

GMP

JULY/AUGUST 2015

Horizons

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



AREA

EDUCATIONAL CONFERENCES

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— NOTICE OF —
NOMINATIONS
P. 11



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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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:

Donald Seal, 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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INTERNATIONAL REPRESENTATIVES

- DAVID HOFFMAN
- STACEY ANDERSEN
- THOMAS GALLAGHER



CELEBRATING LABOR DAY!

This Labor Day we recognize the incredible achievements of America's working people and celebrate all those who make our country run. Many of us will be busy with barbecues, festivals and other types of family events that bring everyone together. Amid all the celebrating, we must truly consider what strengthens our families and communities and take a look at how public policies have deliberately diminished working peoples' ability to sustain a good living and driven our economy out of balance.

For additional information, visit www.AFL-CIO.org

Working people are the backbone of our nation and need to be recognized as such, both in word and deed. Too often, those working every day for a better life are forced to take a back seat to corporate interests which care only about their own bottom line.

Workers everywhere are standing up and speaking out for fundamental, lasting change regardless of whether they work in manufacturing, engineering, service or retail. Every day, working people use their talent, dedication and drive to make our

nation stronger. This Labor Day should be a celebration of working families, because we are ready to speak up together, change the rules and bring lasting economic balance so that every family can pursue the American Dream and work for a better life.

On Labor Day, we are asking all working families to highlight the single greatest thing that unites us—"Working. For a Better Life"—and to join the push for a fairer and more just economy.



August 14, 2015

To all GMP Members in the US and Canada

Greetings:

Every four years we gather together at our Quadrennial Convention to chart the course for the future of our International Union. As we prepare for our 75th Quadrennial Convention, your Officers and Staff have been hard at work considering what needs to be done to protect our membership in these difficult and challenging times and to continue the GMP's proud tradition of providing the highest level of service to its members.

We could "stay the course", but in the face of diminishing membership numbers "staying the course" would require an immediate and dramatic dues increase. Even with a substantial dues increase, any downturn in our major industries or another recession could easily devastate our union and lead to financial instability. Such instability would result in less service and fewer resources for our members and an inability for us to confront the onslaught of corporate attacks on the decent wages, benefits and job security which we seek to secure and maintain for the working men and women of the GMP.

Faced with this reality, your Officers and Staff have considered the options available to the GMP in planning for our future and the recommendations they will make at our next Convention. A merger exploration committee was formed to consider the feasibility of a merger and to evaluate potential merger partners. The committee was charged with a very difficult job: to determine if a merger was possible that would (1) preserve and protect the continued existence of the GMP as you know it; (2) provide the GMP with greater financial stability, greater resources and more clout; and (3) maintain the strong tradition of service which has characterized our Union for many decades. The committee considered many different potential merger partners and performed in depth analysis of each candidate. They considered only candidates that would agree to a structure which would preserve and grow the GMP.

The merger exploration committee worked for many months and found only one union that shared our goals and was willing to make the necessary commitments to the GMP. That Union was the United Steelworkers (USW).

The USW is the largest and most progressive industrial union in North America. It has great diversity, is rich in resources, has the ability to provide extraordinary support to our members and is willing to secure, preserve and enhance our GMP.

The proposed merger allows the GMP to remain independent through the end of 2017. In 2018, the GMP will become the GMP Council of the USW. While our designation will change, the GMP will continue to operate in essentially the same fashion as it does today but with access to greatly enhanced resources and financial stability. The GMP will be able to draw upon the great depth of talent and resources provided by the USW to continue to provide service to our members that remains truly first

class. The merger will also provide for significant growth opportunities for the GMP both within the USW and in our historic industries. Within the USW the GMP has the potential to almost double our footprint by including within our Council USW members in glass, foundries, pottery and related allied crafts. In our historic industries, the USW has pledged \$1 million dollars for the GMP organizing campaigns.

Your local union's structure will not change. You will have the same service officer, and the Media staff will remain ready to assist you daily.

During the International Executive Board Meeting at the end of June, your Officers and Staff voted unanimously to support moving forward with a merger with the USW, subject to Delegate approval at the 2016 Convention. We decided to make the announcement at the recently completed 2015 Educational Conferences because it provides all of us with the opportunity to review and discuss the proposed merger over the next year leading up to the 2016 Quadrennial Convention.

The International Union's task over the next year is to make sure you have all the information necessary to make an informed choice. We urge you to attend information sessions that will be offered throughout the year in order to learn about the proposed merger. Your service officers will be ready to answer any questions you might have at these information sessions as you consider this vitally important next step for the GMP.

Ultimately, the decision about our future rests with you, our members.

Sincerely & fraternally,



Bruce R. Smith
International President



Donald H. Seal
International Secretary Treasurer

VICE PRESIDENTS

Rickey Hunter
Brenda Scotland
Jerry Cotton

DIRECTORS

David Doyle
Claude Beaudin

EXECUTIVE OFFICERS

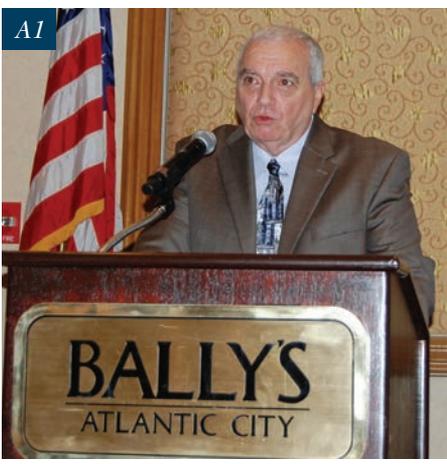
Bruno Cyr	Edward Bedocs	Kim McNeil
Rick Vitatoe	Bennett Sallemi	Matthew McCarty
Donald Carter	Larry Harris	Mark Singleton
Richard Baumcratz	Pete Jacks	

INTERNATIONAL REPRESENTATIVES

David Hoffman	Stacey Andersen	Thomas Gallagher
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2015 AREA EDUCATIONAL CONFERENCES



A1

The GMP International Union conducted the 2015 Area Educational Conferences over two weeks in July. The International traveled to San Diego, CA for the Area 3 Educational Conference to kick off the three stop cross country Area Educational Conferences.

Vice President Brenda Scotland welcomed the delegates, GMP Staff and speakers to Area 3. The California State Federation gave remarks on its activities in California and Ana Cabral

Political Organizer and Young Worker (YWAC) gave a presentation on the AFL-CIO Young Worker's Advisory Council's scope and activity.

Education was provided by Claude Beaudin Director of Research & Education, Tony Michael Director of the Institute for Labor Studies and Research West Virginia University and Fred Greenberg Attorney to the GMP International Union.

There was specific Financial Secretary training leg by Secretary-



A1

A3



A1

A1



A1

Treasurer Don Seal along with CPA Fred Neibauer and Staff Accountant Sharon Orlando. The training covered a range of topics from handling local union finances, dues collection and submission of LM filings.

Our own Rob Torkleson from Local Union 63B is the GMP International Union's representative on the AFL-CIO YWAC. Rob provided an excellent presentation on the YWAC to the delegates in Area 2.



A1

The last stop was Area 1 which held the 2015 Area Educational Conference in Atlantic City, NJ at Bally's and the delegates were welcomed by Vice President Rickey Hunter who also chaired the Conference.

New Jersey State AFL-CIO president Charles Wowkanech welcomed the delegates and also gave an update on the New Jersey State AFL-CIO activities.

In all three areas Union Plus also provided a presentation on the benefits of the Union Plus Program to all Union members. We encourage you to visit their website at www.UnionPlus.org.

Additionally in all three areas President Smith gave a State of the Union update and a presentation on matters of the Union.



A person is holding a small green plant in a pot made of cookies. The background is a blurred outdoor setting with green foliage and a person in a blue shirt.

Here's one more thing
union families can share.



Plan ahead with a mortgage from Union Plus. The Union Plus Mortgage program with financing provided by Wells Fargo Home Mortgage was created exclusively for union members, their parents and children. Benefits include mortgage hardship assistance to help protect members' homes in the face of financial hardship. With Union Plus, a mortgage is more than a monthly payment. It's long-term protection for everything your home means to you.



Learn more at UnionPlus.org/Mortgage or call 1-800-848-6466

2015 SCHOLAR

The International Union is proud to announce the 2015 scholarship awardees as named by International Secretary-Treasurer Donald Seal. Every member who has made a contribution to the Scholarship Fund can take pride in what they have helped accomplish. The support of the GMP staff, Local Unions and the entire membership past and present is vital to our memorial Scholarship program. This year's recipients are:

- **Benjamin E. Dalrymple**, son of Frank E. Dalrymple of Local Union 417 in East Liverpool, Ohio
- **Cameron Hankins**, son of Kelly J. Hankins of Local Union 32 in Shelbyville, Indiana
- **Simranjit K. Khatkar**, daughter of Harkrishan S. Khatkar of Local Union 17 in Modesto, California
- **Deepika A. Raj**, daughter of Umesh C. Raj of Local Union 17 in Modesto, California
- **Marisa N. Sloan**, daughter of Darren Sloan of Local Union 14 in Winchester, Indiana
- **Zachary Stefanick**, son of Donald B. Stefanick of Local Union 422 in Hazleton, Pennsylvania
- **Alicia M. Brumeloe**, daughter of James O. Brumbrloe of Local Union 65B in Boaz, Alabama
- **Allison J. Fye**, daughter of James B. Fye of Local Union 28 in Brockway, Pennsylvania
- **Whitney R. Mintz**, daughter of Mark M. Mintz of Local Union 65B in Boaz, Alabama
- **Kathy Vo**, daughter of Dang T. Vo of Local Union 19 in Gardena, California

BENJAMIN DALRYMPLE



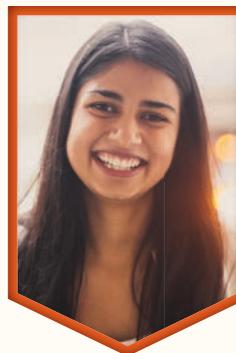
...graduated valedictorian of Wellsville High School with a 4.0 GPA. Ben is the son of Frank and Amy Dalrymple, Frank is a member of GMP Local Union 417 of Hall China in East Liverpool, Ohio. Ben is also the grandson of the late Harold & Mary Dalrymple, who were both long time members of GMP Local 417. Ben has been very active, participating in many extra-curricular activities including basketball, golf, WHS marching and pep bands, Future Teachers of America, Leo club, Y-Teens, Drama club and Show choir. Ben was very involved in student government, holding various offices throughout high school. He was selected to attend the National Hugh O'Brien Youth Leadership Summit and was a delegate to Buckeye Boys State. Ben has served more than 175 hours of community service, including being a youth leader for 3 years at the Columbiana County Anti-Drug and Alcohol Prevention Team camp. Ben will attend the Youngstown State University's Honor College, majoring in mathematics education. After graduation, Ben plans to become a high school math teacher, and possibly further his education to become a mathematics professor.

CAMERON HANKINS



...is the son of Kelly Hankins and Barbara Weaver. Cameron has been active throughout high school in a variety of things including soccer, social studies academic team, Latin club, quiz league, Christian Athletes, Business Professionals of America and National Honor Society. Outside of school, Cameron has participated at the Shelbyville Community Church as a student and student leader. Cameron will attend Grace College and Theological Seminary to study journalism and computer science in the fall.

DEEPIKA RAJ



...is the daughter of Umesh Raj. She is attending the University of California-Merced in the fall. She will be majoring in Biology with interests focused in the Science field. Deepika has ambitions to work with people in the medical or educational fields once she receives her degree.

SHIP WINNERS

MARISA SLOAN



...is the daughter of Darren Sloan. Marisa has been involved in many academic clubs in high school and for the last 3 years has served as captain of the English and Interdisciplinary Academic Team. Marisa is the President of the National Honor Society and was class Treasurer her Junior and Seniors years.

Outside of school Marisa is very involved with the Arts Depot in Union City, which houses the Art Association of Randolph County. Marisa assisted setting up art pieces and witnessed a professional critique for an adult art show. Marisa has also tutored multiple students on a wide spectrum, including Algebra I for students preparing for the math End-of-Course Assessment test needed to graduate and over 30 volunteering hours with a Freshman student in Algebra I and Biology. Marisa will attend Ball State University and have been accepted into the Honors Program as she pursues a double major in creative writing and drawing. After graduating, Marisa hopes to be a book editor and eventually a full time writer and freelance author.

SIMRANJIT KHATKAR



...is the daughter of Harkrishan S. Khatkar. Simranjit was the President of the Mu Alpha Theta club and a member of the Criminal Justice club her senior year, previously being a member of the art club and leadership. Throughout high school she worked in the school's attendance office and

was a volunteer for both Jeff Denham and Anthony Cammella's campaigns. Simranjit will attend the University of California-Davis hoping to complete a doctorate in Psychology and planning on concentrating in research and eventually becoming a professor.

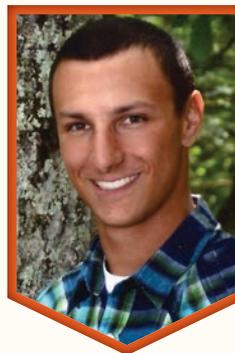
ALLISON FAYE



...is the daughter of James Faye. Throughout her high school career Allison has participated in many events and activities. She is a member of the Varsity club, student government, math club and Spanish club. Allison was the president of Student Government her Senior year,

where she participated and ran the local charity event of Girls Powder Puff Football. Outside of the classroom Allison participated in girls basketball and soccer, where she was the captain of the soccer team her Junior and Senior year and captain of the basketball team her senior year. Allison plans on attending Clarion University where she will major in marketing and business management with a minor in International business. Allison hopes to one day work for a major hospital.

ZACHARY STEFANICK



...is the son of Donald Stefanick. Zachary is a graduate of Hazleton Area High School and a distinguished member of the National German Honor Society. Zachary will be attending Penn State University where he will major in Computer Science and aspires to work at a large software firm.

ALICIA BRUMBELOE



...is the daughter of James Brumbeloe. Alicia is attending Snead State Community College this fall to pursue a degree in general education with the hopes of transferring to Wallace Community College to obtain a degree in ultrasonography. Alicia's dream is to work in the medical field and help many people in life.

WHITNEY MITZ



...is the daughter of Mark Mitz. Whitney graduated from Crossvill High School where she was a member of various clubs including the Beta club, Civitan club, Annual staff, Future Business Leaders of America, Future Farmers of America, Family Community Career Leaders of America and a member of the archery team. Whitney plans on obtaining an Associate Degree in Business and then transfer to obtain a degree in Agribusiness or Agriculture Economics. She hopes that her education leads to a profession as a farm loan specialist one day.

KATHY VO



...is the daughter of Dang Vo. Kathy was a very active member at California High School where she was the 2015 Valedictorian and continues to be an active member in the community. A member of the Orchestra for seven years, she was the president of the Scholar's Academy and a member of the National Honor Society and Key club to name a few. A volunteer at the Whittier Public Library Kathy is a regular writer of reviews for their Board. Kathy will attend University of California-Berkley and hopes to one day obtain her masters in history of sociology. She is highly interested in the way humanity thinks and acts and wants to discover all the ways the human brain works.

We are happy to celebrate this year's recipients in this issue of *HORIZONS*.

Together with all of the students currently receiving an annual scholarship from the GMP Scholarship Program, **we salute you!**

NOTICE of NOMINATIONS

LOCAL UNION 17, MODESTO, CALIFORNIA

Nominations of Officers and Trustees will be submitted orally at all 3 meetings on October 28th 2015 at 205 S. Santa Cruz Avenue, Modesto, California 95354.

Election of Officers and Trustees will be by secret ballot, polls will be open at 6:00am and close at 7:00pm on November 25th 2015 at 205 S. Santa Cruz Avenue, Modesto, California 95354.

LOCAL UNION 28, BROCKWAY, PENNSYLVANIA

Nominations for President, Vice President, Recording Secretary and Financial Secretary will be held on Sept. 23rd 2015 at 4:15pm at the Union meeting which will be held at the Brockway Sportsmen Club 506 Main Street, Brockway, Pennsylvania.

Election of Officers will be held on October 28th, 2015 from 8:00am till 4:15pm at the Brockway Sportsmen Club 506 Main Street, Brockway, Pennsylvania.

LOCAL UNION 142B, MANKATO, MINNESOTA

Nominations for all officers for Local Union 142B will be held September 9th, 2015 at the regular monthly meeting at 12pm and 7pm at the Morson Ario V.F.W. located at 1900 N. Riverfront Drive, Mankato, Minnesota.

Elections for all officers for Local Union 142B will be held on October 14th, 2015 at the regular monthly meeting at 12pm and 7pm at the Morson Ario V.F.W. located at 1900 N. Riverfront Drive, Mankato, Minnesota.

LOCAL UNION 172, ZANESVILLE, OHIO

Nominations for President, Vice President, Recording Secretary and Financial Secretary will be held on September 16th, 2015 at 7pm at the Union Meeting which will be held at the Eagles Lodge in Zanesville, Ohio.

Elections will be on October 21st, 2015 from 6:00am to 8:00am and 2:00pm to 4:00pm at the O-I Spirit Center on Ridge Avenue in Zanesville, Ohio.

LOCAL UNION 180, ELMIRA, NEW YORK

Nominations for President, Vice President, Recording Secretary and Financial Secretary will be held at the regular monthly meeting at the Labors Building on Church Street in Elmira, New York on September 22nd 2015.

Elections will be held at the Anchor Glass Container Corp located at 151 McCann Blvd. Elmira, New York on October 26th 2015 from 6:00am to 8:00am and 1:00pm to 4:00pm.

LOCAL UNION 260, ATHENS, GEORGIA

Nominations of officers for Local Union 260 in Athens, Georgia will be held on Wednesday, September 16th 2015 at the regular monthly meeting at 5:30pm and 7:15pm at the Hull Civic Center in Hull, Georgia.

Elections for all officers will be by secret ballot at both regular meetings at the Hull Civic Center on October 21st at 5:30pm and 7:30pm.

LOCAL UNION 137, MAYWOOD, CALIFORNIA

The nominations for all officers excluding President for Local Union 137 will be held at the regular membership meeting at 3:30 P.M., Thursday September 10th, 2015 at the Local Union hall. Elections for the above will be held on Thursday October 8, 2015 from 4:30 A.M. – 7:30 A.M. and from 12:00 P.M. – 7:00 P.M.

Nominations for President will be held at the regular membership meeting at our the Local Union hall, at 3:30 P.M. Thursday, October 8,

2015. Elections for President will be held on Thursday, November 12, 2015; from 4:30 A.M. -7:30 A.M. and from 12:00 P.M. – 7:00 P.M.

All of the above voting will be held at Owens Illinois Plant, 2901 Fruitland Avenue, Vernon, California 90058 in the TPC room.

*****Special note: Voting for members employed at CASCO, will be held at San Fernando Plant in the Lunch Room area on the same dates as above, from 11:00 A.M. – 11:30 A.M.**

NOTICE: Any Local Union advertising its nomination and elections in the 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, also as delegates to the Quadrennial Convention.

SUMMER SCHOOL IN WEST VIRGINIA



June 7th through the 12th 2015 marked the 46th edition of the GMP Summer School.

June 7th through the 12th 2015 marked the 46th edition of the GMP Summer School.

Held in Morgantown West Virginia located at Lakeview Resort.

117 participants registered for this year's edition of the Summer School.

The GMP Summer School is a former Molder program that began as a Training Agenda for the officers and organizers on staff. It all began back in 1951 and provided the staff education in incentive pay and job

evaluations as these method were very popular at the time.

Tony Trizna who was an International Representative hired in 1940 out of a foundry located in Joliet, IL.

The concept began after the passing of a resolution that saw the education as mentioned at convention.

In 1961 newly elected International President William Lazerini agreed with Trizna and the birth of the Research & Education committee happened.

The same convention sees the birth of the Molder's Institute that would be held annually at the Wisconsin School for Worker's. Then in 1970 more growth occurs and the Molders split the 50 scholarships in half for Wisconsin and West Virginia University.

Topics include Steward Training, Grievance Procedure, Collective Bargaining, Arbitration, Time Study, Occupational Health and Safety and Communications Techniques.

Eventually the entire program moves to Morgantown and after



the merger in 1988 the school is renamed appropriately the GMP Summer Institute.

Many of the programs are staples of union training today just as they were back in 1970.

The GMP Summer Institute is the longest continuous running program by any labor organization and is the only organization that has the International President attends at some point during the week.

The 46th Summer School once again continued the tradition of the International

President's attendance as President Smith attended for the usual cookout/baseball game on Thursday evening.

Friday President Smith addressed the 46th Summer Institute with remarks of concern about labor in North America and the state of the union.

Upon completion of the President's remarks, President Smith handed the certificates out to the participants prior to their departure.

The participants attended daily classes from 8:30 am – 5:00

pm on a variety of subjects that included Steward Training, Collective Bargaining, Leading the Local Union, OSHA and You, Labor Law 101, The Leader in You, Dispute Resolution, and Strategic Organizing.

These subjects were split between the 1st and 2nd year participants. The GMP Summer Institute is a 2 year residential program open to the members of the GMP International Union.

The Summer Institute will not be conducted in 2016 due to the 75th Quadrennial Convention.

WHAT YOUR DUES DOLLARS ARE ★ WORTH



1. Take your hourly rate of pay \$ _____
subtract minimum wage per hour,
Equals \$ _____
2. Take that number \$ _____ multiply it
by 2080 straight time hours per year,
Equals \$ _____
3. Unions dues cost me \$ _____ per month
4. Multiply my monthly dues by 12 \$ _____
5. Subtract (4) from (2),
Equals \$ _____ per year

That is what my union dues buy me in wages and this doesn't include shift premiums, pensions, healthcare (employer portion) or 401K contributions.

So is (4) and (5) a good deal?