

GMP *Horizons*

JANUARY/FEBRUARY 2017

Serving Workers in the Glass, Metal,

Pottery and Plastics Industries



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Glass, Molders, Pottery, Plastics & Allied Workers, AFL-CIO, CLC
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In an effort to **GO GREEN** and become more environmentally conscious, we are offering **HORIZONS** online by visiting

GO GREEN
www.gmpiu.org

Change of Address — Please use above address or email and include the following information:

- Name
- Social Security Number
- New Address
- Union Number
- Are You a Retiree?
- Your Signature
- Effective Date

DEATH BENEFIT DUES

In the event you leave employment seeking permanent and total disability, YOU MUST CONTINUE PAYING YOUR DEATH BENEFIT DUES until such time as permanent and total disability status is established. As a general rule, disability determination routinely takes from 6 to 8 months. Please inform our office of such status and any overpayments will be refunded.

Do not permit your DEATH BENEFIT DUES to become delinquent over 90 days. All GMP members are responsible for making payments to maintain death benefit eligibility. All early retirees are responsible for payment to age 65. If you are self-paying, indicate your local union number and forward your check to:

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.

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CARLOS CONTRERAS



Bruce R. Smith

INTERNATIONAL PRESIDENT

AS WE CHART OUR COURSE INTO 2017

As we enter 2017 I would like to wish our members, our GMP employees and all of your families a happy, healthy and successful New Year.

With the Holiday and New Year celebrations behind us we now turn our attention to the work that faces us in 2017. There is much work to do in 2017. It will be a year full of promise and challenges. This is a transition year for the GMP itself. We will be deeply engaged this year in the process of preparing for our formal merger with the USW, which occurs on January 1, 2018. While some of our members have already engaged with the USW as participants in its various programs, others will get to participate with our staff at the upcoming USW Convention in April. The USW Convention promises to be an educational experience for all of us and we are looking forward to building on the relationships that will serve our members well for decades to come. A principal focus of the GMP at the USW Convention will be to lay the groundwork for our vision for the GMP Council. We are excited to begin that process.

With the New Year come New Year's resolutions. For the GMP and its membership, and the labor movement in general, our resolutions must focus on making sure that our voices are heard by the new administration, that our interests are protected and that the lives of working people and their families are improved. I see many challenges and difficulties ahead; however, with commitment and dedication, we can confront these challenges as a cohesive and robust force for positive change. Here are my proposed resolutions for our membership in 2017:

Get more involved to support and build your local union and a stronger

GMP and be more committed than ever to helping everyone gain a voice on the job.

Be politically active. Speak up and fight for the things we believe in.

Look for the Union label and Made in America when purchasing all goods and services.

Remain diligent in working together to achieve safe and healthy working conditions, effective joint health & safety committees, focus on eliminating job hazards and unsafe conditions and develop effective work practices programs to guard against hazards before an employee is injured or becomes ill.

Support all workers having the right to organize and collectively bargain as Congress recognized in the preamble to the National Labor Relations Act.

Demand a better social contract that lifts up all people and demands that those who benefit most from our work share the wealth.

Call on our leaders in Washington to govern for the people.

Call for Government policies that create jobs with infrastructure investment and vigorous trade law enforcements, rather than reliance on spending cuts and austerity.

Vigorously oppose benefit cuts to Social Security, Medicare or Medicaid.

Support legislation to close tax loopholes that allow U.S. corporations to lower their effective tax rate when they send jobs overseas.

Let us all commit to work hard in 2017, to fight for our very survival. Working people deserve to make more than a decent living, we deserve a decent life. Together we can accomplish these goals and more. These are resolutions worth fighting for all year long.

Pictured are Hall-Woolford employees working on a lifeguard stand that would later be donated to a city public pool.



HALL-WOOLFORD WOOD TANKS

FEATURED EMPLOYER

Hall-Woolford employees standing inside a tank as it is being installed at a Maryland middle school.



Hall-Woolford Tank Company was established in 1854. Considered leaders in their industry, their goal is to continue manufacturing, servicing, installing and inspecting wooden tanks the way it has always been meant; with care, quality and craftsmanship. Multi-generations of tank builders are employed and members of the GMP International Union and originally members of the Coopers Union.

Producing a high volume of tanks per year, Hall-Woolford's yard is continuously being replenished with the highest quality tank stock lumber. Particular attention is focused on raw material to meet rigid specifications. Experienced craftsmen select the right material to meet each customer's needs. Although wood tanks all look the same when new, the quality of the lumber will determine the longevity. At Hall-Woolford, a special relationship with lumber suppliers has been forged through the years. Each supplier understands their devotion to customer's needs, and have satisfied their commitment to providing only the finest lumber for each and every application. Hall-Woolford believes they've lasted the test of time because their customers come first!



Many services are offered by Hall-Woolford beyond tank manufacturing and installation to include:

- Hot tub and planter manufacturing
- Tank inspections
- Tank repairs
- Fabrication of industrial wood products
- Supplying of tank accessories
- Liner installation
- Evaluation of historical wooden tanks



Water tank installed in Downingtown, Pennsylvania on a hillside.





CARLOS CONTRERAS IS HIRED AS GMP INTERNATIONAL REPRESENTATIVE

International President Bruce Smith has named Carlos Contreras to the GMP Staff as an International Representative and will service the Southeast Locals. Carlos started his career at Gallo Glass located in California in 1988. Carlos has served many positions for Local Union 17 to include from 1991 to 2003 as Shop Steward, a trustee from 2000 to 2003, Local Union Vice President from 2003 to 2006 and Local Union President from 2006 to 2016.

In addition to his Local Union positions Carlos has been appointed to the Resolutions Committee in 2008, the Law Committee in 2012 and 2016 and elected to the 2010 and 2014 Western Hemispheric Conference. Carlos has attended the GMP Summer School at West Virginia University as a 1st and 2nd year student and also attended Grievance Arbitration at the University of Wisconsin. Carlos and his wife Rosemary have been married for 32 years and together have three boys and 1 grandbaby.



RICHARD "BUMMY" BAUMCRATZ RETIRES AFTER 14 YEARS ON STAFF WITH THE GMP

Richard entered the trade in 1974 with Local Union 246 at the Owens-Illinois glass plant in Clarion, Pennsylvania in the selecting department. In 1975 he transferred to the Hot End under Local Union 120 where he worked for 27 years. While employed at Owens-Illinois he held many positions including shop steward for 3 years and Local Union President for 9 years. At the 1996 Convention he served on the Officers Report Committee and at the 2000 Convention he served on the Organizing Committee.

In 2002 Richard was hired and appointed by former International President James Rankin as International Representative. He was appointed as an Executive Officer in 2010 by President Bruce Smith. Through his career Richard and his wife Kim have volunteered at the Shriner's Hospital and during Christmas to feed the needy.



PLEDGE TO BUY **UNION-MADE** IN THE USA



Did you know that for every \$1 spent on American-made goods, an additional \$1.32 is invested in the U.S. economy? So not only are union-made products better quality, they support companies that provide good jobs for working people right here in the United States.

Buying union is an easy choice, but it does take extra time to check the label. Take the pledge to take the extra effort. Because having each other's back is what being a union member is all about.

TAKE THE PLEDGE TODAY!

UnionPlus.org/UnionPledge

Text **PLEDGE** to **22555***



*Msg&Data Rates May Apply. Reply STOP to opt-out. Reply HELP or contact info@unionplus.org for help. Expect no more than 2msgs/mo.





TO: All GMP Local Union Presidents
RE: Constitutional Convention of the United Steelworkers International Union
April 10 – 13, 2017, Las Vegas Nevada

Greetings Local Union Presidents:

At the recent 75th Quadrennial Convention of the GMP International Union, the convention body resoundingly approved the merger between our Great Union and the United Steelworkers International Union. Per the Merger Agreement, our GMP Local Unions have the opportunity to attend the next convention of the USW, as observers, in order to gain a more intimate knowledge of how their union operates and to meet the members, International Officers and staff.

Each local union is entitled to send attendees to the USW Convention at the Local Union's expense. Please complete the enclosed GMP "Attendee" form as your USW Convention Registration and return it in the enclosed envelope. If your attendee(s) wish to participate in the USW evening events and receive an official USW Convention bag please include a check payable to the USW in the amount of \$200 per attendee with your registration form to the Media office. Registration form (and payment) must be received by February 10, 2017.

Locals are responsible for making sleeping room arrangements at the MGM, as you did for the GMP Convention. Room rates are detailed on the REQUEST FOR HOTEL ACCOMMODATIONS form enclosed. Rooming deadline is March 10, 2017.

If you have any questions, you may call our office, (610) 565-5051 extension 4974, or send an email to GMP_Office_of_the_President@gmpiu.org.

All registration materials must be received no later than February 10, 2017.

In Solidarity,

Bruce R. Smith
International President

BRS:clc

c: C. Beaudin, International Staff, Local Union Financial Secretary

NEWARK OHIO

LOCAL UNION 244
TRAINING

International Secretary Treasurer Claude Beaudin completed a shop steward training class at Local Union 244 in Newark, Ohio. 70 were in attendance from multiple Local Unions as were GMP Executive Officers Ed Bedocs and Pete Jacks.



GMP International President Bruce Smith attended the “get out the vote” rallies in the Media, PA area prior to the November elections.



Pictured with President Smith is AFL-CIO President Richard Trumka and PA AFL-CIO President Richard W. Bloomingdale.



Pictured with President Smith is Pennsylvania Governor Wolf.

A New Steward's Most Common Questions

New stewards come into the job with a million questions, ranging from the simple, like where to obtain grievance forms, to the difficult, like how to achieve just the right kind of working relationship with management. Here are some of the most basic questions—and answers—designed to help new stewards get up and running and familiar with their new responsibilities.

1. What are my rights in handling grievances?

You have the right to aggressively enforce and police the contract, to get information from your employer to aid in enforcing the contract, and to vigorously represent co-workers in grievance handling. You have the right to investigate grievance matters. That investigative authority includes interviewing witnesses, visiting areas where grievances occur, and getting all relevant documents from management.

2. What are my other rights?

You have the right to sign up new members. You have the right to listen to complaints from all employees. You have the right to conduct other union business, at appropriate times: Examples include helping employees with worker compensation claims, passing out leaflets and helping people get registered to vote, and so forth. You can't interrupt someone's work for routine union business, but nor can you be prevented from conducting any union business you believe appropriate during breaks and before and after work. You have the right to speak up forcefully, in a way that recognizes your equal status with employer representatives when dealing with union representation issues.

3. Is the union legally bound by my actions?

When acting as the union steward you are the agent of the union. Your actions are no longer personal actions, they are legally con-

sidered the actions of the union. For example, sexual harassment or racial bias displayed by a union steward can create financial liability for the union. At the same time, stewards do not have the legal right to agree to anything barred by the union contract, or to ignore language of the contract.

4. Do I have to go to the boss's office to talk about a worker's grievance?

No. It's not up to management to decide where a grievance is discussed, but it's not up to you, either: It's a negotiable issue. While you might want to enforce the contract in front of a worker whose rights have just been violated, you don't have that right. You and the supervisor have to come to agreement on a time and place to talk about it.

5. Can management refuse to hear a grievance?

No. The union has the right to file and process grievances that it believes are legitimate. If your supervisor refuses to acknowledge your grievance, the union has the right to take it to the next level of management.

6. Can I lead a workplace action to protest management's failure to honor a grievance settlement?

A protest is considered protected union activity when it is held in a peaceful, non-violent manner during nonworking time. You can also do certain things during the workday: boycott the company cafeteria, for example, or, assuming no dress codes are in place, wear identical, message-bearing T-shirts.

7. If my contract gives me paid time for union business, what kind of business does that include?

You have the right to police the contract, file and process grievances, and speak out in enforcing the contract. Fulfilling these

duties comes under union business. Some contracts may outline additional duties considered union business, for which stewards may be paid.

8. Can I be disciplined for insubordination?

Only if your extreme actions threaten the authority of a supervisor in the presence of other workers. Generally a steward (when acting in his or her role as a steward) can be disciplined only for conduct that is "outrageous" or "indefensible" and is "of such serious character as to render the employee unfit for further service." Gesturing and talking loudly and forcefully cannot be considered "outrageous." But you can't use racial epithets or extreme profanity or threats of violence. Nor can you organize illegal slowdowns or work disruptions, lead prohibited work stoppages or file grievances in bad faith.

9. Can I put whatever I want on a bulletin board?

Not necessarily. Check your contract: some things may be barred, like notices supporting political candidates or documents that personally attack management representatives. But if your union contract allows the use of bulletin boards, you can probably post a wide range of things, including notices, cartoons, photos—most anything that promotes the union's legitimate work.

10. Can I be held to a higher standard than other workers?

No. If you come in late or make an error on the job, you can't be treated any differently than any other worker who does the same thing. Who would want to be a steward if it meant higher work requirements or more severe discipline? Employers must apply the same standards to stewards as they do to everyone else.

—Adapted with thanks from Solidarity in Action: A Guide for Union Stewards, by the Labor Center, University of Iowa, Iowa City.

SUMMER SCHOOL

DATES

Sunday, June 4, 2017 – Friday, June 9, 2017

LOCATION

Lakeview Resort

1 Lakeview Drive, Morgantown,
West Virginia

SUBJECTS

The subjects taught to students will be basic trade union topics, i.e., steward training, negotiations, labor law, etc.

SELECTION

Scholarship applications will be sent to the Local Union President.

DEADLINE

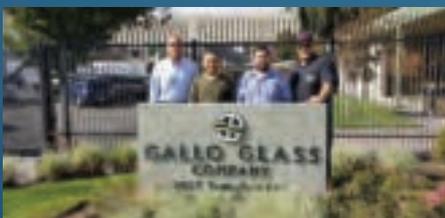
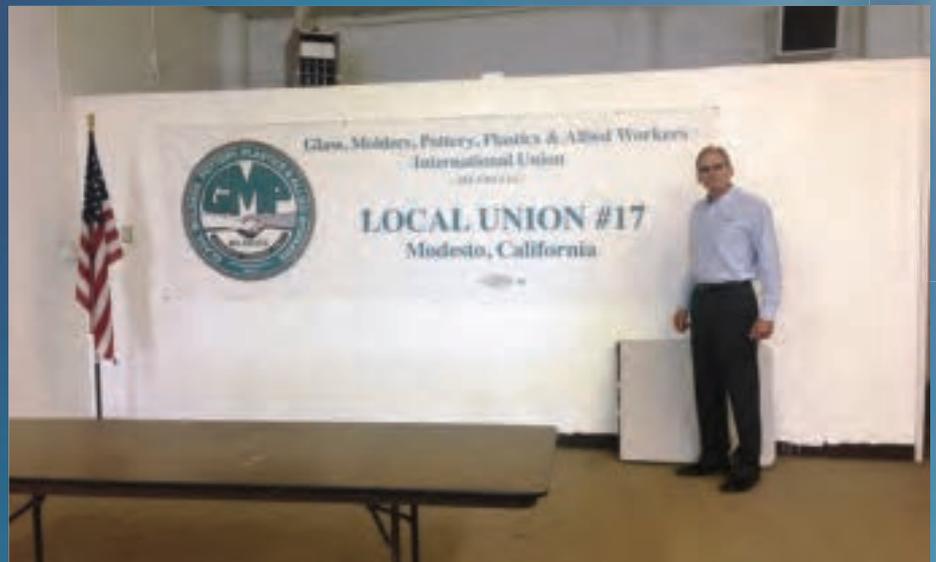
Scholarship Applications **MUST** be submitted by March 31, 2017.
Awards will be made on April 7, 2017.

Invitation Letters with Scholarship applications will be mailed at the end of January, 2017.



GALLO GLASS

President Smith had the honor of visiting Local Union 17 and touring the Gallo Glass Company in California. Gallo Glass Company was founded in 1958 with many expansions through the years. Glass is made from all natural, sustainable raw materials. It is the preferred packaging among consumers who value it for maintaining the purity of the foods and beverages they consume. Gallo Glass offers a variety of wine bottle options ranging from Eco Friendly to Premium bottles and they pride themselves on personalized service.



Pictured from left to right, GMP International President Bruce Smith, GMP International Representative Carlos Contreras, GMP Local Union 17 President Anthony Arceneaux and GMP International Representative David Hoffman.



Pictured from left to right GMP International President Bruce Smith, Local Union 17 member and warehouse employee Norbert DeVargas, GMP International Representative Carlos Contreras, GMP Local Union 17 President Anthony Arceneaux and in the back row GMP International Representative David Hoffman.

LOCAL UNION 2017

DINNER

Local Union 207 of Owens Brockway of Lapel, Indiana celebrated their annual Christmas Dinner on December 26th. There were about 150 members in attendance that enjoyed a great catered dinner.



Pictured from L-R is Financial Secretary Scott Brownfield, Plant Manager Ron Warnecke, President John Dulworth, Vice President Dennis Morin, Recording Secretary Maria Hammond and GMP Executive Officer Rick Vitatoe.

TOP 10 WAYS for your union members to save – and thank YOU!



Spread the good news about Union Plus benefits to YOUR union members!

Note that national unions sign on to different Union Plus benefits, so to learn about ALL YOUR up-to-date union's Union Plus benefits, visit UnionPlus.org and sign up for free e-alerts to stay informed.

- 1  Save 15% with your Union Plus **AT&T Wireless Discount** at UnionPlus.org/ATT
- 2  Get a free **auto insurance** quote to see if you can save at UnionPlus.org/AutoInsurance
- 3  With your Union Plus **Flower Discount**, you can save 20-25% on beautiful arrangements and gifts at UnionPlus.org/Flowers
- 4  Planning a trip? Save up to 25% with Union Plus **car rentals, world-wide vacation tours,** and more! UnionPlusTravel.com
- 5  Have a pet? Save on **pet insurance, pet medications,** toys, food and other supplies! UnionPlus.org/Pets
- 6  For new & used cars, choose the no-hassle Union Plus **Auto Buying Services** at UnionPlus.org/AutoBuying
- 7  You or your child preparing for college? Save on **college test preparation** courses (SAT, ACT, GRE, etc.) and apply for **scholarships** at UnionPlus.org/Education
- 8  **ConsumerReport.org** discounts help you save hundreds of dollars and make savvy consumer choices at UnionPlus.org/ConsumerReports
- 9  Pay less than AAA for roadside assistance and more, with the Union Plus **Motor Club** at UnionPlus.org/MotorClub
- 10  Save on movies, gift certificates, sporting & cultural events and much more with Union Plus **Entertainment Discounts** at UnionPlus.org/Entertainment

BONUS

Sign up for the **Union Plus Credit Card** at UnionPlus.org/Card and you'll automatically be eligible for all the Union Plus discounts and special hardship rebates that protect you when you're facing disability, job loss, disaster, high hospital bills and more.

Visit UnionPlus.org today!