

*Happy Holidays*



**GLASS, MOLDERS, POTTERY, PLASTICS & ALLIED WORKERS  
INTERNATIONAL UNION, AFL-CIO, CLC**

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**SUMMARY  
ANNUAL REPORT  
P. 8-9**



**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](http://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
- Effective Date
- Are You a Retiree?
- Your Signature

## 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:

*Claude Beaudin, International 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*

CLAUDE BEAUDIN  
*International Secretary-Treasurer*  
*Director of Research and Education*

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*Vice President*

BRENDA SCOTLAND  
*Vice President*

JERRY L. COTTON  
*Vice President*

608 East Baltimore Pike  
Media, PA 19063

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*Executive Director-Canada*  
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Woodstock, Ontario N4S 8X8  
Canada

### EXECUTIVE OFFICERS

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PETE JACKS

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MARK SINGLETON

### INTERNATIONAL REPRESENTATIVES

DAVID HOFFMAN

STACEY ANDERSEN

THOMAS GALLAGHER

CARLOS CONTRERAS



**Bruce R. Smith**  
INTERNATIONAL PRESIDENT

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“As all of us celebrate the holiday season with our family and friends, let us remember the many benefits and advantages we enjoy. We should be proud that many in the GMP family share their blessings with those who are less fortunate than we are.”

# Happy Holidays!

As 2016 comes to a close, we are all thankful that the long and divisive election campaign is over. The voters have spoken. Our task now, regardless of which candidate you favored, is to work together in solidarity to vigorously protect the best interests of our members and their families. The GMP is willing, and has always been willing, to work with elected representatives – whether Democrat or Republican - who are willing to work with us to protect workers interests and improve workers lives. We are hopeful that common ground can be found that will allow us to advance the interests of our members and retain the good jobs we have in America, bring back those jobs we have lost and create new opportunities for our youth. For example, we will work with broad coalitions and willing politicians on promoting legislation to MAKE IT IN AMERICA as well as developing a national strategy to level the playing field for American manufacturers. These are goals that all Americans should share.

Where we have differences with the incoming administration or Congress we will continue to work with the entire labor movement to oppose legislation that poses threats to our member's jobs, diminishes their rights or otherwise moves America backwards. Our job is to be your voice and advocate and we will stand tall and speak vigorously on your behalf at all times.

Each year at this time we take time to reflect on what we have to be grateful for. Here at the GMP we are grateful and incredibly fortunate to have so many able leaders at every level of our organization. I want to personally thank all of the Local Union officers and their fellow workplace representatives who work so hard every day of the year to bring benefits and protections to their coworkers. I want to thank our dedicated and loyal membership, whose support and dedication make this organization so special.

I also want to take this opportunity to express my appreciation to the officers and staff of the GMP who dedicate themselves to serving our membership. I am very proud of all of our staff, and I thank them for their efforts on behalf of the GMP.

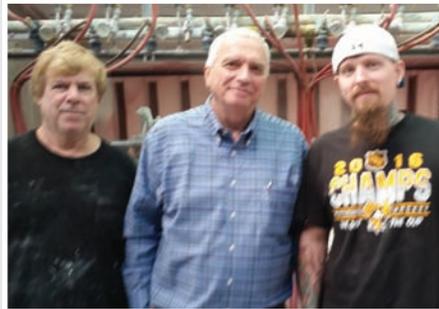
As all of us celebrate the holiday season with our family and friends, let us remember the many benefits and advantages we enjoy. We should be proud that many in the GMP family share their blessings with those who are less fortunate than we are.

On behalf of the officers and staff of the GMP, I wish every member and their family a Merry Christmas and health and happiness in the New Year.

# HALL

# TOURS

**GMP Vice President Rickey Hunter tours Hall China home to Local Union 417 and Homer Laughlin China home to Local Union 419 in Newell, West Virginia.**



Pictured at the Hall location is Local Union 417 Recording Secretary Mike Morris, GMP Vice President Rickey Hunter and Local Union 417 President Eric Gorrell.



Pictured at the Hall location is Local Union 417 recording Secretary Mike Morris, Local Union 417 member Sally Winterburn and GMP Vice President Rickey Hunter.



Pictured at the Hall location is GMP Vice President Rickey Hunter, Local Union 417 member Joanne Reynolds and Local Union 417 Recording Secretary Mike Morris.



Pictured at the Hall location is GMP Local Union 417 Treasurer Penny McComas and Local Union 417 member Dwayne Rice.

# HOMER LAUGHLIN CHINA LOCAL 419



Pictured at the Homer location is Local Union 419 President Tom Hubbard, GMP Vice President Rickey Hunter, Local Union 419 member Diane Curtis and Local Union 419 Vice President Charles Bartley.



Pictured at Homer Laughlin China is GMP Vice President Rickey Hunter, Local Union 419 President Tom Hubbard, Local Union 419 Fred Maxwell and Local Union 419 Recording Secretary Shelba Kirkbride.



Pictured at Homer Laughlin China with GMP Vice President Rickey Hunter is Local Union 419 members Jenny McCole, Phil Frame, Sherry Carter and Betsy Davis.



Pictured at Homer Laughlin China is Local Union 419 member Jim Manypenny, Local Union 419 Recording Secretary Shelba Kirkbride, Local Union 419 President Tom Hubbard, Local Union 419 member Kevin Manypenny and Local Union 419 Vice President Charles Bartley.

## MORE HOMER LAUGHLIN MEMBERS PICTURED WITH INTERNATIONAL SECRETARY-TREASURER CLAUDE BEAUDIN...



Dave Rice—44 years



Sharon Cramer



Frankie Thompson



Rob Custer



John Morris



Harold Meyers—37 years



Dee Harless



Deena Allan



Dave Manbecs & Debbie Scott

**GMP Secretary-Treasurer Claude Beaudin had the honor of touring VESUVIUS USA in Tyler, Texas. Vesuvius USA is a global leader in metal flow engineering, providing a full range of engineering services and solutions to its customers worldwide, principally serving the steel and foundry industries.**



Pictured is GMP Executive Office Larry Harris, Local Union 98 member John Hughes and Local Union 98 President Darwin Lipcomb.



Pictured is Local Union 98 member Bryon Jackson and Local Union 98 President Darwin Lipcomb.



Pictured is Local Union 98 President Darwin Lipcomb and Local Union 98 member Charles Layfield.



Pictured is GMP Executive Officer Larry Harris, Local Union member Daniel Davidson and Local Union 98 President Darwin Lipcomb.

**GMP Executive Officer Larry Harris recently toured the Golden Foundry and Machine Company in Columbus, Georgia who is home to Local Union 98.**



GFMCO is a value-added manufacturer of cast, machined and assembled gray and ductile iron components for the capital and durable goods industries. GFMCO has recently started producing a new product, the cast iron smoker grill; for more information visit [www.goldenscastironcooker.com](http://www.goldenscastironcooker.com).

# Holiday Savings *plus* Solidarity!

**Exclusive deals and discounts  
for union members**

**M**ake this a holiday of union savings and solidarity. Take advantage of the valuable discounts and rebates available to you from Union Plus. Check [UnionPlus.org/Holiday1](http://UnionPlus.org/Holiday1) for:

- 15% off AT&T Wireless services
- Savings on everything from flowers to travel
- Discounts on union products
- Union-made shopping items from toys to candy



Learn more at  
**[UnionPlus.org/Holiday1](http://UnionPlus.org/Holiday1)**

Text UNION to 22555 for information about all of your Union Plus benefits. Msg&Data Rates May Apply. Reply STOP to opt-out. Reply HELP or contact [info@unionplus.org](mailto:info@unionplus.org) for help. Expect no more than 2msgs/mo.

# Engaging with Younger Union Members

**T**here are approximately as many union members under the age of 35 as over the age of 55, each accounting for about 25 percent of union members. Our ability to defend contracts, pensions and retiree health benefits, and to prepare the next generation of leaders and activists, depends on the union's ability to connect with and integrate younger members with older members. Failure to engage our younger members will guarantee our unions' decline.

## Helping Members Learn About Unions

As a result of the decline in the percentage of workers who belong to unions, far fewer workers come from union households or communities. Much news coverage and casual conversation is pervasively anti-union, from how unions supposedly cause high taxes in the public sector to their so-called responsibility for the loss of private sector jobs to overseas competition. When millennials get a job in a union workplace, many know nothing about the union's history and may have seen only the results of concessionary bargaining. They may hear older, more experienced members expressing how "young workers don't appreciate what we fought for." This context often makes younger members feel put off or unwelcome by the union, and affects their view of the union and their contract.

Keep in mind that what is true for younger members is true for everyone else: they will care about their union if they believe the union is interested in their concerns. How do you find out? *Ask them.* As a worker once told me, "I don't care what you know until I know that you care."

Young members have individual wants, needs and experiences that often look a lot like those of other members. Some common concerns are: student debt;

childcare costs or flexible scheduling if they're responsible for young children or aging parents; affordable healthcare; improving their skills. They may be more attuned to how the union shows up in current debates about trade, discrimination and other issues that may affect the workplace and the world. Like most people, young members are looking for an economy that works for them and fair treatment in their workplaces. They *will* care about the union—if they see that the union is working on the things they care about.

If you're a senior steward engaging younger members, a good first step is to listen. Here are a few guidelines to assist with having more fruitful conversations:

■ **Don't make assumptions.** Take the time to get to know younger co-workers, their stories, experiences, goals and needs. Show the respect you want in return and extend solidarity first.

■ **Try not to be defensive.** When younger members challenge the contract or speak up about bargaining or leadership, they are struggling to figure out how to make their jobs work for them. Don't reflexively defend the past – or blame previous stewards. Acknowledge where their challenge is coming from. Work to come together on a vision of positive change going forward.

■ **Provide space and support.** Lend a hand, a word of encouragement. Seek their participation in actions and meetings. Support them by getting them the information they need to engage fully. Respect their experience.

■ **Ask for their help and their ideas.** Their skills and energy can help strengthen and build the union.

**The most important space for communicating is not the internet—it's the workplace.**

## In-Person Is Better than Online

As the steward, you—not Facebook—are the face of the union. While unions often need more effective websites and a bigger presence on social media, the most important space for communicating is not the internet—it's the workplace. Real conversation happens one-on-one,

face-to-face, and those relationships are the only way to build a strong union. As you can probably attest, this is true for workers young and old.

## Connect Them to Others

The AFL-CIO, nationally and in most states and regions, has created groups to help young workers connect with each other and the labor movement. The Canadian Labour Congress holds a young workers' summit. Find out if your local or international has a young worker group and help your members connect with it. If there is an existing group, ask them what support they need to function more effectively. If there isn't one, talk with your local leadership about ensuring that younger members have a space where they can talk and learn. Your union will be stronger for it.

*Many in the labor movement are recognizing the need to better involve younger members. Stewards, the face of the union to many, if not most, members, are at the forefront of these generational changes. This article, the first in an occasional series on intergenerational cooperation, is aimed at stewards older than 35. The next will be aimed at stewards younger than 35. The author welcome readers – whatever your age – to contribute your best experiences of working across generational lines via email at david.unger@cuny.edu.*

—David Unger. The writer teaches labor studies and organizing and is part of the New York City Central Labor Council's Young Worker Committee.



# Safe Winter Driving

Winter driving can be hazardous and scary, especially in northern regions that get a lot of snow and ice. Additional preparations can help make a trip safer, or help motorists deal with an emergency. This sheet provides safety information to your residents to help prevent motor vehicle injuries due to winter storms.

*The three P's of Safe Winter Driving:*

**PREPARE** for the trip; **PROTECT** yourself; and **PREVENT** crashes on the road.

## PREPARE

**Maintain Your Car:** Check battery, tire tread, and windshield wipers, keep your windows clear, put no-freeze fluid in the washer reservoir, and check your antifreeze.

**Have On Hand:** flashlight, jumper cables, abrasive material (sand, kitty litter, even floor mats), shovel, snow brush and ice scraper, warning devices (like flares) and blankets. *For long trips, add food and water, medication and cell phone.*

**Stopped or Stalled?** Stay in your car, don't overexert, put bright markers on antenna or windows and shine dome light, and, if you run your car, clear exhaust pipe and run it just enough to stay warm.

**Plan Your route:** Allow plenty of time (check the weather and leave early if necessary), be familiar with the maps/ directions, and let others know your route and arrival time.

### Practice Cold Weather Driving!

- \* During the daylight, rehearse maneuvers slowly on ice or snow in an empty lot.
- \* Steer into a skid.
- \* Know what your brakes will do: *stomp on antilock brakes, pump on non-antilock brakes.*
- \* Stopping distances are longer on water-covered ice and ice.
- \* Don't idle for a long time with the windows up or in an enclosed space.

## PROTECT YOURSELF

- \* Buckle up and use child safety seats properly.
- \* Never place a rear-facing infant seat in front of an air bag.
- \* Children 12 and under are much safer in the back seat.

## PREVENT CRASHES

- \* Drugs and alcohol never mix with driving.
- \* Slow down and increase distances between cars.
- \* Keep your eyes open for pedestrians walking in the road.
- \* Avoid fatigue – Get plenty of rest before the trip, stop at least every three hours, and rotate drivers if possible.
- \* If you are planning to drink, designate a sober driver.



# 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, 2015 to December 31, 2015. 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 \$38,195,774. These expenses included \$5,756,092 in administrative expenses, \$2,257,763 to insurance carriers for the provision of benefits and \$30,181,919 in benefits paid to participants and beneficiaries. A total of 28,025 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 \$346,207,774 as of December 31, 2015 compared to \$361,355,593 as of January 1, 2015. During the plan year the Plan experienced a decrease in its net assets of \$15,147,819. This decrease includes unrealized 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 \$23,047,955, including employer contributions of \$17,339,255, participant premiums of \$2,182,468, Medicare subsidy payments of \$2,723,523, gains of \$114,854 from the sale of assets and earnings from investments of \$687,855.

## 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, 2015 were \$3,918,404.





## **G.M.P. – Employers RETIREE TRUST**

### **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 Jodi Hopper, who is 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.



# UNION SPORTSMAN'S ALLIANCE



GMP members attended the Union Sportsman Alliance Dinner and Local Union 65B member Jeff Hilburn won the gun raffle.

## LOCAL UNION 96 SWEARS IN NEW MEMBERS



GMP Executive Officer Rick Vitaoe of Local Union 96 swears in and congratulates his sons, Matthew Vitaoe and Eric Vitaoe.

# CONGRATULATIONS TO OUR NEW LOCAL UNION OFFICERS



The new officers of **Local Union 254** were recently sworn in by International Representative David Hoffman. President Mike Gilleland, Financial Secretary Michael Torres, AMD Vice President Marcel McAlister, Cold End Vice President Dee Tamayo and Recording Secretary Dimas Salinas.



**Local Union 316B** of Weil McLain in Michigan City, Indiana recently swore in the new elected Local Union Officers. Pictured Vice President Frank Hampel, Financial Secretary Phil Grams, President Wayne Leslie and GMP Executive Officer Rick Vitaoe.



GMP Executive Officer Mark Singleton recently swore in the newly elected officers of **Local Union 253** of Ruston, Louisiana. Pictured L- R is Local Union President David Mason, Local Union Recording Secretary Pamela Monroe, Local Union Vice President –Hot End Daniel Hinton, Local Union Vice President – Cold End Kerry Crawford, Local Union Financial Secretary Dusty Diffey.

# PROTECTIVE LEAGUE CONFERENCES



**Midwest Conference** was held in Ankeny, Iowa on October 15th. There were nine locals with over 30 members in attendance along with GMP Executive Officer Pete Jacks and GMP International Representative Stacey Andersen. Education on auditing was conducted by Greg Stica, full time financial secretary for Local Union 63B.



**The Southeast Protective League** held their fall meeting and swore in the officers that were re-elected unanimously; pictured L to R President Blaine Hurlbrink, Vice President Joe Sharpe, Financial Secretary Pamela Hairston and GMP Vice President Rickey Hunter.

## **The Central States Protective League**

meeting was hosted by Local Union 207, Owens Brockway Glass located in Lapel, Indiana. A reception was held on Thursday October 6th, 2016 at the Cambria Suites Hotel located in Noblesville, Indiana. There was Local Unions representing members in Indiana, Illinois and Ohio to include Local Union 14, 38, 42, 96, 207, 3, 140, 172 and 178.

# RETIREEES

## OF LOCALS UNIONS 91, 207 AND 359



**Ben Butler of Local Union 91** in Jacksonville, Florida retired with 10 years of service from Anchor.



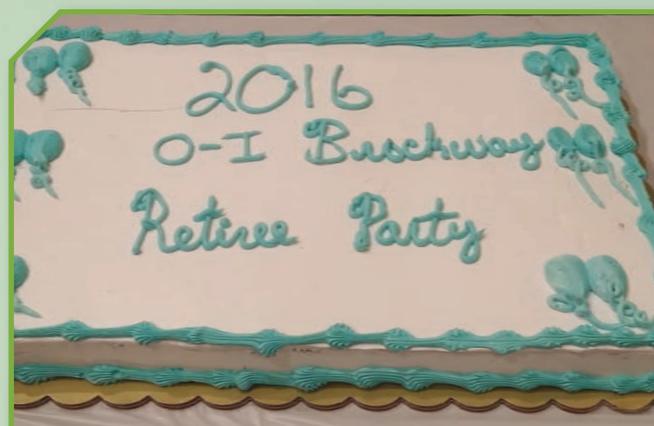
**Local Union 207 Retirees** celebrate at a banquet in Anderson, Indiana in October. Local Union 207 members are employed by Owens Brockway in Lapel, Indiana. About fifty retirees attended the banquet which was a catered dinner.



**Georgia Fort of Local Union 359** in Washington, Iowa recently retired after 37 years. Georgia was the first female GMP member to be elected as a Local Union officer and the first female to be elected as President in Iowa. Georgia also had the honor of serving many terms as a trustee on the Midwest Conference board.



**Pictured** is GMP Executive Officer Rick Vitatoe, Local Union 207 Vice President Dennis Morin, Steward Rhonda O'Neal, Local Union 207 President John Dulworth, Local Union 207 Recording Secretary Maria Hammond and Chief Steward Dave Crull.



**GMP INTERNATIONAL STAFF**

**BRUCE R. SMITH**

*International President*

**CLAUDE BEAUDIN**

*International Secretary-Treasurer*

**INTERNATIONAL VICE PRESIDENTS**

**BRENDA SCOTLAND**

**JERRY COTTON**

**RICKEY HUNTER**

**EXECUTIVE DIRECTOR OF CANADA**

**DAVID DOYLE**

**EXECUTIVE OFFICERS**

**BRUNO CYR  
RICK VITATOE  
DONALD CARTER**

**RICHARD BAUMCRATZ  
EDWARD BEDOCS  
BENNETT SALLEMI**

**LARRY HARRIS  
PETE JACKS  
KIM McNEIL**

**MATTHEW McCARTY  
MARK SINGLETON**

**INTERNATIONAL REPRESENTATIVES**

**DAVID HOFFMAN**

**STACEY ANDERSEN**

**THOMAS GALLAGHER**

**CARLOS CONTRERAS**

*Wishing you a Merry Christmas  
and  
Best Wishes for the New Year...*

*Yours in Solidarity,*



**BRUCE R. SMITH**

*International President*



**CLAUDE BEAUDIN**

*International Secretary-Treasurer*

**GLASS, MOLDERS, POTTERY, PLASTICS & ALLIED WORKERS  
INTERNATIONAL UNION, AFL-CIO, CLC**