

GMP *Horizons* SEPTEMBER/OCTOBER 2014

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



HATFIELD GOLF OUTING



ANNUAL REPORT P. 12-13

Non Profit
U.S. Postage
PAID
Long Prairie, MN
Permit No. 1000

— NOTICE OF —
NOMINATIONS
P. 10



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

Copyright 2014 by Glass, Molders, Pottery, Plastics & Allied Workers, AFL-CIO, CLC.
All rights reserved. No part of this periodical may be reproduced without the written consent of the Glass, Molders, Pottery, Plastics & Allied Workers.



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, Media, PA 19063.

In this Issue:

President Smith discusses the importance of Voting.	1
Hatfield Memorial Golf Tournament	2-3
Celebrating Labor Day.	4
Retiree Trust Annual Report.	12-13

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.

BRUCE R. SMITH
International President

RANDY J. GOULD
International Secretary-Treasurer

DONALD SEAL
Vice President

RICKEY HUNTER
Vice President

BRENDA SCOTLAND
Vice President

608 East Baltimore Pike
Media, PA 19063

DAVID DOYLE
Executive Director-Canada

P.O. Box 20133
Woodstock, Ontario N4S 8X8
Canada

CLAUDE BEAUDIN
Director of Research and Education

EXECUTIVE OFFICERS

- BRUNO CYR
- JERRY L. COTTON
- RICK VITATOE
- DONALD CARTER
- RICHARD BAUMCRATZ
- EDWARD BEDOCS
- BENNETT SALLEMI
- LARRY HARRIS
- PETE JACKS
- KIM McNEIL

INTERNATIONAL REPRESENTATIVES

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

EDUCATING OUR MEMBERS



Bruce R. Smith

INTERNATIONAL PRESIDENT

Get to the polls
on Election Day.
Your Vote
is Your Voice.
Be Heard.

On November 4, 2014, there will be elections for 36 governors' offices, 36 U.S. Senate seats and all 435 House seats. Equally important, control of nearly every state legislature will also be at stake. In this year's all-important elections, the best way to overcome the corrupting power of money in politics is by organizing and harnessing the strength of our numbers. We need to come together to make our voices heard and to elect leaders who will work to (1) rebuild the middle class and (2) recast the economy so that it works for all of us and not just the one percent. Please get out and vote and make sure your family, friends and co-workers exercise their right and responsibility to vote.

Many times we are frustrated with our elected officials and say why vote when it doesn't seem to make a difference. As working people it is clearly in our best interest to turn out and vote for candidates who support solutions that will make a difference for working families. You can make a difference if you vote for candidates who tell the truth about what is happening in our country; candidates who speak clearly about falling wages and the concentration of wealth and income; and candidates who understand the astounding tilt in our economy and politics toward global corporations and the very rich.

Working men and women need to protect their future and that of their children by going to the polls and voting for candidates who offer a better future; candidates who stand for investing in the United States to create jobs and make our country more competitive; candidates who oppose giving tax breaks to companies that send jobs overseas or signing trade agreements that benefit corporations and not people; and candidates who stand up for our seniors and are steadfast in protecting Social Security and Medicare.

As working families we support candidates who stand for raising wages for the 99 percent, not cutting taxes for the 1 percent; who speak out about the importance of unions for a strong economy and to protect middle class jobs;; who support collective bargaining; who support workers who are trying to organize; who fight off attacks on the NLRB; and who support sensible laws and viable government agencies with strong enforcement authority to protect these rights

Sadly, we are now accustomed to far right wing extremists groups and their candidates using negative advertising and scare tactics to seek votes by looking to divide and conquer the 99 percent for the benefit of the 1 percent. Fear mongering is a powerful tool in the arsenal of the far right extremists but it can be exposed and defeated with proper education and advocacy and by our dedicated efforts to get out the vote for candidates who support an opportunity agenda offering a full range of measures designed to create good paying jobs, rebuild our infrastructure and lift the wages of most Americans.

Educate yourself, your family, co-workers and neighbors on the issues and the candidates. Your vote is your choice, but please consider checking our website, the National AFL-CIO web site and your respective state AFL-CIO web sites for information on the issues and the candidates. As working-class voters we have an opportunity to change the outcome of these elections by voting for the candidates that truly represent middle-class values and middle class priorities. Candidates that support an economy that works for all, where opportunity is real, wages rise and the government is truly on our side. Get to the polls on Election Day. Your Vote is Your Voice. Be Heard.

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.

This year’s golf tournament was held at the Arbor Trace Golf Course located in Marion, Indiana. There were 35 teams with a total of 175 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, 42, 65, 96, 121, 178, 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; Ardagh, Dunkirk Plant; Ardagh Corporate, Muncie; Knauf Insulation, Shelbyville; GPS America, Marion. 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 \$800 and approximately 1,000 pounds of non-perishable food for the Grant County Rescue Mission; in addition the golf outing sponsored four children with school supplies and clothes totaling an additional \$1,000. 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*

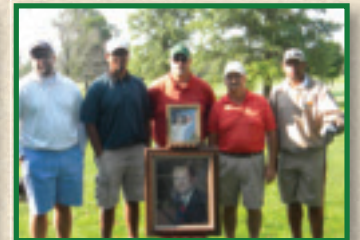
Mike White, *Vice President*

Rick Wayman, *Recording Secretary*

Connie Gibson, *Financial Secretary*

Patti Davis, *Legislative Director*

GOLF OUTING



The GMP Celebrates LABOR DAY

Labor Day Picnic Headwaters Park Fort Wayne, Indiana

The biggest Labor Day event in the State of Indiana saw a crowd of over 7,500 people, with over 100 volunteers from different Labor Unions. The Fort Wayne Philharmonic Players Association provided live music; there were many activities for the children which include face painting, balloon artist and bingo.



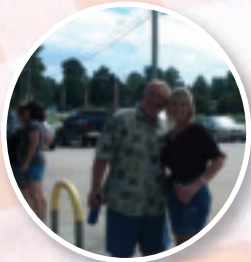
Pictured from Left to Right is Retired and Past President of Local Union 262 Leonard Hicks from Kendallville, Indiana, GMP Executive Officer Rick Vitaoe and President of the Northeast Indiana Central Labor Council Tom Lewandowski.

Celebrating Labor Day

Approximately 75 – 100 Local Union 222 members, family and friends attended the celebration throughout the day. There were games and face painting for the children and a DJ for everyone's entertainment.



Pictured is retiree Willard Smith and Local Union 22 President Larry Varner



Pictured is Local Union 222 Treasurer Lars Hartmann and Recording Secretary Audrey Williams.



Pictured is Local Union 222 member Larry Wright and his wife Vivian who prepared the Barbeque.



THE GMP PARTICIPATES IN THE Development of Youth Leadership

President Smith appointed Rob Torkelson of Local Union 63B in Minneapolis, Minnesota to the Young Worker Advisory Council (YWAC). Rob serves local Union 63B as Recording Secretary and as Financial Secretary to the Midwest Conference Board.

The YWAC is an advisory group of the AFL-CIO with a goal of helping to develop young workers into young leaders. The YWAC will focus on engaging young workers in political action and organizing and will advise the “Do’s and Don’ts” of communicating with young workers in this area as well. The YWAC will strive to develop strategies, partnerships and change attitudes when involving young workers.

The YWAC works with another AFL-CIO young worker group called the Next Up Workers Program and will

have many AFL-CIO departments to rely upon for help and resources in discharging their agenda.

Brother Torkelson attended his first meeting with the YWAC August 11–14, 2014 in Washington DC at AFL-CIO headquarters. The weeklong meeting

saw a lot of hard work conducted by the YWAC in areas of selecting co-chairs and General Board Seat Representatives, and responsibilities. Brother Torkelson’s first action in his new role will be attending and participating in the Minnesota Young Workers Group meeting.

The GMP holds the concept of developing young workers involvement and participation with high regard

and considers the need to develop young workers into leaders essential in the future successes of the Labor Movement. We are proud of Brother Torkelson’s commitment

and participation with the YWAC and look forward to his contributions and hearing from him at various GMP functions.



DECEASED



Ronald Lee May
Executive Officer

It is with great sorrow we announce the passing of retired Executive Officer Ronald L. May on the 12th of September, 2014. Mr. May served

the Union members since 1971 where he first was an officer for the former Potters Union prior to being a Union officer of the GMP International Union. Mr. May entered the trade in 1957 with Oxford Tile, where he served as Vice President and President of the Local Union for many years. Mr. May leaves behind his loving wife Alice, his children Rickey and Christine.



Ralph Sidebottom
Vice President

It is with great sorrow we announce the passing of retired Vice President Ralph Sidebottom on the 15th of September, 2014. Mr. Sidebottom joined the staff in 1971 after serving as Chief Shop Steward, Business Committee

Chairman and President of Local Union 200. Prior to his appointment as Vice President Mr. Sidebottom was Area Director for the St. Ann, Missouri office, GMP Executive Officer and International Representative. In his years since retirement Mr. Sidebottom was the Mayor of Lake St. Louis since April 2013 and was Mayor pro-tem for the last two years. His recreational activities included being an avid shooter, master scuba diver, a gold medalist in downhill skiing, an amateur photographer and a woodworker. He was involved with the Cookout Club, Pontooners Club and Ambassadors Club. Ralph and Lillian were married on April 10, 1982 in Laurel, Maryland. He will be dearly missed by all who knew him.

Congratulations

This past March Local Union 316B and Weil McLain, located in Michigan City, Indiana held a retirement celebration for six GMP members. The company was kind and provided refreshments, cake and ice cream. In total the six retirees that retired together had 252 years of seniority; each retiree was presented with a cake with their name and years of service on it.



Standing from left to right: Dennis Teets-44 years of service, Geno Leslie-46 years of service, Bill Leslie-41 years of service, Dave Glancy-43 years of service, Valli Glancy-41 years of service, and not pictured is Ray Borden 37 years of service.



Standing from left to right: Dave Glancy-President Local Union # 316B for eight (8) years, and has been in eight (8) Contract Negotiations and has proudly been a Union Officer for forty (40) Years. GMP Executive Officer Rick Vitatoe and Dennis Teets-Business Committee & Steward, and has been in two (2) Contract Negotiations and a Union Officer for forty (40) Years.



Dave Glancy-President Local Union 316B holding his Retirement cake.



Valli Glancy holding her Retirement cake.



Valli Glancy made this Retirement Poster for her husband Dave Glancy.



Standing L-R is GMP Executive Officer Rick Vitatoe swearing in new Officers of Local Union 316B, Frank Hampel-Vice President and Wayne Leslie-President.

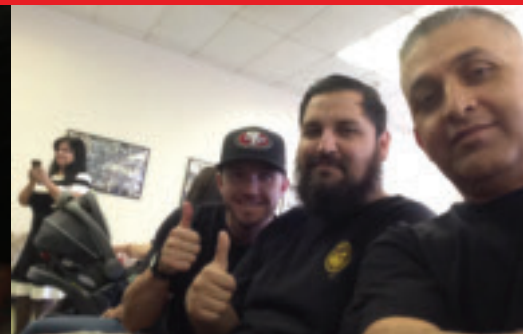


Standing from L- R is Dave Glancy, Retiring President, GMP Executive Officer Rick Vitatoe, Wayne Leslie- New President of Local Union 316B and Frank Hampel- New Vice President of Local Union 316B.



Standing from L-R is Geno Leslie, Wayne Leslie and Bill Leslie as Wayne Leslie-President Local 316B is giving a hug & congratulations to this Brother Geno Leslie with 46 Years of Service and his Uncle Bill Leslie with 41 Years of Service.

GMP LOCAL UNION #17 PROGRESSIVE AND POLITICALLY ACTIVE



Local Union 17 President Carlos Contreras, Local Union 17 member Jonathon Alton and Local Union 17 member Anthony Arcenea attended and participated with other Local Union members from affiliated Unions in the North Valley Labor Federation's (NVLF) the first ever Training to Educate and Activate Members Political Apprenticeship Program in California.

Over the period of one month there were 33 participants from the various affiliated Local Unions including GMP Local Union 17 that attended the training during the evenings on a voluntary basis.

The 33 participants did not miss one session during the training while learning about the labor movement and

campaigns. These newly trained activists are now set to participate in upcoming campaigns throughout the fall.

The North Valley Labor Federation is committed to unifying labor in the Central Valley in California and working proactively by electing candidates who support working families and provide stable jobs for the Valley.

The NVLF is a partnership of three Central Valley Labor Councils from six counties. The GMP International Union congratulates all who attended and graduated but is especially proud of our GMP participants.

All Local Unions are encouraged to participate in training of this kind whenever it presents itself so that we can have the next generation educated, participating and to ensure the future of the labor movement.

Pictured from left to right is Susan Sachen Campaign and Field Director, Maie Syed from the California Labor Federation, Shop Steward Jonathan Alton GMP Local 17, Steward Anthony Arceneaux GMP Local 17, Tim Robinson Organizer of the North Valley Labor Federation, Carlos Contreras President of GMP Local Union 17, Gaylord Phillips Secretary-Treasurer of the North Valley Labor Federation and Tom Aja Vice President of the North Valley Labor Federation.



TOURING OUR FACILITIES

GMP Vice President Rickey Hunter had the pleasure of recently touring Anchor Glass in Jacksonville, Florida which is home to Local Union 91.



Pictured (L-R) David Grant, Stanley Dunkley, Local Union 91 Financial Secretary, Clarence Brookins, Asquith Williams, Renaldo Labao and GMP Vice President Rickey Hunter.



LU 91 (L-R) Janet Barnhill Vice President of Local Union 91, Ben Butler, Jerry McGill and GMP Vice President Rickey Hunter.

GMP Executive Officer Ed Bedocs recently toured E.R. Advance Ceramics, Inc. which is home to Local Union 241.



Pictured from L-R is Local Union 241 Financial Secretary Jarrod Giambrone, GMP Executive Officer Ed Bedocs, President Local Union 241 Quinn Lattanzio and Vice President and Chief Operating Officer Dave Early.



GMP International Representative Matt McCarty recently toured O-I in Danville, Virginia which is home to Local Union 89.



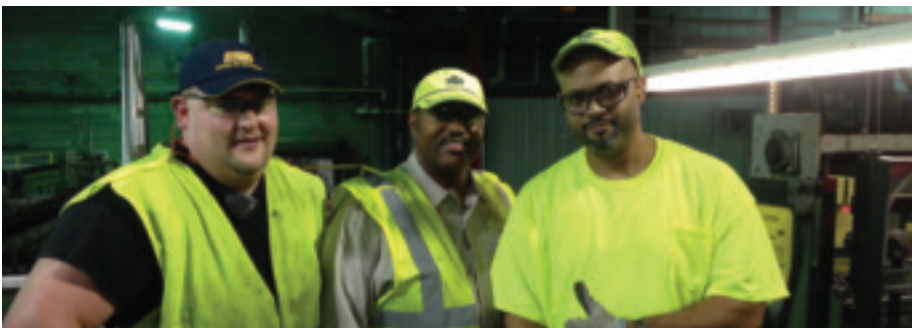
Pictured with International representative Matt McCarty is Machine Repair Crew Leader Nick Carter who has 36 years of service.



Mold cleaner Maney Crawley with 36 years of service is pictured with Local Union 89 President Terrance Barksdale with 36 years of service.



L-R Maintenance Journeyman and Local Union 89 Recording Secretary Rusty Hardy with 10 years of service, Maintenance Apprentice Mickey Gibson with 5 years of service and International Representative Matt McCarty.



Pictured L-R is Local Union 89 Recording Secretary Rusty Hardy, Local Union 89 President Terrance Barksdale and Packing Utility Jason Reynolds with 8 months of service.

NOTICE of NOMINATIONS

LOCAL UNION 376 Columbia, Pennsylvania

Nominations of Officers will be held at the regular membership meeting on November 23rd, 2014 at 2:00pm. The elections will be held at the regular membership meeting on December 14th, 2014 at 2:00pm.

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.

JUST BECAUSE YOU'RE UNION.

The **GMP Union Plus Mortgage program**, with financing provided by Wells Fargo Home Mortgage, was designed to give America's hard working union members the extra benefits they deserve.

- Union Plus Mortgage protection during hardship such as strike, disability and job loss
- \$500 Union Plus First-Time Home Award
- \$500 Wells Fargo My Mortgage GiftSM award card after closing on a purchase or refinance loan¹



Call **1-800-848-6466**
or visit **UnionPlus.org/Mortgage**

¹Eligible individuals can receive the Wells Fargo My Mortgage GiftSM promotion after closing on a new purchase or refinance loan secured by a first mortgage with Wells Fargo Home Mortgage. The promotion is not available with all mortgage loan products. This promotion is void where prohibited and subject to change or cancellation with no prior notice. Please see website for more information.

Wells Fargo Home Mortgage is a division of Wells Fargo Bank, N.A.
©2013 Wells Fargo Bank N.A. All rights reserved. NMLSR ID 399801



SHARE THE EXCITEMENT!!!

**HIGHER LIFETIME MAXIMUMS
TO BEGIN ON JANUARY 1, 2015**



We are pleased to announce that the Trustees of the G.M.P.-Employers Retiree Trust have unanimously approved increases in the Plan's Lifetime Maximum benefit amounts for all participants, as follows!

Participants whose former employer contributes at the highest rate:

- For these Medicare Indemnity Plan participants, the Lifetime Maximum will increase from: \$170,000 to \$400,000!
- For these Non-Medicare Indemnity Plan participants, the Lifetime Maximum will increase from: \$170,000 to \$200,000!
- For these PPO participants, the Lifetime Maximum will increase from: \$250,000 to \$400,000!

Participants whose former employer contributes at a rate below the highest rate:

- For these Medicare and Non-Medicare Indemnity Plan participants, Lifetime Maximums will increase from: \$100,000 to \$130,000!
- For these PPO participants, Lifetime Maximums will increase from: \$100,000 to \$130,000!

To be eligible for the higher benefit, a participant must not have reached the lower lifetime maximum with claims paid for dates of service prior to January 1, 2015.

If you have questions, please contact:

G.M.P.-Employers Retiree Trust
5245 Big Pine Way, S.E.
Fort Myers, Florida 33907-5998
(239) 936-6242
www.gmptrust.com



SUMMARY ANNUAL REPORT FOR G.M.P. – EMPLOYERS RETIREE TRUST

This is a summary of the annual report for the G.M.P. - Employers Retiree Trust (Employer Identification No. 23-6411794, Plan No. 501) for the period January 1, 2013 to December 31, 2013. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Basic Financial Statement

Benefits under the plan are provided by contributions from participating employers and participant premiums. Plan expenses were \$38,863,982. These expenses included \$6,478,469 in administrative expenses, \$1,805,827 to insurance carriers for the provision of benefits and \$30,579,686 in benefits paid to participants and beneficiaries. A total of 28,996 persons were participants in or beneficiaries of the Plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits. The value of plan assets, after subtracting liabilities of the plan, was \$346,618,581 as of December 31, 2013 compared to \$292,762,274 as of January 1, 2013. During the plan year the Plan experienced an increase in its net assets of \$53,856,307. This increase includes unrealized appreciation or depreciation in the value of the Plan assets; that is, the difference between the value of the Plan's assets at the end of the year and the value of the assets at the beginning of the year, or the cost of assets acquired during the year. The Plan had total income of \$92,720,289, including employer contributions of \$17,516,175, participant premiums of \$2,283,473, Medicare subsidy payments of \$3,257,732, ERRP income of \$337,294, gains of \$12,769,671 from the sale of assets and earnings from investments of \$56,555,944.

Insurance Information

The Plan has contracts with Aetna, Express Scripts and Blue Cross Blue Shield to pay death and medical benefit claims incurred under the terms of the Plan. The total premiums paid for the plan year ending December 31, 2013 were \$3,392,372.

Minimum Funding Standards

An actuary's statement shows that enough money was contributed to the Plan to keep it funded in accordance with minimum funding standards of ERISA.





Your Rights to Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

1. an independent auditor's report;
2. financial information and information on payments to service providers;
3. assets held for investment purposes at end of year;
4. assets acquired and disposed of within the year;
5. reportable transactions;
6. insurance information including sales commissions paid by insurance carriers; and
7. actuarial information regarding the funding of the Plan.

To obtain a copy of the full annual report, or any part thereof, write or call the office of the Plan Administrator.

G.M.P. - Employers Retiree Trust
5245 Big Pine Way, S.E.
Fort Myers, FL 33907-5998
239-936-6242

The charge to cover copying costs will be \$75.00 for the full annual report, or \$1.00 per page for any part thereof.

You also have the right to receive from the Plan Administrator, on

request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the Plan and accompanying notes, or both. If you request a copy of the full annual report from the Plan Administrator, these two statements and accompanying notes will be included as part of the report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the Plan:

G.M.P. - Employers Retiree Trust
5245 Big Pine Way, S.E.
Fort Myers, FL 33907-5998

and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: U.S. Public Disclosure Room, Room N-1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210.



VOTING IS BELIEVING IN ME



**Please Vote
November 4th 2014
The GMP
International Union
Thanks YOU!**