

GMP *Horizons* SEPTEMBER/OCTOBER 2015

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



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— NOTICE OF —
NOMINATIONS
P. 10



Glass, Molders, Pottery, Plastics & Allied Workers, AFL-CIO, CLC
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- Are You a Retiree?
- Your Signature
- Effective Date

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Donald Seal, GMP Int'l. Secretary-Treasurer
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All claims must be filed within five (5) years of death.

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DONALD SEAL
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RICKEY HUNTER
Vice President

BRENDA SCOTLAND
Vice President

JERRY L. COTTON
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

RICK VITATOE

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THE IMPORTANCE OF YOUR VOTE



Bruce R. Smith

INTERNATIONAL PRESIDENT

“YOU are a very important part of our efforts for 2016—your voice and opinion matter.”

The 2016 presidential, congressional and state election cycle is fast approaching. This election cycle will likely be the costliest and nastiest in history. The stakes for this election are high, particularly for working families. A handful of billionaires, with their well-funded Political Action Committees, intend to buy this election and impose their will on Congress and State legislatures. Their goal – to eliminate the voice for working families and advance an agenda that serves only the wealthiest of Americans. Therefore, it’s essential that we engage our members NOW in order to get ready for next year’s elections.

The focus of our energies needs to be to confront the outsized influence of big corporations and Wall Street. Working together with the AFL-CIO, Working America and the entire labor movement, we can fight the ultraconservative and business interests who are ruining this great country. We know how to win important elections and advance progressive populist ideals. YOU are a very important part of our efforts for 2016 - your voice and opinion matter.

Your International Union wants to hear its member’s preferences prior to making any candidate endorsements. In the near future, we will share information with our members outlining the positions of the various candidates on issues most important to working people – in particular, where the candidates stand on issues that are essential to a Raising Wages agenda.

Your International Officers believe that any endorsement must be based on the candidate’s willingness to embrace the core elements of the Raising Wages agenda, as well as other issues of importance to our union and working families.

Most of us know why we vote the way we do. We support the people who support the rights and interests of working people.

We look at how elected officials act, regardless of party.

We want to support candidates who will fight for us AFTER the election.

In order to obtain our support in the upcoming elections, the candidate must support a platform that:

- 1) Makes it easier for working people to join together and negotiate with their employers for better incomes, improved benefits and safer workplaces.
- 2) Puts people back to work, so that everyone in America who wants to work can.
- 3) Changes the rules so that Wall Street CEOs pay their taxes and make long-term investments in businesses that create good jobs in America.
- 4) Strengthens labor standards, like the minimum wage, family leave and overtime pay, all to level the playing field for working people.
- 5) Defends and protects the essential role of government in ensuring that all Americans, regardless of their color, gender, or place of birth, have access to a quality education, health care, retirement security, decent housing and safe communities.
- 6) Invests public funds in a 21st-century national transportation and communications infrastructure to create jobs and build a foundation for our future prosperity.
- 7) Ensures that trade deals put people’s rights above investor profits, and create good jobs and strengthen democracy in the U.S. and abroad. Trade should benefit people, not just global CEOs and investors.

We ask that you educate yourself on the issues and where the candidates stand on them, from the President to Congress to the state and local races in 2016 vote to support those who support working families.

In an effort to get the conversation started and to make sure that you – our members – have a voice in the GMP’s decision on who to support, we have placed a poll on the GMP website. Check it out. Your participation will be greatly appreciated.



THE GMP IN CANADA

CANADIAN AREA EDUCATIONAL CONFERENCE & CANADIAN PAID EDUCATION LEAVE PROGRAM (PEL)

- 1 • Fred Greenberg,
GMP House Council
- 2 • Danny Mallett of the
Canadian Labour Congress
- 3 • Fred Neibauer, CPA
presents training with
Secretary-Treasurer Don Seal
- 4 • Tony Michael of
West Virginia University

The GMP held the Canadian Area Educational Conference on Sunday September 28, 2015 in Alliston, Ontario at the Nottawasaga Conference Centre. The same program was discussed at the Canadian Area Educational as was at Areas One, Two and Three.

President Smith led the Conference with his comments. Other speakers and presenters were; Danny Mallett of the Canadian Labour Congress, Tony Michael of West Virginia University, Fred Greenberg and Fred Neibauer.

At the conclusion of the Area Educational Conference the Canadian

Paid Education Leave Program (PEL) began on September 29 and continued through October 2, 2015. The PEL program educational topics were Building Solidarity, Changing the Perception of Unions and Mentoring.

The Paid Education Leave Program is a unique contractual benefit where the employer contributes \$0.01 to \$0.05 per hour for all hours worked by the members of the employer. This money is placed in a trust fund and then administered by the GMP International for the sole use of Union education that pays for materials, classrooms, housing, meals, lost time and mileage.



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OUR LOCAL UNION CELEBRATING

Organized Labor, Northeast Indiana – Annual LABOR DAY Picnic

On Monday September 7, 2015 Organized Labor in Northeast Indiana held its annual Labor Day Picnic at Headwaters Park in Fort Wayne, Indiana. The Labor Day picnic was open to the public & especially friends of Labor. There were over 100 volunteers from different Unions working at this event and a record estimated crowd of over 9,000 people were in attendance. This is the biggest Labor Day event

in the State of Indiana. The food included 10,000 hot dogs, chili, chips, Mexican food, Ethnic food, Darfour food, and plenty of beverages. Activities were face painting, balloon artists, bingo, and other games. Children enjoyed the kiddie rides & water pad for entertainment. The Fort Wayne Philharmonic Players Association provided live music for entertainment. Everyone had a great time celebrating Labor Day.



Retired & Past President of Local Union 262 in Kendallville, Indiana Leonard Hicks pictured with GMP Executive Officer Rick Vitaoe



Fort Wayne Philharmonic Players Association



United States Senator Joe Donnelly and GMP Executive Officer Rick Vitaoe



MEMBERS IN SOLIDARITY

Local Union 180, Anchor Glass in Elmira, New York – Annual JULY 4 Picnic

GMP Local Union 180 Anchor Glass, Elmira, NY and Ajax X-Ray, Sayre, PA held its annual July 4 picnic for members and retirees. Along with all sorts of food, numerous prizes are awarded by drawings to those present and contributions are donated to the PEL fund.

Anchor Glass produces glass bottle containers and Ajax X-Ray produces metal castings. Officers of Local Union 180 are: President Joby Pryor, Vice President Eugene Pack, Recording Secretary Judy Darby and Financial Secretary-Treasurer Diane Walters

Pictured are some of the retirees and members enjoying the food and our members showing their July 4 patriotic apparel.



Local Union 244, Newark, Ohio – LABOR DAY Parade

Recently GMP Local Union 244 opened their doors to the public for a Labor Day educational Hog roast. The GMP Local Union 244 participated in the Labor Day parade once again with their own float in the parade. There were 35 members that walked in the parade plus additional float riders. Labor Educational pamphlets, hats, magnets, and candy were handed out along the route. Following the parade nearly 400 members of the community including judges, city council members, GMP members, and neighbors of the community all gathered at the GMP hall to watch and read information regarding the history of the labor movement, and enjoyed a delicious lunch.





MULTI-STATE HELD ITS 53RD MEETING

at Hersey Lodge in Hersey, Pennsylvania

The 53rd Multi-State protective League held its annual meeting at Hersey Lodge in Hersey, Pennsylvania September 23th to September 25th 2015.

A reception was held on the evening of Wednesday September 23rd for all who attended and on Thursday September 24th the meeting began with the opening by Bill Nelson President of the North East Protective League who welcomed all and did the pledge to the flag.

Director of Research and Education Claude Beaudin conducted FMLA training in the morning. President Smith gave remarks that were followed by a questions and answers session on his remarks that included the issue of the merger.

A dinner was held and John Riordan, President and Chief Executive Officer of Ardagh Glass Group attended and gave remarks that included how cheaper glass from China is being imported into the United States. Mr. Riordan also spoke out against the TPP trade agreement and the need to reduce imports and not grow imports. Mr. Riordan called for legislation that grows jobs in the USA. Additionally, retired Board of Director member of

Hersey Chocolate Robert Malcolm gave an entertaining and interesting history on Hersey Chocolate and Milton Hersey.

Friday September 25 saw President Nelson open the meeting with Richard Bloomingdale President of the Pennsylvania State AFL-CIO Federation of Labor kicking off the meeting with welcomes and a report on the activities of the Pennsylvania State Federation. Shaun McMackin Vice President of Operations and Engineering for Owens Illinois Glass spoke on TPP as well and the need to stop importation of glass containers from off-shore.

Lynn Bragg president of the Glass Packaging Institute (GPI) spoke on behalf of all glass manufacturers. GPI promotes glass packaging as the best choice for the consumer and the environment. GPI advances policies such as recycling, advocates industry standards and educates packaging professionals. Ms. Bragg spoke on the Clear Choice Awards honoring glass consumer goods and products.

The Multi-State meets yearly and all glass manufacturers and GMP members are invited to attend to think together for the good of the entire glass industry.



LOCAL UNION 32 CELEBRATES IN SOLIDARITY

On Saturday September 12, 2015 Local Union 32, Knauf Insulation located in Shelbyville, Indiana held their annual picnic at the fairgrounds in Shelbyville, Indiana.

The food included pull pork, hot dogs, hamburgers, baked beans, macaroni, chips, cotton candy, & plenty of drinks. There were lots of games for the children to play with activities including Karaoke, face painting, cake walks, and drawings for gifts. Everyone enjoyed the good food and celebrating in solidarity.

1 – Union members on stage with the Karaoke machine. Standing from left to right: Andrew Bennefield, Mary Crowe singing karaoke, Marcus Yancee, and the D.J.-Scott Schrader.

2 – **Front row**, standing from left to right: Michael Griffith-Business Committee, Amanda Lefler-Recording Secretary, Terry Corley-Business Committee, Dan Runshe-Business Committee.
2nd row: Ray Griffith-President, Danny Greene-Business Committee, Darin Norfleet Business Committee, Roger Greene-Vice President.

Back row: Ron Johnson-Business Committee, Larry John-Steward, Rick Vitatoe Executive Officer.

3 – Cooking on the grill is Terry Corley-Business Committee with 37 years seniority, Elvis Tompkins-Union Steward & Safety Committee with 4 years seniority, and David Burton Jr., with 18 years seniority.



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2



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Best Wishes in RETIREMENT!



JIMMY NAMASCO | LOCAL UNION 91

Local Union 91 member Jimmy Namasco has retired with 40 years of dedicated service to Anchor Glass in Jacksonville, Florida. Pictured with Jimmy Namasco is Local Union 91 President Walter Shaller.



DAVE COMSTOCK | LOCAL UNION 117

Local Union 117 member Dave Comstock has retired from Ardagh Glass in Lincoln, Illinois with 42 years of dedicated service. Dave worked in the maintenance department, on the furnace, batch and compressor areas of the plant. Pictured with Dave Comstock is GMP International Representative Tom Gallagher and Local Union President Pat Spaugh.

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 301, MANITOWOC, WISCONSIN

Nominations for Local Union 301 will be held on November 12, 2015 at the meeting starting at 7:30pm and elections will be held on December 12, 2015 at the monthly meeting starting at 11:00am.

Both meetings will be held at the Eagles Club located at 823 Hamilton Street, Manitowoc, Wisconsin.

LOCAL UNION 419, NEWELL, WEST VIRGINIA

Nominations for Local Union 419 will be held on Tuesday December 1, 2015 at the monthly meeting in the meeting room of the Wells Building across from Homer Laughlin China Company, the meeting will begin at 6:00pm.

The elections of Local Union 419 officers will be held on Tuesday January 5th, 2016 in both plants of Homer Laughlin China Company beginning at 4:00am and ending at 4:00pm. The results of the election will be reported at the monthly meeting on January 5, 2016 at 6:00pm with elected officers being sworn in at the end of the meeting.

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.

LOCAL UNION NEWS

STEWARD TRAINING IN ELMIRA, NY

GMP Director of Research and Education, Claude Beaudin and Executive Officer Kim McNeil conducted a Steward Training Class in Elmira, New York on August 21, 2015 for 12 members of Anchor Glass Local Unions 104 and 180 along with Ward Manufacturing and Hitachi Metal Automotive Components Local Union 304B. Anchor Glass produces glass bottle containers located at Elmira, New York, Ward Manufacturing produces pipe fittings located at Blossburg, Pennsylvania and Hitachi Metal Automotive Components produces automobile suspension parts located at Lawrenceville, Pennsylvania.



Front L-R: Justin Osburn Local Union 104, Fred Graves Local Union 304B, Jim Personios Local Union 180, Diane Walters Local Union 180 Treasurer, Susan Bigler Local Union 180, Yvonne Kent Local Union 180, Tom Lovell Local Union 180

Back L-R: John Hudson Local Union 180, Robert Bathrick Local Union 304B, Tom Stafford Local Union 304B, Joby Prior Local Union 180 President, Sarah Cleveland Local Union 304B



NEW OFFICERS OF LOCAL UNION 222

Congratulations to the new officers of Local Union 222 in Henderson, North Carolina as they were sworn in by GMP Executive Officer Matt McCarty recently. Pictured (L-R) is GMP Executive Officer Matt McCarty, Local Union 222 President Holly Ayscue, Local Union 222 Vice President Shannon Scott, Local Union 222 Vice President Greg Foster, Local Union 222 Treasurer Lars Hartman and Local Union 222 Recording Secretary Audrey Williams.



PLANT TOUR WITH LOCAL UNION 48

GMP Vice President Jerry Cotton and GMP Executive Officer Mark Singleton toured the Anchor Glass plant in Henryetta, Oklahoma which is home to Local Union 48. Pictured is Local Union 48 President Ed Boling, Plant Manager Tommy Childress, GMP Executive Officer Mark Singleton, GMP Vice President Jerry Cotton and Local Union 48 Hot End Vice President Casey Thomas.

CHARTING A COURSE FOR THE FUTURE OF THE GMP

As we move forward towards our 75th Quadrennial Convention we will regularly provide the membership with additional information concerning the proposed merger with the United Steelworkers. As you know, the decision to present this merger opportunity to the membership at the 75th Quadrennial Convention was made only after significant deliberation. The goal of the proposed merger is to protect our membership going forward and allow the GMP to continue to provide the highest level of professional service and resources. With each issue of the Horizons we will address different topics and questions raised by the membership as we travel throughout the country and Canada to address the proposed merger. In this issue we discuss how the proposed merger will impact our Local Union Structure.

Will our International Representatives change as a result of the merger?

No. Except in unusual circumstances, all of the GMP's local unions will continue to be serviced by their regular GMP International service officers and staff.

Will the "GMP" still be our union after the merger?

Yes. Even after the merger is approved, the GMP will remain an independent union through December 31, 2017. Starting January 1, 2018, the GMP will become the "GMP Council" of the USW. The GMP Council will retain jurisdiction over all historical GMP bargaining units and locals as well as all newly organized units and locals in our traditional industries. The officers and staff of the GMP will transition and serve as the officers and staff of the GMP Council and will continue to provide support through the Media office but with the financial and staff support of the USW as well.

Will the GMP Local Unions retain the same powers, authority, duties and responsibilities?

Yes. All of the rights, powers, privileges, benefits, authority, duties and responsibilities of the local unions will remain the same after the merger. The continuity of all GMP local unions is assured under the proposed merger agreement and the internal administration of local unions will continue uninterrupted except as to changes agreed to by the local unions. GMP local unions will retain their local union numbers and where there is a conflict with an existing USW local, the GMP local will be assigned a letter suffice to distinguish it.

Will GMP Local Unions have to change their by-laws?

All local union by-laws will remain intact and will continue except that they will be subject to the provisions of the USW Constitution.



How will Local Elections change after the merger?

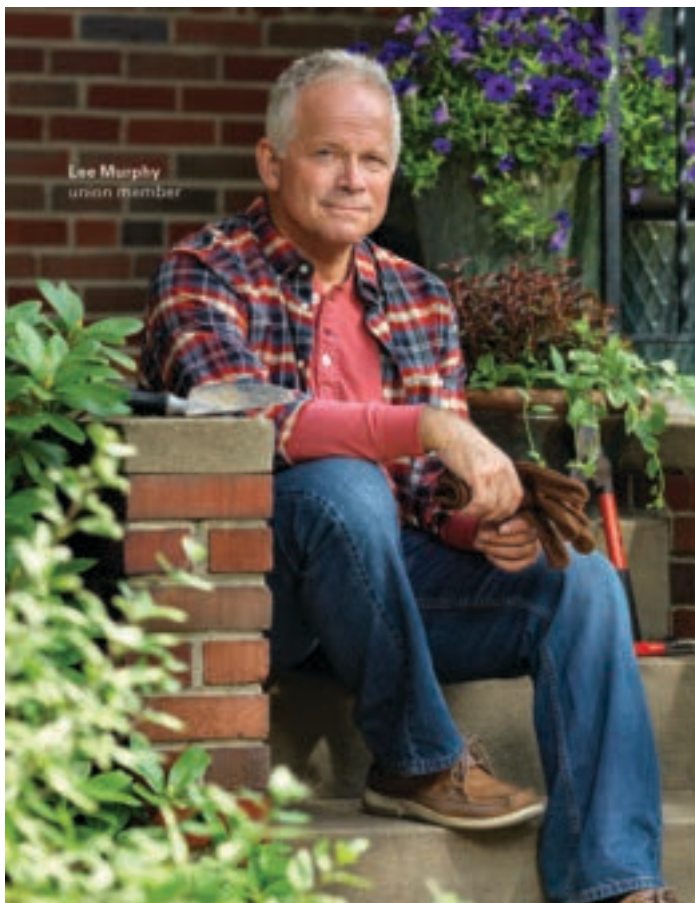
All GMP local unions will be free to follow their current practices in electing officers through 2020. All GMP locals must transition to the USW system by April 2021 and new officers will be elected in April 2021. GMP local unions may voluntarily elect to transition to the USW system prior to April 2021.

What will happen to Local Union property after the merger?

GMP local unions will continue to own all of their property after the merger so long as they continue to exist and operate. The merger will not impact a local union's ownership of its property.

Will GMP Local Unions be able to affiliate with national, state, local and regional bodies after the merger?

Subject to the rules of the body involved, it is the intent of the merger to continue to allow GMP local unions to keep their affiliations with all national, state, local, regional and other bodies. After the merger is completed, former GMP seats in such bodies will be referred to as "GMP Council" seats if allowed by those bodies.



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