

GMP

SEPTEMBER/OCTOBER 2016

# Horizons

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

75<sup>TH</sup>  
QUADRENNIAL  
CONVENTION  
2016



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INTERNATIONAL PRESIDENT

# PRESIDENT SMITH WEIGHS IN ON THE PRESIDENTIAL RACE

**T**his issue of the Horizons highlights our 75th Quadrennial Convention. We thank everyone who attended and participated as delegates representing their local union. The GMP is very proud of our delegates for stepping up and approving the merger.

We wish to express our sincere thanks to those delegates that served on various committees, including the early committees and committees during the week of the Convention.

I am excited about our future, partnering with the USW and establishing the GMP Council. I encourage each and every one of you to take advantage of program and/or event invitations you receive from the USW. While participation is totally voluntary, these opportunities will help you learn more about the USW and develop contacts and grow networks within the USW.

The 2016 elections are rapidly approaching. When you read this edition of the Horizons election day will be just a couple weeks away. The future of our country is going to be radically different depending on which of the presidential candidates wins. There has never been more at stake. We cannot afford to sit this one out.

In the US Senate there are 34 seats up for re-election. Democrats need to gain 5 seats to regain control and advance a progressive agenda.

In the House of Representatives all 435 seats are up for re-election. Democrats need to pick up 30 seats to regain control.

Down Ballot Elections are also very important. We must elect the candidates up and down the ballot who support working family issues.

Working people have a straightforward standard for the 2016 presidential race: Any candidate who wants to appeal to workers must put forth a bold and comprehensive Raising Wages agenda. Republican nominee Donald Trump simply doesn't stack up. Trump has tapped into the very real and understandable anger of working people, but his agenda is more bigoted than bold, more condescending than comprehensive. His candidacy reveals the need for a truth telling moment in America. And the truth is this – Trump is a man who has been quoted as saying wages are too high. He's been quoted as saying he loves "Right to Work" and has his Trump products produced over seas. We simply cannot put our country in the hands of a man who inflames prejudice, insults women, veterans and gold star families, people with disabilities and immigrants.

By Convention action the GMP has endorsed Hillary Clinton for President. I ask that each and every one of you rally voting support for Hillary Clinton. Hillary Clinton has a long history of advocating for families and working people. Clinton will create jobs by investing in manufacturing across the country and in infrastructure to rebuild our roads, bridges and water systems. She opposes trade deals like TPP that kill American jobs and lower our wages. She believes that paid family leave, earned sick days, fair schedules, equal pay for women and quality affordable child care are critical, as well as the right to come together in a union and negotiate for a better life.

How you vote is a personal decision. The GMP has done the research and recommends Hillary Clinton for president. Your decisions will affect your job and your family.

**REGISTER – EDUCATE – MOBILIZE – GET OUT THE VOTE!**

# INTERNATIONAL PRESIDENT SMITH ADDRESSES THE 75TH QUADRENNIAL CONVENTION

**O**n behalf of everyone in the GMP, I'd like to extend a warm welcome to each of you and to thank you for the work you do every day on behalf of our membership and the GMP.

Our members are the most dedicated and supportive in the labor movement, and we are enormously grateful for your commitment, your energy, and your dedication. In my role as president, I have the opportunity to travel the U.S. and Canada and meet and engage with our members and our Local Union leaders. I also have the opportunity to speak with many of our members and over the phone or communicate by email.

I am always extremely pleased and humbled by your hard work, your sacrifice, and the enormous contributions I see our local unions make on a daily basis, representing and protecting the interests of our fellow Brother and Sister members.

You commit your personal time to our union and our cause in many ways, including contract administration, health and safety, political action, apprenticeship programs, Young Worker committees, community service, political action, and participating in education programs. Some of you even serve as officers on Protective Leagues, conference boards, Central Labor Councils, and State Federations. Your unselfish behavior and readiness to help solve problems and protect our membership sets a high standard of professionalism for all of our members.

The vitality of our International Union is based on the strength and vigor of our great local unions, our Protective Leagues, and our confer-

ence boards. I salute all of you for your efforts, and I thank you for what you do every day on behalf of the GMP. Please give yourself a round of applause.

In addition, many of you have served our country in the Armed Forces. I ask that our veterans and our reservists please stand and be recognized.

Thank you for your service. Also, I want to recognize your International Officers and staff who serve our organization and you, the membership, so ably every day. Their duties are many, and their responsibilities are heavy. I believe they are second to none in the labor movement and in representing the interests of our membership and your families. In addition to their everyday service responsibilities, some of our officers and staff also serve as officers on AFLCIO State federations, and serve as Trustees on Taft-Hartley Pension Plans and Health and Welfare Plans.

When you look through your packet of the information when you registered, I'd ask that you take the time to review the Officer's Report, and you'll have a clearer understanding of the wide range of activities undertaken on your behalf by the International Union, its officers and staff. This also includes our public accountant, Fred Neibauer, who has served this union for 35 years; and our attorney, Fred Greenberg, who provides legal counsel and support to the International Union and our Local Union.

I also want to recognize our Media staff, our office staff, and specifically the Media staff that are with us this week: Charlene Carter, Sharon Orlando, and Melissa Saunders.

It is a tremendous amount of work putting a Convention together, and we started over two years ago doing that, and they have worked tirelessly in making sure that this is a success, and I thank them for everything they're doing and will be doing throughout the week.

As has already been said, this is our 75th Quadrennial Convention. And at this point, we're 174 years old. We will be celebrating our 175th anniversary next year. Our roots date back to 1842 with the former Glass Bottle Blowers, 1859 with the former Iron Molders, and 1890 with the Brotherhood of Operating Potters.

We hold the distinction I normally say "one of the oldest" I think we are the oldest labor union in North America. It's important to recognize those who came before us and who have made considerable sacrifices to lay the groundwork for the lifestyle and the opportunities that we enjoy today.

These individuals from all levels of this great International Union fought for the rights of the workers they represented and improved their conditions and conditions of those who followed. They made their voices heard and continued to spread the word to make a difference.

We owe them a considerable debt of gratitude, and we hold the responsibility to learn from their experiences and build upon what they've achieved. But this Convention is not about looking back. During this Convention, we will chart our course for the future.

I ask that you respect the past, but during this week, let's keep our eyes on the future. During the days ahead, you, as delegates, will have



the opportunity to debate and to vote on resolutions that will give focus to our goals and help better serve our membership.

All voices and points of view will have an opportunity to be heard and considered as we prepare ourselves to meet the challenges ahead. I encourage you to be an active participant in the Convention proceedings and to be respectful of each other's opinions. We must be guided by our principal of unity and civility, and if we must disagree, please do so without being disagreeable.

As President, it is my responsibility to report on the condition of our International Union. There have been a number of retirements and movements within the organization. The list of retired officers over the past four years is included in the Officer's Report.

I, as you, appreciate the contributions all of our retirees have made throughout their distinguished careers. I know you join me in wishing them all a long and healthy retirement.

The Officer's Report also includes those who passed away over the last four years. Please join in me in a moment of silence for them and all of our family members across United States and Canada who passed away over the last four years. Thank you.

Health and safety on the job has continually improved for our members over the years. But, sadly, I have to report that our members continue

to suffer on-the-job injuries and, tragically, during the last 12 months, we experienced four job fatalities. Our hearts and prayers go out to our members' families.

We must remain ever so diligent pushing for safe working conditions, joint Health and Safety Committees, and addressing on the job hazards instead of blaming the worker.

Also, organizing is the lifeblood of the labor movement. The GMP continues to commit the resources to organizing under the direction of Vice President Brenda Scotland, along with her fellow vice presidents. We are committed to continue to put the resources necessary to pursue organizing leads.

But we need the help of all of you also. I will remind you, during our 2012 Convention, there was a Resolution passed that all local unions would establish organizing committees, and those organizing committees would report to the president's office on an annual basis.

I know, with all due respect to our mail people who are unionized, the mail must be real slow because I haven't received a lot of those letters. I would encourage you that, if we're going to keep the labor movement union alive, we all must step up and accept the responsibility for organizing because it belongs to each and every one of us.

As you know, the principal purpose of this Convention is to consider the

Resolution approving the merger of the GMP and United Steelworkers. It is in our view that the GMP and the USW are stronger and more effective together. The merger will enhance and strengthen the GMP.

It will broaden our reach and our capabilities while still preserving the GMP's identity, its history and its strengths. After the merger is approved, we will still be the GMP, but we will be the GMP Council under the umbrella of the USW.

Our objective and goal with a merger was to take the best of both organizations and put them together to work on your behalf to provide the best and most effective representation possible. We believe we've accomplished that goal.

Let me start our discussion about the merger by giving you a background on how we arrived where we are today. Since the 74th Quadrennial Convention, because of plant closures, outsourcing, automation, continued layoffs, foreign imports, and corporate takeovers, our membership numbers have continued to decline. Our active membership count is around 24,000 members, which is over 4,000 members less than when we were in this room four years ago. And it's 1200 members less than when we rolled out in the 2015 Educationals. This is deeply disturbing.

The losses and layoffs that we have endured are tough. They're very tough on our members, their families,

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and they're tough on the communities where our members live. Unfortunately, while we continue to lose membership, we continue to experience increased costs.

We have the costs, just like you do in your everyday life: Gasoline, autos, insurance, pension and healthcare for our employees, legal fees, office supplies, building maintenance, printing, website and maintenance services.

We have stretched our staffing requirements as tightly as possible.

Many of our staff have assumed expanded service areas, requiring considerable time spent in automobiles and overnight stays in hotels. Many of our staff and officers are doing double duty. Our vice presidents are now also service officers. Vice President Scotland is also the Director of Organizing. Secretary newly appointed Secretary-Treasurer Beaudin retains the responsibility of Director of Research and Education, and we're using Executive Officer Ben Sallemi as our tech support.

Recognizing that our union membership is decreasing and our costs are increasing, we appreciate as a smaller union, it will be increasingly more difficult to provide the range of service and support our members need at a cost which is reasonable.

Understanding this, we formed the merger committee to explore merger options. I can tell you, many of us wish we didn't have to do it. But the

first step to solving a problem is realizing you have one. We cannot change the direction of the wind, but we can adjust the sails.

All of us have hoped things would improve. The economy would create more jobs, the attacks on labor and working families would cease, and our organizing efforts would generate large groups and new members. But as we know, hope is not a strategy. And, sadly, we have to confront our realities.

Similar challenges in the past have been addressed through mergers. The GMP, as we know it today, is a product of mergers. In 1975, we merged with the Window Cutters League. In 1982, we merged with the International Brotherhood of Pottery & Allied Workers and formed the Glass, Pottery, Plastics & Allied Workers, or as many of you affectionately say "GPPAW."

Six years later, in 1988, the International Molders and Allied Workers Union representing workers employed in foundries and allied trades merged with GPPAW to form what we now call the "GMP" with a combined membership about 90,000 active members.

We had another small merger with a Barrel Makers, who made barrels of the Cooper's union back in 1992. I came from the Molders Union, and I can tell you some of us from the Molders Union had reservations back in

1988 about that merger. I was a young officer at the time, and I had some reservations. Was I going to get pigeon-holed somewhere. But, clearly, it was the right thing to do, and this has proven to be a very successful merger.

Understanding our history of successful mergers and the need to move forward, the first task assigned to the Merger Committee was to consider potential merger partners. The Committee considered several different unions. It reviewed their financial strength and their structure, their capabilities, the synergies between the memberships, and their commitment to the service on behalf of the members.

Equally important, the Committee considered the willingness of the potential merger partners to preserve and strengthen the identity, history, and strengths of the GMP. Through this process, only one union met all these criteria, and that was the USW.

The USW has the financial strength to meet the challenges confronting unions today. It has the remarkable capabilities and a deep reservoir of talent in its organization. It has a strong structure and many synergies with our membership as it serves many of the same industries. It has a commitment to excellence, just like our own. Having identified a potential merger partner, the Merger Committee was then tasked with the difficult job of negotiating the most favorable Merger Agreement possible to protect the interests of our membership. The Merger Committee worked hard to negotiate the most positive and favorable Merger Agreement.

Once it had a draft, it took that draft back to the full Executive Board, who had the opportunity to review and question every line, every detail, and every proposal. The Executive

Board suggested further improvements on your behalf. Fortunately, for us, we had a merger partner who shared our goals and objectives and worked with us on every issue to find the satisfactory solution. The result is the Merger Agreement you have before you, which I ask you to approve today. The Merger Agreement is a remarkable achievement for the GMP. It allows us to retain our identity and yet provides us with the support, capabilities, and financial strength beyond anything we have known for decades. It will make us stronger. It will make us better. It will make us more effective.

It will provide the GMP with financial security while providing you with years of relief from increasing international dues. It provides for a strike fund which will level the playing field, even with our largest employers. It provides remarkable education opportunities for our members and organizing opportunities for the GMP Council.

The GMP will be able to grow within the USW organization, perhaps even doubling our footprint as we will have the incredible assets at our disposal to renew and invigorate our organizing endeavors in the United States and Canada. I am proud of the work of the Merger Committee, our Executive Board and our partners of the USW in negotiating this historic and remarkable agreement.



I personally want to thank the efforts of the committee members who included retired Secretary-Treasurer Don Seal; Vice President, Brenda Scotland; Vice President, Jerry Cotton; and Executive Officer, Ben Sallemi; and our professionals, Fred Neibauer, our CPA; and Fred Greenberg, our attorney, all of whom contributed to the negotiations and drafting of the Merger Agreement.

This Agreement represents a commitment to both the GMP we all know and love and a new beginning within the USW, the largest, most progressive and powerful industrial union in North America. It truly does serve and preserve and enhance the best of both organizations for the benefit of the GMP membership.

I am proud, along with my fellow officers and staff, to endorse this Merger Agreement and to urge all of you to support it and vote in favor of its approval.

I understand the reservation some of you may have about the loss of independence. But this Merger Agreement preserves, protects, and enhances the essence of the GMP and its identity, something which we could not necessarily protect, if we were to continue as an independent union with diminishing membership numbers.

If anything, I submit to you that this merger does more to protect the GMP legacy and its commitment to serve than remaining independent. The alternative to a merger is an immediate and dramatic dues increase, which will help stem the tide for the near future, but it will not yield the enhanced resources and tools, such as those offered by the USW.

And it will not offer any guarantee of financial stability; nor will it increase our ability to handle the hostile

corporate powers that we deal with on a daily basis. Ultimately, it will lead us to the same place a few years from now but with considerably less ability to accomplish the remarkable protections and achievements which are the cornerstone of the USW GMP Merger Agreement before this Convention.

You and all of our GMP members deserve the highest level of service, support, and resources available and our combined union will provide that service, support, and resources to the members of the GMP Council.

The GMP Council of the USW will have the increased presence in our core industries of glass and cast metals, enhanced organizing capabilities, additional resources and tools for our staff membership, improved clout nationally, locally, and more leverage at the bargaining table. I understand the phrase “win-win” is often overused as a marketing phrase, but it fairly represents what this Merger Agreement means to the GMP.

As you know, the GMP leadership has been fully transparent about the proposed merger with all of our membership. We notified each of our local unions last year, during the 2015 Educationals that your International Officers and staff believe that this is the best course of action for our membership going forward.

We made the announcement last year so each and every one of you would be provided with a significant period of time to digest, question, learn. Over the months following the Educationals, we’ve continued the dialogue.

Our membership has been invited to discuss the Merger Agreement, and ask any questions that you may have. I am pleased to report that we have received strong support from

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the membership and very few dissenting opinions.

Once those dissents understand the terms and recognize the full impact of the Merger Agreement, they have almost always come around to support this path going forward. Once again, please vote to support the merger when the motion is presented later today.

Even though this merger is necessary, I would be remiss if I did not, again, at this time, recognize that, despite all the changes and challenges that we confront, the GMP continues and always will represent the best interest of our membership, and we are proud of our service. I want to, again, thank all of you for your continued supports and efforts.

Now I'd like to turn our attention a little bit to the 2016 presidential, national, and state elections. We are witnessing a very tough and sometimes brutal presidential election campaign. And in the U.S. House of Representatives, all 435 seats are up for reelection. Democrats need to pick up 30 seats to regain control. In the U.S. Senate, 34 senate seats are up for reelection. Democrats need to gain five seats to regain control of the Senate.

Quite frankly, as was said earlier, the job in front of us, all of a sudden in the labor movement, is as monumental as any struggle we faced in the past. The labor movement is mobilizing to build a state-by-state ground game to regain control of the House and Senate and defeat the hate-fueled Trump and Pence ticket. But we need all of your active support.

We're the only ones to block their way. So it's time for us to fight back with as much energy as we've ever put into anything. When you return to your homes and your communi-

ties, your goal will be to recreate political balance by fighting for working families, for America's middle class. Without you, without our labor union, there would be no voice for working families and the workers around the country.

In the political election, which it seems like we've been dealing with for two years now, I site a quote from CNBC Rachel Maddow, and she said:

"The future of our country is going to be radically different, depending on which of these candidates wins. Our country will look one of two ways on November 9th, depending on what we do right now. Either Democrats step up to win the White House and take back the Senate. "With Democrats in charge, we protect workers' rights, create more good-paying jobs, address the climate change, protect Social Security for seniors and generations to come, and ensure women's healthcare access.

"Or Democrats sit on the sidelines and let Republicans maintain their grip on the Senate. The GOP controlled Senate continues to logjam every judicial nominee and climate bill, wipes every Planned Parenthood clinic off the map, and guts ObamaCare." That was the end of the quote.

We know that Donald Trump has been telling us exactly what he's going to do. He supports Right to Work laws that weaken workers' bargaining rights. He thinks the minimum wage is too high, and he talks about bringing jobs back to this country. But he said: If we want those jobs, we have to be willing to accept lower wages.

There's never been more at stake, as we said this morning, Sisters and Brothers. We can't afford to sit this election out. We must step up and be ready to fight. We need to educate, register,

mobilize, and get our membership out to vote, united and ready to go.

Brothers and Sisters, never forget we can make a difference. Never forget that our strength, our lifeblood is our unity. We need each other. Our union needs us. We've got to keep working and fighting for it. Together we will make a difference.

In conclusion, it's time for us to get to work. We need to chart our course for the future, a future that every one of us can be proud of. We're not just voting when we vote this week on resolutions for those sitting in this room. We're voting for the thousands of our members back in the plants across the country and Canada.

Solidarity is about "we," not "me." It's about the good of the whole, not the self interest of a few. Solidarity brings meaning to our work. Sisters and Brothers, at the end of the day, we are members of a labor union, a labor union that exists for our members. I submit to you that this merger will provide increased power and a better future for our members. Our motto has been and must continue to be: "Members First." (Applause)

So now in conformity with the rules of my office, I proudly declare the 75th Quadrennial Convention of the Glass, Molders, Pottery Plastics & Allied Workers officially open. (Applause)

Thank you. (Gavel). Thank you very much.



# TRUMKA CONVENTION REMARKS



Richard Trumka  
President, AFL-CIO

I want to congratulate you on your 75th Quadrennial Convention. It's great to be with all of you. See, brothers

and sisters, your union has a beautiful history and a powerful future. You work hard, you sacrifice, you stand together, you make our labor movement proud. And I know that you'll soon vote on whether to merge with the Steelworkers, a great union with great leadership.

Let me just say this: I trust your judgment, I trust your unionism, and I trust your solidarity. And no matter what you decide, I'm confident that you'll leave this convention united and strong and ready to win a better future for all working people out there.

See, that's what GMP is all about. Whether you work with glass or plastic or fine china or insulation, you help set the standard on good wages, a safe workplace, retirement, and healthcare. And the more you grow, the more you organize, the more industry leading contracts you negotiate, the higher you can set that bar. And I mean that literally because it's true in the workplace. Your victories send signals and sets



targets far beyond your industries, but that's also true in politics.

When we get off the sidelines and onto the front lines, we elect candidates who share our working family values. See, that's the real strength of collective bargaining and collective action. You see, our agenda drives our politics, and not the other way around. And this year, more than ever, we shaped the political conversation in America. Good jobs, raising wages, and strong unions are front and center, and we intend to keep them there. See, working people are winning the debate right now, and now it's time to win the election.

See, your mobilization and your groundwork are absolutely critical because working people need it, the labor movement needs it, your family, your neighbors, and your community need it. See, you'll change hearts and minds, you'll mobilize our members, you'll convince the undecided, you'll persuade folks who like Trump's style to think about that again. You'll communicate with your friends, your coworkers, and your families. Remember this: Conversations win elections.

Listen, I know you're involved and I know you do your part, but I've got to ask you to step it up a notch. Actually maybe two or three notches this time around. You see, in every single race, from the State house to the White House, your voice and your vote will be among some of the most influential in America. We know unity. We practice solidarity. We elect our union backed candidates and then hold their feet to the fire when they take office. And we use our strength to organize more working people and to win better contracts afterwards.



# TRUMKA CONVENTION REMARKS *continued*

When we get out on the picket line and show America when we stand together, nothing and no one can turn us aside. You see, from the building site to the factory floor, we do it all. We build windows and overpasses. We carry the load. We answer the call. We do whatever it takes no matter what the cost. We wake our country up every single day and then we tuck her to bed every night. We defend her when she needs defending. We don't mind hard work. We do it with pride, but we will not be face down or pushed aside, and we will not be denied. We've made this country great and now it's time, time for workers to earn and reap some of what we've sowed and some of what we've done.

And when your membership gets involved in a ground campaigns, nothing, nothing, nothing can stop us. When your members speak the truth about Donald Trump, he'll crumble like a house of cards. We know what it takes. We need you to keep leading the way. Keep blazing a trail forward. And the national movement, we've been under attack for so long, and I know it can be hard to get yourself out of the defensive crouch, but it's time for us to stand up strong, brothers and sisters. It's time to mobilize and organize.

And this electoral season is all about raising wages. See, we're going



to get to work sites, we'll talk to members, we'll walk the streets, we'll knock the doors, that's what a unified labor movement does. That's what a unified labor movement looks like when working people stand together union strong. And after the ballots are counted and the elections have been won, we'll be in a better position to organize in the workplace and win strong contracts and better pay, because we will have friends standing with us, not behind us, but in front of us and beside us.

You see, we'll fix what's broken in America. Together we'll create a better tomorrow. It's not going to be easy. We're going to have to work for it, sisters and brothers, together, each of us with solidarity, where your picket line is my picket line, and my picket

line is your picket line and I don't ask why you're out there fighting. When I see a worker struggling for a better life, I stand with my brothers and sisters. I stand with them in the day and in the night, shoulder to shoulder, arm in arm, every single day, voting together, fighting together, winning together to bring out the best in America, to build a nation that we can have, must have, and by God we will have. Let's keep up the fight.



# GERARD CONVENTION REMARKS



Leo Gerard  
President, United  
Steel Workers

Quite often when I hear those kind of really cool introductions, I wish my mom and dad were here. My mom would be really proud. My dad wouldn't believe any of that bullshit.

Yesterday, I was pretty excited about the decision we made, and I really thought when I heard some of the people giving their background, and I made a couple of comments about how hard it is. And both Stan and I come from mergers.

The only time we've been able to have something is what we can stand up and take, and what we can do is stand up and fight for and hang on to it when we get it. That's what we do. (Applause.)

And I tell this to you, and I tell it to our members: If you get up in the morning and you're going to wherever you're going and you think of your responsibility as a trade unionist, any time that you think things are, quote, "good enough," that's the time to quit and find somebody to do your job because it will never be good enough for us.

We'll always have to fight for what we want. We'll always have to fight to hang on to what we got. And I can tell you this: The day that I wake up and I think things are too good or that things can't be improved, that's the day I'll cash it in.

All we have to do now is look at what's happening in this country. Look at what's happening in Canada. Look at what's happening in Europe. And what we've got is a

global financial empire that is feeding off workers. Workers all around the world are angry.

The other thing that I should say, and I say this so often that some of our leadership get tired of hearing it. I can't promise you that we're going to win every fight, but I can promise you if we don't fight we're not going to win. And I can promise you that we're not going to fight stupid. That's why we built the Strategic Campaigns Department. That's why we created those alliances all around the world.

We're not looking for fights. We're looking for good collective agreements. We're looking for collective agreements for our leadership and our membership so they can feel proud of where they work. We're looking for collective agreements where people can look ahead and say "Okay, in so many years, I can retire with dignity."

Right now in this country, in the last three, four years, maybe even since the great recession, as they call it it was a recession for some, but it was a depression for everybody who lost their jobs. We lost the equivalent of 100,000 members in six months after the collapse of the economy in 2008 and '9. When I say the equivalent of that, it's because lots of our facilities, in particular in the paper sector, in corrugated and converters where they make boxes made by plants.

You can measure what's going on in the economy in many ways through our union. Stanley looks at tires. What's happening with over the road tires for transport trucks? If they're not selling, that means things aren't getting transported. What happens at our box plants? If our box plants aren't working, things aren't going into boxes, that's means that they're not working full time. And when I say we lost the equivalent of 100,000 jobs, that was because lots of our box plants went from working five and six days a week, sometimes seven days a week, down to two or three days a week. If you're working two or three days a week and you do that in enough box plants, that's the equivalent of a lot of members. But worse than that, you can't live on two or three days a week.

So we had those kind of fights.

One of the things that we've been really active on, and I assume we're going to do more of it now that we've looked at this merger, is our work in Washington. I can tell you this. I was at the Democratic Party Convention, and I went into some meeting that I was supposed to speak at. And one of the guys came up to me, which I should have kept his card with me.

He came up to me, and he said, "I hear you're going to be working on a merger." I said "Yeah, probably not long after the Convention of the Democratic Party is over."



# GERARD CONVENTION REMARKS *continued*

He said, “Well, if you merge, I wouldn’t mind talking to you.” I said, “Well, who are you?”

He pulls out his card. He’s the Washington lobbyist for O.I. I said, “You’re goddamn right I’ll be happy to talk to you.”

And you can be sure. You can be sure that the work that they’re doing in Washington is not necessarily on our behalf. They’re a multinational company all around the world. They want to get the least infringement on their right to do whatever the hell they want.

And so now we’re going to see what it is that’s on their agenda, and we’re going to train our people. Some of you may end up going to Washington for a few days and go knocking on the congressman’s door and say, “That legislation that that guy from O.I. wants, that’s going to cost me my job. Look me in the eye and tell me you’re not going to take my job away.” The best people in Washington up on the hill aren’t Stanley and I.

The best people we bring up on the hill are our rank and file members who go look at that congressman or that senator and tell him, “That legislation is going to hurt me; it’s going to hurt me and my family. It’s going to hurt my ability to send my kids to college; it’s going to hurt my wife, who’s not going to be able to stay home after we have a baby. That legislation is bad for us, what are you going to do about it?”

That’s a hell of a lot better than me going because they’ll say, “Well, what do you expect? He gets paid by the union.” We built that program, and we’re proud of it.

So listen, I said to you yesterday at the end of the meeting: We’re going to work to try and make you proud of the decision you made yesterday. We’re going to work to try and be much more efficient. I heard Bruce talking about the GMP Council. Think about the difference it will make when we take all the glass workers we’re now the dominant union in all of glass. There may be a few stragglers that are either nonunion and independent, a one person shop or something.

But we’re going to be the dominant union in the unionized glass sector. We can develop a strategy for glass. We can develop a strategy for the multiunion employers. We can then do the same with foundries. I was talking to somebody on Sunday night that makes fire hydrants. Just down the road, we have a local that makes fire hydrants. We should make sure that we’re talking together, make sure they’re not playing us off, one against the other.

So we’ll be the dominant union in foundries. We can develop a foundry strategy. We can look at the structures that we have and build them together and then go through the list of opportunities that we can create through the merger.

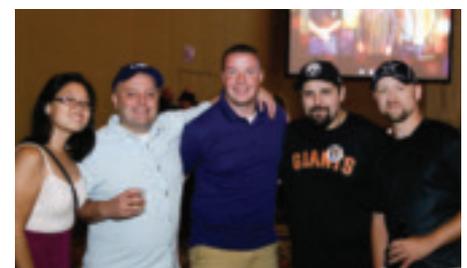
We have a they changed it. They called it the Communication Action Team now, the CAT Team. I used to call it the “Contract Action Time.” I just liked the idea. And the lawyer said “We’d be better off calling it the “Communication Action Team” in case we get sued again. We need a good lawyer before or after is when you need the good lawyer. So we have the CAT teams. And in our large units and a “large” unit to us is probably a hundred or more in our large units that are coming up for bargaining, we will actually go into training.

We don’t just do the training on how to bargain the collective agreement. We do the training on how to communicate with each other during the bargaining. How do you build power in your workplace as you’re leading into the negotiations?

The most important thing you can do, leading into your negotiations, is build solidarity with your membership and build solidarity amongst your memberships.

And what’s the best way to do that? The best way to do that is have a communication structure so you can communicate as needed to every member. So we build those structures within those units. And they don’t only last through the collective bargaining. They last after the bargaining.

So I can tell you, coming from the plant that I came from I’ll tell you a little bit about that later. Coming from the plant that I came from, I



know exactly what the foreman would do. The foreman would come around, and they'd ask one of the workers, "Well, what do you think? What's the biggest issue for you? Are you guys ready to go on strike? Does your union have enough money to take care of you?" They gather that information, and all of a sudden, it shows up at the bargain table; right?

If we're teaching our members how to communicate with each other and build solidarity when the boss comes up and says, "Well, what do you think," he says, "It's none of your damn business what I think." Figure out how to build power.

That's what we're trying to do every day. And as I said, if you ever wake up and you think you've done all you can do, find somebody to replace you quickly. Because workers have never ever been given anything. I do this little thing once in a while. Any of you ever come to the plant in the morning, come to work in the morning and the boss comes up and says, "You know, Susan, I couldn't sleep last night. The air in the plant is so bad, and this big bonus they gave me, I've decided not to take it and spend it on fixing the air and in the plant so that you guys have a much better workplace."

Has that ever happened to any of you? Did the boss ever come in and say, "You know, I treated you like shit a couple weeks ago. It's really been bothering me. I apologize. I had a bad day."

Did anybody ever have that happen to them?

I don't need to say any more then. Our obligation is to build the power that we have within our membership, within our union, within our strategic alliances so that we can do the best job possible for our members.

When I told you where I grew up, that was where I grew up and the town I grew up in. But I grew up in a plant in a mining environment and a smelter. We had seven mines, a smelter, a refinery, a mill, and we had 19,000 members in my Local Union.

I was the chairman then of the, what they call the "reduction section." I had 350 stewards in my section. We built an education program.

We built that education program so that we could have a stronger unified voice of solidarity with our employer. And one of the things that, when I go back to my hometown, I go drive by that smelter still, and I go drive by the mine where my dad used to work. We're down to 2800 members. But you know what? The things we were fighting for then, we've accomplished now.

And the things we're fighting for now are the things we want for our kids and our grandkids.

And when you're in this room, I don't want to offend anybody. There aren't a lot of spring chickens. I won't ask you to lie. I won't ask anybody under 35 to raise your hand because a bunch of you will lie and then I'll be all confused. But our obligation is to prepare the next generation.

That's why when you saw on the board that Bruce put up yesterday, the leadership development program and the various education programs. And I wanted to yell and scream out so that Bruce could hear me: "Those numbers that we put on the board are the minimum." When we said we'd guarantee so many people in the leadership program per year I think it was five if we get five, that's great, but I'd rather have seven.

The fact of the matter is that our obligation is going to be, collectively, me and all of you to find the

young people, the young women and men who want to play a role in our union and give them the support and the tools and the advice and the mentoring so that they can feel they can make an equal contribution and come up through the ranks of the union and someday someday, just like we're going to elect the first female president in the United States of America, someday we should have the first female president of the United Steelworkers. (Applause.)

Someday we should have more people in the building that are representative of the people that we want to represent us and organize. We need to make sure that our union, over time, reflects the diversity of our society and reflects the diversity of our industries.

And right now, Sisters and Brothers, some people may be offended by this, but right now the labor movement is too male and too pale. We don't represent the society as a whole, and we've got to get up off our ass and make that happen. (Applause.)

If we do that, the legacy of yesterday's vote will be that important. What will really be important is, as a result of that vote, we've built a much more diverse, much more activist, much more rank and file driven, much more participation, much more activism, and will have prepared our union for the next generation. If we do that, then our legacy of yesterday will be that big (indicating). So that's a challenge that we have.



# CONVENTION PHOTOS





# COMMITTEE PHOTOS



Steven Schmillen, Local 140, Chairman; Carl Harmon, Local 30, Secretary; Carlos Contreras, Local 17; Todd Graves, Local 38; Johnny Bartley, Local 40; Derrick Smith, Local 50; Paul McCoy, Local 65; Rick Wayman, Local 96; Alda Barnes, Local 108; James Jessup, Local 168; William Nelson, Local 169; Tim Stein, Local 172; Joby Prior, Local 180; Wanda Williams, Local 216; Shawn Humphrey, Local 244; Larry Smith, Local 248; Lee Breazeale, Local 253; Bruce Knuppenburg, Local 421

**Advisors:** Bruce Smith, International President, Advisor; Claude Beaudin, International Secretary Treasurer, Advisor; Fred Greenberg, Attorney, Advisor; Fred Neibauer, CPA, Advisor



Joseph Sharpe, Local 193, Chairman; John Dulworth, Local 207, Secretary; Brian Porter, Local 15; Raymond Griffith, Local 32; Michael Christian, Local 33; Ira Bryan, Local 45B; Jeff Jones, Local 51; Rex Cicero, Local 58; Raymond Hudson, Local 73; Julie Lee, Local 81; Walter Shallar, Local 91; Kevin Lowe, Local 121; Robert Plunk, Local 177; Michael Keck, Local 182B; Jeremiah Simmons, Local 259; John Wesolowski, Local 289; Scott Keehan, Local 301

**Advisors:** Brenda Scotland, Vice President; Jerry Cotton, Vice President; David Doyle, Executive Director of Canada; Fred Greenberg, Attorney



Ronald Repiscak, Jr., Local 28, Chairman; Marion "Tina" Bell, Local 376, Secretary; Tony Shuman, Local 9B; Brendan Bohan, Local 36; Josh Block, Local 42; John Munsterman, Local 63B; Michael Stout, Local 70; Louis Smith, Local 77; Jon Contreras, Local 87; William Kennedy, Local 101; Eric Davis, Local 121B; Victor Luce, Local 132; Tahinna Aguayo, Local 137; Mark Keire, Local 139B; Thomas Forker, Local 178; Steven Butler, Local 201; Diana Whitsett, Local 204; Michael Gilleland, Local 254

**Advisors:** Claude Beaudin, International Secretary Treasurer; Rickey Hunter, Vice President; Bruno Cyr, Executive Officer; Richard Baumcratz, Executive Officer; Bennett Sallemi, Executive Officer



Marshall Evans, Local 45B Chairman; Ed Boling, Local 48 Secretary; Georgia Fort, Local 359; Darwin Lipscomb, Local 98; Tony Modaffare, Local 110; Fernando Garcia, Local 164B; Matthew Ehlen, Local 226; David Swain, Local 234; Mike Stempel, Local 233; Michael Grosse, Local 245; Deana Allen, Local 291; Carlo Raposo, Local 360; Todd Eisenhaur, Local 376; Eric Gorrell, Local 417; Thomas Hubbard, Local 419

**Advisors:** Rickey Hunter, Vice President Advisor; David Doyle, Executive Director of Canada Advisor; Edward Bedocs, Executive Officer Advisor; Larry Harris, Executive Officer Advisor; Fred Greenberg, Attorney Advisor



Daniel Hollinger, LU 287 Chairman; Louis Smith, LU 77 Secretary; Stephen Talbott, LU 17; Robert Denne, LU 21B; Jim Shaffer, LU 65; Peter Smith, LU 77; Daniel Engelhart, LU 87; Lori Sheasley, LU 110; Adam Cox, LU 177; Lisa Britton, LU 214; Mike Nennig, LU 261; Dave Crocco, LU 304B; Richard Metcalf, LU 359; Clint Howard, LU 446

**Advisors:** Executive Officer Donald Carter; Executive Officer Richard Baumcratz; Executive Officer Matthew McCarty; Executive Officer Mark Singleton



Marcel McAlister, LU 254 Chairman; Christopher Ewald, LU 129 Secretary; Don Reed, LU 52; Tim Scott, LU 65B; Steve Howd, LU 77; Terry West, LU 166; Glenn Pruitt, LU 216; Brian Banks, LU 219; Ned Shisler, LU 229; James Bodey, LU 289; Julia Stickler, LU 376; Charles Lockhart, III, LU 419

**Advisors:** Executive Director David Doyle; Executive Officer Rick Vitatoe; Executive Officer Larry Harris



Garry Power, LU 28B Chairman; Debra Catellier, LU 304B Secretary; Debra Ligon, LU 19; Armondo Verduzco, LU 177; Whit Satterfield, LU 214; Jay Keckhaver, LU 226; Frances Rhea, LU 229; Christopher Harrison, LU 237; Justin Massey, LU 289; Steve Messenger, LU 368; Marlon Davis, LU 387; Frank Homan, Jr., LU 412; Robert Cordiner, LU 437

**Advisors:** Vice President Brenda Scotland; Executive Officer Mark Singleton; International Representative David Hoffman



Marilyn Boyd, LU 419 Chairman; Anthony Arceneaux, LU 17 Secretary; Tashena Lindsey, LU 14; Jose Barajas, LU 17; Eddie Echols, LU 20; Ben Bland, LU 45B; Tim Steele, LU 51; Michael Polan, LU 166; Paul Osborne, LU 195; Salvadore Reynosa, LU 164B; Randy May, LU 201; Adam Poulton, LU 244; Charles Webster, LU 284; Benjamin Thompson, LU 289; Perry Marzean, LU 375; David Rice, LU 419

**Advisors:** Vice President Jerry Cotton; Executive Officer Donald Carter; Executive Officer Pete Jacks; International Representative Stacey Andersen

# COMMITTEE PHOTOS *continued*



Charles Bartley, Jr., LU 419 Chairman; Josh Coleman, LU 96 Secretary; James Johnson, LU 15; Thurman Dempsey, LU 45B; Marcus Valle, LU 51; Moka Taihia, LU 87; Connie Gibson, LU 207; Nick Yonda, LU 263b; Caryn Galloway, LU 375; Mitch Zuck, LU 459

**Advisors:** Executive Officer Rick Vitatoe; Executive Officer Kim McNeil; International Representative David Hoffman; International Representative Thomas Gallagher



Jeff Bibb, LU 30 Chairman; Dana Hoadley, LU 139B Secretary; Jerry Novak, LU 17B; Connie Allen, LU 49; George Edgreen, LU 54; Brett Bastin, LU 63B; David Knapp, LU 75; Matthew Dalton, LU 177; William Daily, LU 178; Judith Darby, LU 180; Rick Balgosky, LU 188; Chris Kerestus, LU 237; Mark Freeman, LU 260; Steve Phillips, LU 446

**Advisors:** Secretary-Treasurer Claude Beaudin; Executive Officer Bennett Sallemi



David "Jeff" Hilburn, LU 65B Chairman; Kerry Crawford, LU 253 Secretary; Tracy Carpenter, LU 14; Andy Palacios, LU 52; Allen Lentz, LU 54; Michael Stout, LU 70; Travis Huebner, LU 112; Robert Wickham, LU 210; Holly Ascue, LU 222; Timothy Milgate, LU 239; Rodney Hindel, LU 244; Steve Rudinski, LU 304B; Penny McComas, LU 417

**Advisors:** Vice President Jerry Cotton; Executive Officer Edward Bedocs; Executive Officer Matthew McCarty



Donny Owens, LU 244 Chairman; Mike Romine, LU 129 Secretary; Jesse Evans, LU 32; Michael Griffith, LU 32; Jose Valentin, LU 39B; Robert Ingle, LU 45B; Dennis Pistole, LU 45B; Billy Clay Gibson, LU 48; Randy Hale, LU 65B; Whitney Anthony, LU 110; Willie Mae Turner, LU 166; Carl Tucker, LU 218; Billy Linkous, LU 220; Terrence Miller, LU 233B; ;Gabriel Nickrent, LU 412

**Advisors:** Secretary-Treasurer Claude Beaudin; International Representative David Hoffman; International Representative Stacey Andersen; International Representative Thomas Gallagher



Janet Barnhill, GMP Local 91; Myron Slack, GMP Local 117; Curtis Williams, GMP Local 289; Yvon Picard, GMP Local 342; Linda Kimble, GMP Local 419



Robert Torkelson, Local Union 63B; Anthony Arceneaux, Local Union 17; Joshua Block, Local Union 42



# IF YOU'RE THINKING ABOUT VOTING FOR TRUMP...

**T**he GMP urges all of its members to vote their conscience. This election is vitally important to each of us, to our families and to the future of our country. No one should sit out this election. We urge every member to vote.

We appreciate that many of our members and the public at large are frustrated about “business as usual” in Washington. We are too. We have seen too many good paying jobs and industries go elsewhere. We are too often fighting against concessionary demands for givebacks in wages and benefits. We see the opportunities for ourselves, our children and our grandchildren diminishing in an ever more complex and difficult world. We understand. We share the frustration. BUT ...

One thing we know for certain – Donald Trump is not the answer. He is anti-union. His companies fight organizing campaigns so that he need not pay a living wage and benefits to employees. In fact, he says he loves “Right to Work”, which we know really means the right to work for less. He says that wages in America are too high. He is bigoted and hateful. He is condescending and regularly demeans women, immigrants and the disabled. He treats Gold Star families and war heroes with disrespect. He

makes his products in low wage foreign countries. He is not a man of his word – he fails to pay his debts and obligations. He profited from a fake university designed to rip off the most vulnerable. He does not, like you and I, contribute to society by paying his fair share of taxes. I could go on and on but the point is that Donald Trump is only about Donald Trump. He will serve his own interests and the interests of the wealthy business class. Don't fool yourselves by thinking that things will get better under Trump, they will not. In fact, experts say that his “plans”, to the extent they have been stated, will devastate the economy, cost jobs and make the world a much less safe place. No wonder many conservative magazines and leaders are taking a stand against Donald Trump and urging Republicans, as well as Democrats, to vote for Hillary.

Hillary Clinton is not the perfect candidate. All candidates come with baggage and flaws. But she stands with labor, stands with working people and with the middle class. Hillary Clinton actually cares about us. She will always consider our interests and will work with us to improve the lives of working people. In our view, Hillary Clinton will serve the interests of working people and work tirelessly to keep America safe and prosperous. Donald Trump will not.

# THE FUTURE IS NOW

for young workers

**H**istory was made this year at the 75th quadrennial convention, as the membership of the Glass Molders Pottery Plastics and Allied Workers (GMP) voted to merge with the United Steelworkers (USW). The merger, which passed nearly unanimously, was a positive step toward the future for both organizations, and promises to inject new energy and power for working people throughout the United States and Canada, with new opportunities for young workers.

Young workers are the future of the labor movement, and intensifying efforts to identify and empower them was a key takeaway from the merger. But what programs are being planned for workers who are just starting in the labor movement? What benefits do the United Steel Workers provide for those looking to grow into leadership or activist roles with the union? How are the voices of young workers going to be amplified?

Let's break down what it means to be a young worker in the GMP Council after this historic decision.

In the new GMP council of the USW, this means an investment into those individuals who want to fight and continue the labor movement for generations to come. There will be education programs, new organizing opportunities, and dozens of other ways to help working people stand together to build power. As a young worker in the GMP Council of the USW you now have a unique opportunity to change the world.

The USW Prides itself as one of the most progressive unions on worker and social justice issues, with multiple committees and groups focused on giving a

voice to groups often underrepresented in labor. Women, people of color, and retirees will all have new avenues to grow their involvement in the union, but with the GMP Young Worker Advisory Council, now every member of the GMP Council now have the ability to go further than ever before.

It's no secret that union membership has been declining for decades, but recent innovations and organizing victories have seen an uptick in membership and interest in the Labor Movement. With aging union members and leaders, there is a clear need for young workers to learn how best to build power for working people, and for us to develop a new generation of union leaders.

The USW has pledged to help those in the GMP Council build this generation through its Leadership Scholarship Program. The program equips young GMP Council members with the tools to strengthen their local union and become a leader in the fight for working people.

Everyone can be an activist, as there are dozens of roles people can play in the fight for the future of working people. With the support of the USW, members of the GMP Council will be asked to step up in their local commu-

nities and make difference for millions of hard working people. The USW Political Activism, Civil and Human Rights, and Women of Steel Programs all provide expanded opportunities for its members to join the fight.

The USW young worker program, "Next Generation," is aimed at giving an outlet for young workers to have a voice and receive the knowledge to help strengthen the labor movement. Next Generation is designed for workers 35 and under and uses mentors of all ages to focus on the history of the Labor Movement and its future. As young workers, it's important to get involved as early as possible to make sure generations to come have better rights and wages, and to work toward an economy that works for all. Next Generation plans young worker actions and is involved heavily with the AFL-CIO's NEXT UP programs and it's Young Worker Advisory Council.

No matter the age, members of the GMP Council have the opportunity and obligation to continue to fight for working people and social justice, to ensure a better future for all. May the heat from our furnaces and foundries help temper their steel, we truly are stronger together.





# TORRANCE CASTING

**C**ongratulations to the recent retirees of Torrance Casting in La Crosse, Wisconsin members of Local Union 437. Jeff Shuda was hired in 1973 and retires with 42 years of service, Bill White was hired in 1964 and retires with 52 years of service and Dave “Doc” Kehr was hired in 1978 and retires with 37 years of services.

Torrance Castings is a family owned company since 1876 specializing in Gray, Ductile and Ni-Hard Iron Castings.

# LABOR DAY IN INDIANA

**M**onday September 5th, 2016 organized labor in Northeast Indiana held its annual Labor Day picnic at Headwaters Park in Fort Wayne, Indiana. The picnic was open to the public and especially friends of Labor. There were over 100 volunteers from different Unions working at this event and an estimated crowd of 8,000 in attendance. The Fort Wayne Philharmonic Players Association provided the live music for entertainment and the kids enjoyed many activities to include face painting, Balloon artist and a water pad.



GMP executive Officer Rick Vitaoe and former governor Evan Bayh.



Chairman of the Democratic Party in Ft. Wayne Jack Morris, Superintendent of Indiana Schools Glenda Ritz, Workers Project Tom Lewandowski and GMP Executive Officer Rick Vitaoe.

# DONALD TRUMP ONLY WANTS TO HELP HIMSELF AND HIS RICH FRIENDS, NOT WORKING PEOPLE.

	 <p><b>DONALD TRUMP: LOOKING OUT FOR HIMSELF</b></p>	 <p><b>HILLARY CLINTON: LOOKING OUT FOR YOU</b></p>
<p><b>WORKERS' RIGHTS</b></p> 	<p><input checked="" type="checkbox"/> <b>ELIMINATING WORKERS' RIGHTS.</b> Trump has said he would do without unions completely and that he 100% supports "right to work" laws that weaken unions, drive down wages and take power away from working people. (The Guardian, 11/19/15; South Carolina Radio Network, 2/17/16)</p>	<p><input checked="" type="checkbox"/> <b>PROTECTING WORKERS' RIGHTS.</b> Clinton believes in the fundamental right of working people to organize and negotiate for better wages and working conditions, and she opposes "right to work" and other corporate attacks on workers' rights. (Washington Examiner, 9/16/15)</p>
<p><b>FAIR TAXES</b></p> 	<p><input checked="" type="checkbox"/> <b>AN ECONOMY RIGGED FOR THOSE AT THE TOP.</b> Trump proposes cutting taxes for the wealthy, giving billions to CEOs and saving his own family more than \$3 billion dollars. (The Wall Street Journal, 9/29/15; Donald J. Trump, accessed 12/17/15; Center for American Progress, 9/28/15)</p>	<p><input checked="" type="checkbox"/> <b>AN ECONOMY THAT WORKS FOR EVERYONE.</b> Clinton is committed to fixing our out-of-balance economy, raising incomes for hardworking people, and making the wealthy and large corporations pay their fair share in taxes. (The New York Times, 7/13/15)</p>
<p><b>EMPLOYMENT</b></p> 	<p><input checked="" type="checkbox"/> <b>CALLING FOR LOWER WAGES.</b> Trump thinks wages are "too high" and that companies should force working people to accept lower pay by threatening to move jobs to states where workers make less. (Boston.com, 11/10/15; The Detroit News, 8/12/15)</p>	<p><input checked="" type="checkbox"/> <b>INVESTING IN GOOD JOBS.</b> Clinton will create good union jobs by investing in manufacturing across the country, and in infrastructure to rebuild our roads, bridges and public water systems. (Hillaryclinton.com, 4/1/16)</p>

**SUPPORT CANDIDATES WHO SUPPORT WORKING FAMILIES**

# HILLARY CLINTON

**FOR PRESIDENT**

How you vote is a personal decision. Your union has done the research and recommends **Hillary Clinton for president**. Your decisions will affect your job and your family.




**VOTE  
NOV. 8**