

GMP

NOVEMBER/DECEMBER 2014

Horizons

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Glass, Molders, Pottery, Plastics & Allied Workers, AFL-CIO, CLC
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In an effort to **GO GREEN** and become more environmentally conscious, we are offering **HORIZONS** online by visiting

GO GREEN
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, 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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Assistant Secretary-Treasurer

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Vice President

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DAVID HOFFMAN

STACEY ANDERSEN

THOMAS GALLAGHER

SEASON'S GREETINGS!



Bruce R. Smith

INTERNATIONAL PRESIDENT

I wish all our members
and their families
Happy Holidays, and
a Merry and Joyful
Christmas and I send
our warmest wishes for
a New Year filled with
good health, prosperity
and peace for all.

The Holiday Season is a time when people and organizations reflect upon the year that is ending and the New Year which is approaching. For the GMP, 2014 was a year during which we continued our fight to preserve our values, our rights and our hard-won advantages. The GMP enjoyed many successes during the year including scores of successor collective bargaining agreements negotiated with hard won advancements in wages and benefits for many of our members and vigorous protection of member's rights through the grievance and arbitration process. This past year saw many of our employers enjoy growth and prosperity, while others remained steady. A small minority of employers, unfortunately, continue to struggle and face difficult challenges. We are pleased to report that most GMP members continue to enjoy secure employment, the advantages of hard-fought collective bargaining agreements and continuing prosperity; however, during this past year we have also seen our share of threatened or actual plant closing and layoffs as well. Layoffs and plant closings are heartbreaking for everyone involved. The GMP exerts every effort to protect our members jobs and continues to work tirelessly for those who face layoffs and plant closings to obtain every advantage for them that we can.

The GMP looks forward to the privilege of representing our members in the New Year. We face many challenges ahead in 2015 and must work together to meet those challenges. The political landscape we face will be difficult as a result of the disappointing mid-term election results. We must renew our determination to work within the democratic process to protect America's working families from the onslaught which is likely to come from the new Congress. We all can be proud of the efforts the GMP made in 2014 to protect working families, which included educating our membership on the issues and candidates, working hard to get out the vote and supporting the election of many key legislators who promised to work for working families. Politics and legislation affect our everyday lives and the GMP must therefore remain vigilant on your behalf. We must continue to fight trade policies that give away our members jobs and instead work to protect and revive manufacturing in the United States and Canada. We must continue to demand that our elected representatives push for legislation which helps to create good paying jobs, which protects collective bargaining rights and the right to organize, which preserves Social Security and Medicare, and which ends unfair and unwarranted tax cuts for the rich.

In 2015 the core mission of our International Union will continue to be to fight to improve wages, benefits and working conditions; to ensure justice and dignity on the job; and to take an active interest in all things that promise to advance the welfare of our members and all working people. Every International Officer, Local Union officer and committeeperson has a duty to work for the good of the membership. I am confident our record of dedicated and superior service will continue in 2015.

As 2014 comes to a close I want to take this opportunity to thank the officers of our GMP Local Unions across the United States and Canada for their dedicated efforts and hard work. We all appreciate the sacrifices and efforts you make on behalf of your local membership and our International Union. I also want to thank the officers and staff of the International Union who dedicate themselves every day to serving our membership. Continued success of our union in 2015 is dependent on the continued hard work, dedication, support, energy and positive action of all of our local and International officers and staff.

In this Season when peace is so much a part of our thoughts, we unfortunately cannot deny that this is a troubled world. Let us hope and let us act to bring about a better, safer world for all, especially our children and grandchildren.

On behalf of the International Officers and Staff, I wish all our members and their families Happy Holidays, and a Merry and Joyful Christmas and I send our warmest wishes for a New Year filled with good health, prosperity and peace for all.



GMP EXECUTIVE BOARD MEETS IN CONCORDVILLE, PA

The GMP International Union met for the second time of 2014 as required by the GMP International Constitution. The meeting was held in Concordville, PA and all GMP Officers attended the meeting held on September 15th through September 19th, 2014.

The Board discussed many issues of concern to labor in the United States and Canada. The Mid-Term Elections were discussed at length and the possible outcome of the Mid-Terms. The need to elect candidates that support labor is great and pressing. In Canada the Municipal Elections were a topic of discussion.

The International President Bruce Smith reported on the conditions of the GMP International Union and on the many issues facing labor. President Smith reported on the various industries of the GMP Union and how the industries are faring.

President Smith also discussed the recent arbitration hearings conducted by the GMP.

A new program that the GMP International Union is participating in is the AFL-CIO Young Workers Advisory Committee. The GMP Union welcomes and thanks Rob Torkleson of Local Union 63B working at Carley Foundry in Minnesota for his commitment and participation while representing the GMP Union in this important committee.

The Young Workers Advisory Committee and the Next Up Workers Summit is working to get more young workers involved in the Labor Movement and to activate these members of the Labor Movement. They will have Summit meetings to discuss strategies and will work with their affiliated unions to bridge the relationships with young workers of the Labor Movement.

The GMP will be forming more alliances with other labor youth committees moving forward.

The Vice President's reports were given by the individual VPs on activities in grievance handling and arbitration activity. Vice President Scotland provided an organizing report on the campaigns and efforts of the organizing department.

A legal report was provided by Fred Greenberg.

Director of Research & Education Claude Beaudin gave his report on the Research & Education department. The report was followed by an extensive training program on Advanced Arbitration for all GMP Staff.

The training was provided by West Virginia University ILSR Director/Associate Professor Tony Michael and Associate Professor Robbie Massey.

The GMP International Executive Board meets again in early 2015.



Your Valued Military Service Can Earn You \$1,000

When You Purchase a New Home



Call **1-866-378-1486** or visit **UnionPlus.org/Mortgage**
to learn more about the **Union Plus Mortgage Veterans Grant**.

As a Veteran, you've served our country, now we want to serve you by offering a \$1,000 grant when you purchase a home through the Union Plus Mortgage program.

Make your dream of home ownership a reality! The \$1,000 Union Plus Mortgage Veterans Grant makes home ownership more affordable for veterans by helping with expenses for your newly purchased home.

Grant Requirements:

- Open to veterans of all branches of the U.S. military
- Must be an active union member or retiree
- Must apply within 90 days of closing on a Union Plus mortgage

Don't Miss Out! Limited funds are available for this grant. Additional terms and restrictions may apply.



INTERNATIONAL APPOINTMENTS

McCARTY AND COTTON



MATT McCARTY NAMED EXECUTIVE OFFICER

At the Board Meeting President Smith has named Matt McCarty to serve as an Executive Officer. In 2004 Matt was hired as an International Representative by then International President John Ryan. Matt entered the trade in 1987 at Auburn Foundry in Auburn, Indiana as a member of Local Union 322. While a member of Local Union 322 he served as Shop Steward, Vice President and President. Matt served on the Credentials Committee at the 71st Quadrennial Convention in 2000. Matt's educational background started at the Indiana University and has continued since at the National Labor College and many Arbitration and Educational Seminars yearly.



JERRY COTTON NAMED AREA 2 VICE PRESIDENT

President Smith has named Jerry Cotton as Area 2 Vice President, effective November 1st, 2014. First hired in 2000 by then International President James Rankin as an International Representative and appointed as an Executive Officer in 2004. First starting his career Jerry was hired by Neenah Foundry in 1977 and held multiple positions over his 24 years and was a member of Local Union 121B. While a member of Local Union 121B Jerry served as President, Vice President, Shop Steward, General Shop Chairman and Safety Officer. Jerry's educational background includes numerous labor education courses over the years and extensive studies at the School for Workers -UW in Madison, Wisconsin.

TRAINING THE MEMBERS

STEWARD TRAINING SEATTLE, WASHINGTON



As part of the ongoing commitment to educate GMP members Research & education Director Claude Beaudin travelled to the United States West Coast starting in Seattle, Washington then traveling to three cities of California, Los Angeles, Modesto and Oakland to

conduct Steward Training sessions for the membership and Local Unions.

All locations were well attended and the participants engaged in good discussions as well as the formal training.

STEWARD TRAINING LOS ANGELES, CALIFORNIA





STEWARD TRAINING OAKLAND, CALIFORNIA



STEWARD TRAINING MODESTO, CALIFORNIA



GMP MEMORIAL SCHOLARSHIP FUND

In Memoriam Contributions

JANUARY 2014 – NOVEMBER 2014

Simon **Vogel**
Betty **Lynch**
Sherry **Showalter**
Ralph **Sidebottom**

Dan **Masterson**
Patricia **Poirerer**
Ronald **May**
Dorothy **Walker**

GMP MEMORIAL SCHOLARSHIP APPLICATIONS FOR THE 2015-2016 SCHOOL YEAR



In the coming months your children will be embarking their journey in preparing for college, the working force or the armed forces. It is the hope that the GMP Memorial Scholarship Program over the years will enrich the lives of many of them. The deadline for application for the 2015-2016 scholarship will be February 10th, 2015; please complete applications by visiting the following link: <https://aim.applyists.net/GMP>.

There will be six college awards toward a baccalaureate degree, which is valued at \$4,000 per year and four awards towards an associate degree, vocational, technical or training program which is valued at \$2,000 per year.

FOR UNION MEMBERS ONLY...

Festive Savings

Make Union Plus your one-stop source for holiday gifts this year. Stretch your budget with all kinds of valuable discounts and rebates available to union members, including:

- **AT&T rebates up to \$250** on new smartphones and data plans.* **Plus 15% off** AT&T wireless services.
- **Deals** on computers, mobile devices, travel and union-made cars and trucks.
- **Discount tickets** to movies, plays, sporting events and theme parks.
- **Savings on everything** from flowers and clothing to gift certificates and presents for pets.

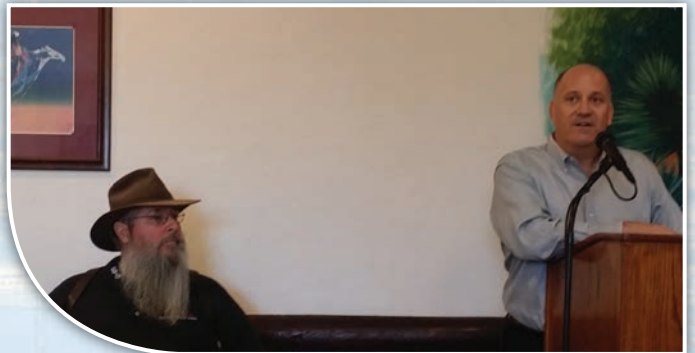
Shop today at
UnionPlus.org/Discounts



*Credit approval required. New two-year service agreement may be required. Offer cannot be combined with any other discounts. Only the shared minutes and data for AT&T Mobile Share plans are discounted. Offer available to union members and retired union members.



West Coast Protective League Meets in California



TOURING OUR FACILITIES



GMP Executive Officer Larry Harris visited Goldens' Foundry in Columbus, Georgia. Goldens' Foundry and Machine Company is a value-added manufacturer of cast, machined, and assembled gray and ductile iron components for the capital and durable goods industries. Their company was established in 1882 in Columbus, Georgia and has been in continuous operation since.



Pictured is Daniel Davison, GMP Executive Officer Larry Harris, Local Union 98 Recording Secretary Kelvin Miller, Local Union 98 President Darwin Lipscomb and Local Union 98 Financial Secretary Eugene DeBrant.



Pictured is Vice President of Goldens' Foundry George Boyd, Jr, Human Resources Manager Matt Murphy, Robert Alexander, Local Union 98 President Darwin Lipscomb and GMP Executive Officer Larry Harris.

Congratulations to our Retirees



Keith Stimac retired on October 31st, 2014 from Local Union 140 of O-I in Streator, Illinois. Keith started in 1968 and moved into maintenance in 1970 the job he held until his retirement forty six years later. Keith was Local Union president for five years and served as a trustee for six years. Pictured with Keith is GMP International Representative, Tom Gallagher, Steve Schmillen Local Union 140 President, Retiree Keith Stimac, Joe Harmon Local Union 3 President and Rick Lehausen Local Union 140 Financial Secretary.



Marguerite Garner of Local Union 251 retires after 26 years of service from Owens Corning in Atlanta, Georgia. Marguerite was a strong union supporter and a member of the Business Committee; Local Union 251 Secretary-Treasurer James Hayes presented her with a gift from her co-workers.

Congratulations **TO OUR NEW OFFICERS!**



Executive Officer Richard Baumcratz had the honor of swearing in the new officers of Local Union 110, Crenshaw/Brockway P & M at a recent membership meeting.

Pictured Left to Right is 2nd Vice President Whitney Anthony, President Anthony Moddafare, 1st Vice President Dave Campbell, Recording Secretary Fran Inzana and Financial Secretary Lori Sheasley along with GMP Executive Officer Richard Baumcratz.

Congratulations

to our New Members!
Local Union 81, Consolidated
Container in Santa Ana, California



Calvin Ford and Ruben Arce
being sworn in at Local Union 81
Consolidated Containers



Mark Mossa being sworn in at Local
Union 81 Consolidated Containers



Local Union 14, Ardagh Glass located in Winchester, Indiana held their election of officers and GMP Executive Officer Rick Vitaoe had the honor of swearing in the new officers.



Pictured in the bottom photo from L-R is Rick Vitaoe GMP Executive Officer, Paul McCoy, Local Union 65 President, Jim Shaffer, Local Union 65 Vice President, Chris Shockley, Local Union 65 Financial Secretary and Brent Glidewell, GMP Recording Secretary.



Executive Officer Rick Vitaoe recently swore in the new officers of Local Union 32 in Shelbyville, Indiana which is home to Knauf Insulation.



Pictured in the left photo standing from left to right is Larry John, Local Union Trustee, Amanda Leffler, Local Union Recording Secretary, Roger Greene, Local Union Vice President, Ray Griffith, Local Union President, Ron Reneau, Local Union Financial Secretary and Rick Vitaoe, GMP Executive Officer.



On October 29th, 2014 Local Union 38, Glass Production Service located in Marion, Indiana held election of Officers and GMP Executive Officer Rick Vitaoe swore in the newly elected officers.

Pictured from left to right being sworn in is Jay Barnhart, Local Union Financial Secretary, Todd Graves, Local Union President and Rick Vitaoe, GMP Executive Officer.



Local Union 14, Ardagh Glass located in Winchester, Indiana held their election of officers and GMP Executive Officer Rick Vitaoe had the honor of swearing in the new officers.



In the left picture standing from left to right is Mike King, Local Union Recording Secretary, Tracy Carpenter, Local Union President, Tashena Southerland, Local Union Vice President, Rick Vitaoe, GMP Executive Officer, Bill Baldrige, Local Union Financial Secretary.



GMP INTERNATIONAL STAFF

BRUCE R. SMITH
International President

RANDY J. GOULD
International Secretary-Treasurer

ASSISTANT SECRETARY-TREASURER

DONALD SEAL

INTERNATIONAL VICE PRESIDENTS

RICKEY HUNTER

BRENDA SCOTLAND

JERRY COTTON

EXECUTIVE DIRECTOR OF CANADA

DAVID DOYLE

DIRECTOR

CLAUDE BEAUDIN

EXECUTIVE OFFICERS

BRUNO CYR
RIK VITATOE
DONALD CARTER
RICHARD BAUMCRATZ
EDWARD BEDOCS

BENNETT SALLEMI
LARRY HARRIS
PETE JACKS
KIM McNEIL
MATTHEW McCARTY

INTERNATIONAL REPRESENTATIVES

MARK SINGLETON
DAVID HOFFMAN
STACEY ANDERSEN
THOMAS GALLAGHER

Wishing you a Merry Christmas

and a

New Year Filled With Peace and Happiness

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

