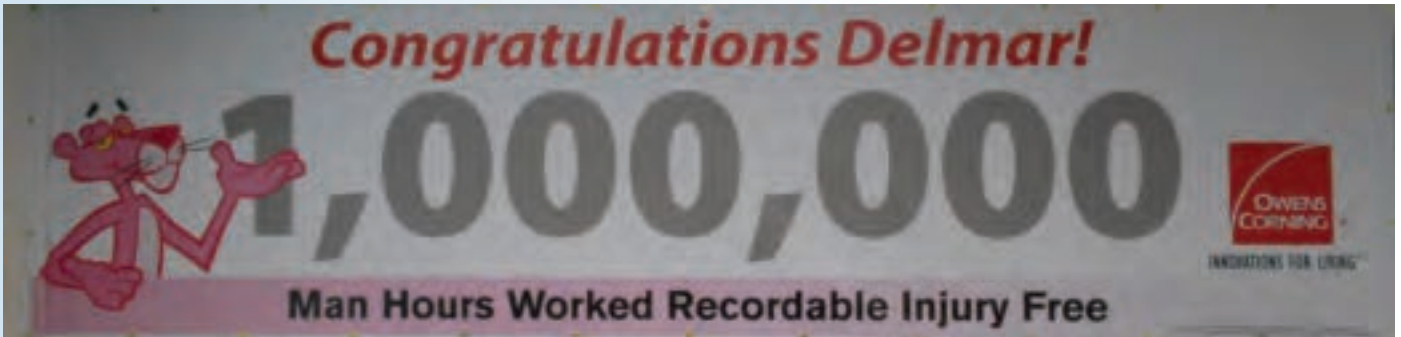
The delegation had the opportunity to discuss with the Local Union leaders at 108 and 446 regarding the issues they face on a daily basis and methods employed during labour/management meetings.

Before heading back to their homes on Friday, the delegation attended a meeting with John Cartwright, President of the Toronto and York Region Labour Council, which is the biggest labour council in Canada. The discussion surrounded the history of the labour council, ongoing campaigns, the Ontario Provincial elections and Municipal election and the Strategic Planning to mobilize the affiliated Unions.

The Toronto and York Region Labour Council represents 195,000 members in the Greater Toronto Area both private and public sector workers.

The Western Hemispheric Conference delegates were elected by the convention at the 2012 GMP Quadrennial Convention. The Western Hemispheric Conference will be held in 2016.

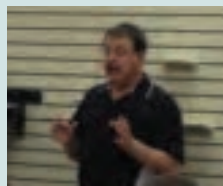




## **Congratulations!** **Owens Corning Insulating Systems - DELMAR, NY**

**M**embers of Local Union 77, Owens Corning Insulating Systems, Delmar, NY celebrated on April 18, 2014, One Million Man Hours Worked without a Recordable Injury. The event sponsored by Owens Corning Corporation allowed for all employees to attend a meeting of guest speakers, with employee prize drawings and lunch. A Plant tour concluded the celebration.

**CONGRATULATIONS TO 277 GMP MEMBERS, FOR SETTING A FINE EXAMPLE OF WORKPLACE SAFETY!**



## **STEWARD TRAINING** **in Brockway, Pennsylvania**

**G**MP Research and Education Director Claude Beaudin hosted a Steward Training Program in Brockway, Pennsylvania in March. Local Union 28 and 110 took part in the day long training session that included educational information about conducting investigations, record keeping, past practice and general information about filing a grievance.

# Touring our



Local Union 45B, Piqua Emery Cutter & Foundry in Piqua, Ohio. Pictured are Shop Chairman Randy Sampson, GMP Vice President Rickey Hunter, GMP Executive Officer Eddie Bedocs and Committeeman Gary Taylor.



Local Union 343, Minster Machine located in Minster, Ohio. Pictured are GMP Vice President Rickey Hunter, Local Union 343 President Randy Waterman, GMP Executive Officer Eddie Bedocs, and Plant Director Nolan Strall.



Local Union 101, Owens Illinois in Atlanta, Georgia. Pictured with GMP Vice President are Local Union President Bill Kennedy, Steward Carolyn Lewis, Business Committee Mike Comstock, Financial Secretary Shirley Copeland and Vice President Zaundra Thompson.



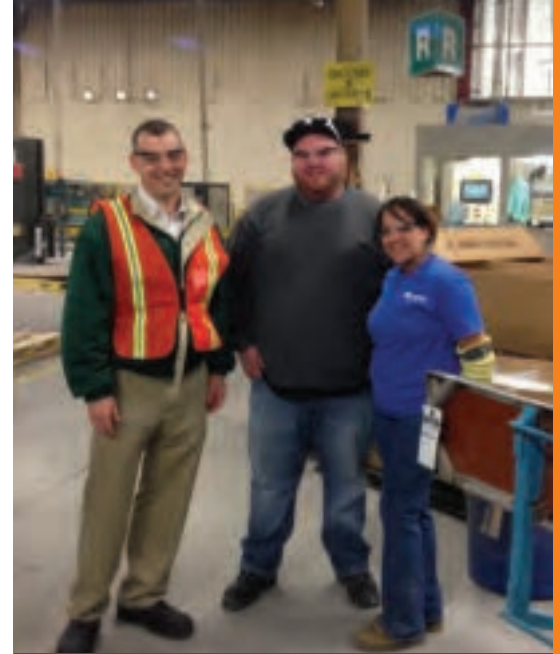
Local Union 304, Tiffin Insulator in Tiffin Ohio. Local Union 304 President Dennis Kessler and Plant Manager Mark Nash are pictured with GMP Vice President Rickey Hunter.



# Facilities



Local Union 45B, Webster Industries in Tiffin, OH. Picture seated is Otto Klingsher, standing is GMP Vice President Rickey Hunter, GMP Executive Officer Eddie Bedocs, Shop Chairman Scott Martin, and Committeeman Jason House.



GMP International Representative Matt McCarty with Local Union 219 Vice President Donny Cronk with 6 years of service, Local Union 219 member Silvette Rivera material handler.



Local Union 219 Vice President Donny Cronk, Local Union 219 Business Committeeman Brian Banks with 20 years of service and GMP International Representative Matt McCarty.



Local Union 219 Vice President Donny Cronk, GMP International Representative Matt McCarty and Local Union 219 member Steve Walukiewicz who is a furnace operator with 21 years of service.

# Protective League Meetings

## Northeast Protective League

**G**MP International President Bruce Smith had the honor of swearing in the newly elected officers of the Northeast Protective League. Pictured with President Smith are Vice President Marcus Gibson, Recording Secretary Dawn Myers, Financial Secretary Darlene Lewis and President Bill Nelson.



## Southeastern Protective League

**I**nternational President Bruce Smith and Area 1 Vice President Rickey Hunter attended the Southeastern Protective League meeting in May. Pictured (L-R) is Owen Illinois Government Affairs Michael Smaha, Toano Plant Manager Chris Tonk, GMP President Smith, SEPL Secretary Treasurer Pamela Hairston, SEPL President Lawrence Floyd, SEPL Vice President Blaine Hurrelbrink and GMP Area 1 Vice President Rickey Hunter.



## Central States Protective League



LEFT TO RIGHT: John Dulworth – President Local 207, Don Seal – International Vice President, Randy Gould – International Secretary-Treasurer, Shon Byrum – Candidate for Indiana State Representative – District 33, Sue Errington – Indiana State Representative – District 34, and Scott Brownfield – President Central States Protective League and member of Local 207.

In April the Central State Protective League held there spring meeting with ten Local Unions in attendance, members from Local Unions 14, 38, 42, 65, 96, 207, 262, 178, 244, and 117 all attended. GMP Secretary-Treasurer Randy Gould, Area 2 Vice President Don Seal and Executive Officers Pete Jacks & Rick Vitatoe were in attendance. Indiana State Representative – District 34 Sue Errington and Indiana State Representative – District 33 candidate Shon Byrum spoke to the crowd on the up-coming mid-term elections and as always encouraged everyone to get out and vote. Kevin Hardie from the Glass Packaging Institute spoke and made a presentation about the glass industry.



LEFT TO RIGHT: Randy Gould – International Secretary Treasurer, Patti Davis – Local 14 Retiree, Fred Davis, and Don Seal – International Vice President.



LEFT TO RIGHT: Jeff Baldwin – Business Committee from Local 244, Pete Jacks – International Executive Officer, Randy Gould – International Secretary Treasurer, and Dan Swonger – President Local 244.



LEFT TO RIGHT: John Dulworth – President Local 207, Tom Forker – President Local 178, Scott Brownfield – Local 207 & President Central States Protective League, Jennifer Vancil from Owens Illinois, Randy Gould – International Secretary-Treasurer, Rick Vitatoe – International Executive Officer, and Kevin Hardie from Glass Packaging Institute.



# INDIANA STATE COUNCIL AND EDUCATIONAL CONFERENCE

In April the Indiana State Council and Educational Conference held their spring meeting at the Drury Hotel in Indianapolis, Indiana. The following Locals were in attendance: Local Union 14, 37, 38, 42, 65 96, 207, 229 & 262. Brett Voorhies – President of the Indiana State AFL-CIO along with Jeff Harris – Director of Communications and Rob Henderson were in attendance along with GMP Secretary-Treasurer Randy Gould, Area 2 Vice President Don Seal and Executive Officer Rick Vitatoe.



LEFT TO RIGHT: Tashena Sutherland – Legislation Director from Local 14, Paul McCoy – President from Local 65, John Dulworth – Trustee from Local 207, Connie Gibson – Financial Secretary Treasurer from Local 207, Josh Coleman – Vice President from Local 96, Tracy Carpenter – Trustee from Local 14, Rick Wayman – Recording Secretary from Local 96, and Randy Gould – International Secretary-Treasurer swearing in the new Elected Officers. Not pictured: Todd Graves – Trustee from Local 38.



LEFT TO RIGHT: Jeff Harris – Director of Communications, State AFL-CIO, Brett Voorhies – President Indiana State AFL-CIO, Rob Henderson – State AFL-CIO, Paul McCoy – President Indiana State Council & Educational Conference, and Rick Vitatoe – Executive Officer.



LEFT TO RIGHT: Sandy Newby & Patti Davis, both retirees from Local 14, were recognized for their outstanding leadership by Paul McCoy – President Indiana State Council & Educational Conference.

## CONGRATULATIONS TO OUR NEW LOCAL UNION OFFICERS!

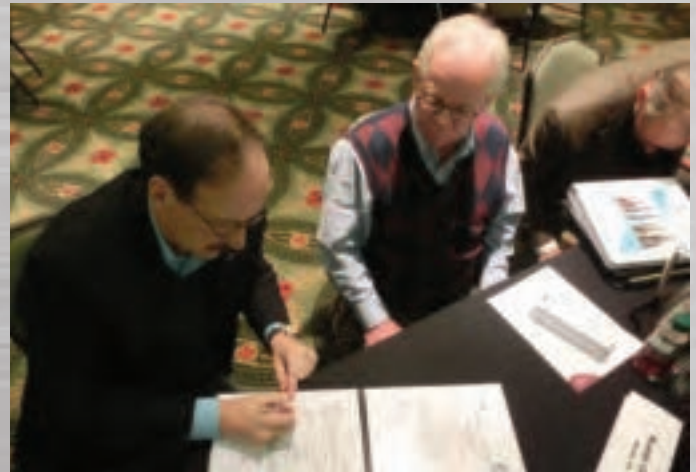


**LOCAL UNION 233 FROM LENEXA, KANSAS** International Representative Stacy Andersen had the honor of swearing in the newly elected officers of Local Union 233, Consolidated Container. Pictured is David Nash – President, Mike Stempel – Vice President, Jack Spoor – Recording Secretary, John Finley – Financial Secretary.



# New Machine Repair Apprentice Program Approved

The Ardagh Group (formerly Verallia) and the GMP National AMD National Apprenticeship Committee met in Indianapolis, Indiana on March 26, 2014. AMD representatives from all of the former Verallia plants were present and unanimously voted to approve the new federally approved Machine Repair Apprentice Program. Also in attendance were the plant machine repair supervisors, Tom McKnight – Director of Labor Relations and Matt Chodkowski – Director of Organizational Development and Effectiveness. The 8,000 hour program also includes 576 hours of related studies. GMP President Bruce Smith and Secretary-Treasurer Randy Gould were in attendance and were happy to endorse and commit to this new training program, Secretary-Treasurer Gould is the Chairman of the National Committee. Department of Labor Representatives from the State and Federal Bureau of Apprentices were also present and approved the new program.





# Local Union 96 & 121 Celebrate at the Retiree Banquet

In April GMP Local Union 96 and 121 along with USW Local Union 115T from Verallia in Dunkirk, Indiana held their annual retiree banquet. This is the 40th year and they had over 100 in attendance. A buffet style meal was served and everyone had a good time reminiscing and socializing.



LEFT TO RIGHT: President of USW Local Union 115T – Tim Millikan, GMP President Local Union 121 – Kevin Lowe, GMP Executive Officer – Rick Vitatoe and GMP President Local Union 96 – Rick Wayman.



Pictured is Local Union 121 President Kevin Lowe with his wife Tammy and his grandmother Inez Lowe who had the honor of being the oldest retiree to attend the event at 94 years old.



Pictured are Sharon Hopkins – Retiree with 43 years seniority, GMP Executive Officer Rick Vitatoe and Roberta Garringer – Retiree with 42 years seniority.



STANDING FROM LEFT TO RIGHT, FRONT ROW: Marlene Clevenger – Retiree, Jane Rittenhouse, Lisa Street – Recording Secretary GMP Local 96 and Janet Burris – Retiree. 2ND ROW: Luella Dibatise – Retiree, Roberta Garringer – Retiree, Sandy Johnson, Jonna Addington and Jim Millikan – President USW Local 115T. BACK ROW: Rick Vitatoe – GMP Executive Officer, Jerry McAbee – Retiree, David Leather – Operation Manager at Verallia, Jake Johnson, Mendi Irlan – Financial Secretary GMP Local 96, Kevin Lowe – President GMP Local 121 and Rick Wayman – President GMP Local 96.



# NOTICE of NOMINATIONS

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## LOCAL 30, Pevely, Missouri

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Nominations will be held at the three regular Union meeting at 8:30am, 1:30pm and 4:30pm September 2nd, 2014 at the Union Hall located at 401 Main Street, Pevely, MO 63070. Elections will take place on October 7th, 2014 from 6:00am to 5:00pm except during the regular meetings. The last meeting will start at 5:00pm to allow voting to complete. Voting will take place at the Union Hall at 401 Main Street, Pevely, MO 63070.

## LOCAL 48, Henryetta, Oklahoma

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Nominations fro President, Vice President-AMD, Vice President-P & M, Financial Secretary and Recording Secretary will take place on September 9th, 2014 at 6:00pm. Nominations will be held by oral nominations at the American Legion Post 85 in Henryetta, Oklahoma. Elections will be on October 2nd, 2014 from 6:00am to 6:00pm at the American Legion Post 85 in Henryetta, Oklahoma.

## LOCAL 87, Seattle, Washington

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Nominations for President, Vice President, Recording Secretary and Financial Secretary will be submitted orally at the September 11th, 2014 meeting at 12:00pm and 2:30pm. Elections will be held by secret ballot on October 9th, 2014 from 6:00am to 5:00pm. Nominations and elections will take place at the Eagles Hall located at 920 S.W. 150th Street, Brien, WA.

## LOCAL 110, Brockway, Pennsylvania

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Nominations of Officers for Local 110 will be at the September 11, 2014 Union meeting held at the Mengle Memorial Library in Brockway, PA. Nominations will be accepted for President, 1st Vice President, 2nd Vice President, Recording Secretary and Financial Secretary. Elections of these offices will be held on October 9th, 2014, the election polls will be at the Mengle Memorial Library in Brockway, PA. Polls will be open from 7:00am till 4:45pm. Results of the elections will be announced at the Local Union meeting on October 9th, 2014.

## LOCAL 166, Dolton, Illinois

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Nominations for President, AMD Vice President, P&M Vice President, Recording Secretary, Financial Secretary and three (3) trustees will be submitted orally at the September 16th, 2014 Union meeting from 8:30 am until 6:00pm. The elections of Officers and trustees will be held by secret ballots at our Union meeting on October 21st, 2014 from 8:30am until 6:00pm. Both nominations and elections will be held at the Baymont Inn and Suites located at 510 East End Road, Calumet City, Illinois 60409.

## LOCAL 178, Zanesville, Ohio

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Nominations of officers will be submitted orally at the regular monthly membership meeting on Tuesday September 9th, 2014 at 3:15pm in the Spirit Center. Elections of officers will be held from 6:00am until 3:00pm on Tuesday October 14th, 2014 in the Spirit Center.

## LOCAL 244, Newark, Ohio

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Nominations for elections of all officers and Committeemen for Local 244, 350 Hudson Avenue, Newark Ohio will open at 8:00am the day of the regular monthly Union meeting on August 26th, 2014, and will be held openly on the floor at said meeting beginning at 7:00pm and will close with adjournment of said meeting. Nominees shall have until the end of the following business day at 4:00pm to accept or decline the nomination. All responses will be submitted in writing and in person to the Chairman of the Election Committee. Elections by secret ballot of all Officers and Committeemen for Local 244 shall take place at the Union Hall on September 25th & 26th, 2014 between the hours of 5:30am and 8:00pm.

## LOCAL 384, Lisbon, Ohio

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Nominations will be held for Local 384 at the September 2014 meeting with Elections to be held in October. The meetings will be at the Columbiana County Career Center at 4:45 the 1st Tuesday of each month (September 2nd, 2014 & October 7th, 2014).

**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](mailto: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.

# JUST BECAUSE YOU'RE UNION.



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<sup>1</sup>Certain restrictions, limitations, and qualifications apply to these grants. Additional information and eligibility criteria can be obtained at [UnionPlus.org/Assistance](http://UnionPlus.org/Assistance). Another card option is available. Credit approval required. Terms & Conditions apply. Union Plus Credit Cards issued by Capital One, N.A. The MasterCard Brand Mark is a registered trademark of MasterCard International Incorporated.