

GMP *Horizons* NOVEMBER/DECEMBER 2017

Serving Workers in the Glass, Metal,

Pottery and Plastics Industries

MERRY CHRISTMAS



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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. 4963. Remember to update your beneficiary card as needed. The beneficiary of record is solely entitled to the Death Benefit.

All claims must be filed within five (5) years of death.

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International Secretary-Treasurer
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Vice President

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Vice President

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Bruce R. Smith

INTERNATIONAL PRESIDENT

We look forward to partnering with all our local unions in making the GMP Council a huge success and a leading light in the USW family.

REFLECTING ON 2017 AND LOOKING AHEAD TO 2018

On behalf of all of the officers and employees of the Glass, Molders, Pottery, Plastics and Allied Workers International Union, I would like to extend to our members, our retirees and their families our heartfelt wishes for a happy, healthy, safe and joyous Christmas and Holiday Season and a year full of success, prosperity, peace and good health.

This New Year brings a new beginning for the GMP. After 175 years as an independent labor organization we now join the largest and most powerful industrial union in the United States — the USW. We join the USW as a full partner in the effort to protect and enhance the rights of our members and working families. As you know, fundamental to our willingness to merge, was the USW's agreement that the GMP would retain its identity after the merger. We will now be known as the GMP Council of the USW. We retain our historical jurisdiction and our Council will invite USW locals serving employers in our industries to work together to learn more about each other, foster the free exchange of information, facilitate the coordination of bargaining and to maximize collective bargaining support and develop networks that serve the best interests of all the membership. The GMP Council will consist of the officers and service representatives who serve you in the GMP and we will continue to serve our members precisely as we did in the past, but with the resources of the USW available to us. Our Media office and staff remain available to provide the support we have come to rely on from them.

Over the past year the GMP and the USW have worked together to ensure a successful merger transition of our organizations. Our future will be one of enhanced solidarity, clout, stability and resources for both the membership and our officers and staff. Many of our local unions have been voluntarily attending educational programs around the country. In addition, our executive officers and service representatives will receive extensive training in Pittsburgh in January, which will allow them to take full advantage of all of the services and support available from the USW to better serve the membership.

We are looking forward to having a successful 2018. In order to achieve all of the goals we have set for the GMP Council we need our members to participate in the GMP Council to the fullest extent possible. We look forward to partnering with all our local unions in making the GMP Council a huge success and a leading light in the USW family.

Again, best wishes for the New Year and I hope to see many of you soon.

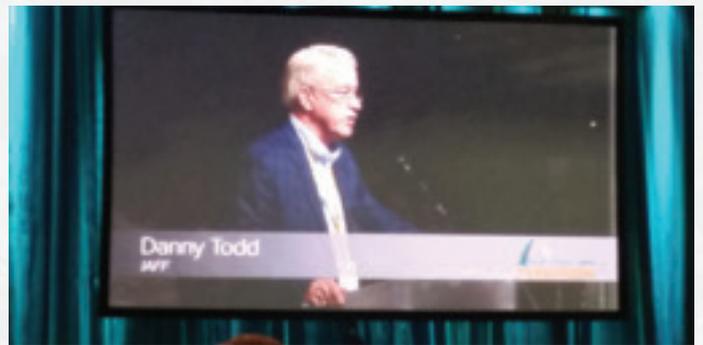
AFL-CIO CONVENTION



The 2017 AFL-CIO Convention was attended in October as President Smith discussed in our last issue and the GMP was represented by your International Officers and three local union fraternal delegates, Anthony Arceneaux, Local Union 17, Julie Lee, Local Union 81 and Derrick Smith, Local Union 50 who were duly elected at the 75th Convention of the GMP International Union in 2016.

Union members and our allies came to this convention amid a rising tide of energy and growing demand for real answers to the serious challenges working people face. The crisis before us is significant, but we identified opportunities to rewrite the economic rules, form and build unions and make our voices heard.





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, 2016 to December 31, 2016. 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 \$39,714,735. These expenses included \$6,357,333 in administrative expenses, \$1,805,122 to insurance carriers for the provision of benefits and \$31,552,280 in benefits paid to participants and beneficiaries. A total of 26,454 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 \$364,211,114 as of December 31, 2016 compared to \$343,782,516 as of January 1, 2016. During the plan year the Plan experienced an increase in its net assets of \$20,428,598. This increase 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 \$60,143,333, including employer contributions of \$17,578,009, participant premiums of \$2,120,615, Medicare subsidy payments of \$2,991,853, gains of \$2,536,654 from the sale of assets and earnings from investments of \$34,916,202.

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, 2016 were \$3,273,096.





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.



MORTGAGE

The Union Plus mortgage program makes buying or refinancing a home easy for you and your children.

CAR RENTAL

Up to 25% discount on car rental deals with Avis, Budget, Hertz, Dollar, Thrifty & Payless.

Four Ways to Save

AT&T WIRELESS

The only national unionized wireless provider. 15% savings for union members on the monthly service charge of qualified plans.*

CREDIT CARD

Several credit card choices,** all with competitive rates and U.S.-based customer service, designed to meet the needs of union members.

*Available only to current members of qualified AFI-CIO member unions, other authorized individuals associated with eligible unions and other sponsoring organizations with a qualifying agreement. Must provide acceptable proof of union membership such as a membership card from your local union, a pay stub showing dues deduction or the Union Plus Member Discount Card and subscribe to service under an individual account for which the member is personally liable. Offer contingent upon in-store verification of union member status. Discount subject to agreement between Union Privilege and AT&T and may be interrupted, changed or discontinued without notice. Discount applies only to recurring monthly service charge of qualified voice and data plans, not overages. Not available with unlimited voice plans. For Family Talk, applies only to primary line. For all Mobile Share plans, applies only to monthly plan charge of plans with 1GB or more, not to additional monthly device access charges. Additional restrictions apply. May take up to 2 bill cycles after eligibility confirmed and will not apply to prior charges. Applied after application of any available credit. May not be combined with other service discounts. Visit UnionPlus.org/AT&T or contact AT&T at 855-409-8008 for details.

**Certain restrictions, limitations, and qualifications apply to these grants. Additional information and eligibility criteria can be obtained at UnionPlus.org/Assistance. Credit approval required. Terms and conditions apply. The Union Plus Credit Cards are issued by Capital One, N.A., pursuant to a license from MasterCard International Incorporated. Capital One N.A. is not responsible for the contents of this message and/or any other third party products/services mentioned. The MasterCard Brand Mark is a registered trademark of MasterCard International Incorporated.

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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.

On the passing of my father, I sat down to write something to share at his funeral. I started to think about Dad and his passions, and for what he would most appreciate being remembered. From there, the words simply flowed.

WRITTEN IN MEMORY OF JAMES N. GREENAWALT, SR.
SEPTEMBER 30, 1936 – OCTOBER 4, 2017



To me, Dad has always been a union man. I wasn't born with a silver spoon in my mouth; I was born with a union spoon in my mouth! It's all I knew growing up.

Dad has always been a negotiator. When someone asks me where I learned my contract language and negotiating skills, the answer is simple: my dad. He taught me a lot, and in this end, I'm happy to say that Dad and I negotiated ourselves to a good relationship over the last years. We didn't always agree, but there was a beauty in that: we managed to get to a place of acceptable compromise in true union fashion!

I think less that Dad is just "dead," but has instead moved on to a better place. Heaven is Paradise, and we all have a different view of what that might look like. While we bury the body of an old man today, worn out and beleaguered by cares, in his Paradise, Dad is free of pain, doesn't wear glasses, has the energy, drive, and good looks of when he was a young man, and finally, finally, he can hear!

Everyone who knew Dad, knew his passion was the union. His life's work was organizing a work place, then honing out a deal, negotiating contracts for better wages, more rights, and improved working conditions. If it would benefit the union member, Dad would fight for it.

Now that he's gone, I can't be sure what Dad's Paradise is like, but I believe he is there, and already negotiating.

He is up there in Paradise, negotiating for more wildlife, deer and turkey, a bear or two, and a big field planted with corn to bring them in. He wants a stream clear for at least eight feet in depth, where each cast hooks a beauty, and a bigger patch of shade in which to anchor the boat, the boat that is ever ready, with the best fishing gadgets included, to take him out upon the water.

Dad will bargain for an extra fishing pole, and a freshly mowed yard, wet, where the night crawlers practically jump into the coffee can there are so many. Dad would argue that the nightcrawlers wouldn't cost management anything, it's just a perk to make the worker happier. He'd be right, and soon it would be part of his Paradise!

And speaking of coffee, more of that for Dad! And keep it freshly made. He'd negotiate for four loaves of bread in the freezer and one on the counter, and a jar of peanut butter that never runs out.

Somehow, he'll convince God that the chipmunk is a nuisance, and it will be banned. Dad recognizes the chipmunk "exists," but it's not an acceptable part of his Paradise!

He'll want more and bigger hummingbird feeders and yes, more hummingbirds. He'd say they are there anyway, and it won't cost an extra penny! There will absolutely have to be a western channel on 24/7 and electric, by the way, will be free. Yes, Dad did go out on a limb from time to time, negotiating for the seemingly impossible, but sometimes he would land it and would share his strategy, "If you don't ask for it, you definitely won't get it! But if you ask for it, you just might get it!" I've always held on to that strategy.

Dad will negotiate for a better Paradise, even if one doesn't seem possible.

What he believed the union members deserved and what management should provide, Dad would fight for. And for Dad, that was always a lot. He always believed in "more" and "better" for the worker. He fought hard to get much of what he felt the workers deserved, and that attitude has been deeply instilled in me as I have been a Pennsylvania State Education Association member my entire teaching career and have served in several leadership positions within, including local union president. Dad loved that I was a union member and a leader, and my love of the union doctrine was solely instilled in me by Dad.

We always heard union stories from Dad, but in the years since his retirement, they have been endless, just like his enthusiasm for his career, for the union. My dad lived and died a union man.

Oh, and if Dad's Paradise isn't already unionized, it will be, in about a week.

Molly J. Greenawalt is the daughter of retired Executive Officer James N. Greenawalt, Sr.: September 30, 1936 – October 4, 2017



SOUTHEAST PROTECTIVE LEAGUE MEETS



The Southeast Protective League held a meeting at the Days Inn in Danville, Virginia which was hosted by GMP Local Union 89 and Owens Illinois. The Spring Protective League meeting will be held by GMP Local Union 168 in Winston-Salem, North Carolina.



UNION PROGRAMS



AT&T DISCOUNTS – Exclusive Wireless Savings, Just for Union Members*



CREDIT CARDS – Designed to Meet the Needs of Union Members**



MORTGAGE PROGRAM – Protections and Benefits You Can't Find Anywhere Else



CAR RENTAL – Get up to a 25% Discount on Car Rental Rates



*Available only to current members of qualified AFL-CIO member unions, other authorized individuals associated with eligible unions and other sponsoring organizations with a qualifying agreement. Must provide acceptable proof of union membership such as a membership card from your local union, a pay stub showing dues deduction or the Union Plus Member Discount Card and subscribe to service under an individual account for which the member is personally liable. Offer contingent upon in-store verification of union member status. Discount subject to agreement between Union Privilege and AT&T and may be interrupted, changed or discontinued without notice. Discount applies only to recurring monthly service charge of qualified voice and data plans, not overages. Not available with unlimited voice plans. For Family Talk, applies only to primary line. For all Mobile Share plans, applies only to monthly plan charge of plans with TGB or more, not to additional monthly device access charges. Additional restrictions apply. May take up to 2 bill cycles after eligibility confirmed and will not apply to prior charges. Applied after application of any available credit. May not be combined with other service discounts. Visit UnionPlus.org/ATT or contact AT&T at 866-499-8000 for details.

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What if...

Answers to some of a new steward's most common "What if?" questions

Internet users are familiar with the term "FAQ," which stands for Frequently Asked Questions: questions about a service, a product, a way of handling a computer task. Union stewards—especially new ones—have a lot of Frequently Asked Questions as well, especially when it comes to handling grievances. Those questions usually start with the old familiar "What if..." This article offers ten classic What Ifs. Maybe the answers can make life a little easier for you.

What if

... the grievant reveals a fact in the grievance meeting that I didn't know about?

Call a caucus and find out what it's about. Good interviewing can help prevent this, but it happens to every steward at some point. When you meet with the worker before going into the grievance meeting, always ask, "Is there anything else I should know?"

... I can't make a full investigation within the time limits to determine if a complaint is a grievance?

File the grievance and continue your investigation. The union can always withdraw the grievance at any time if you find it shouldn't be pursued.

... I goof up at the first step?

You'll have another chance at the second step—and you'll have time to discuss the case with other stewards or union staff to help you do a better job.

... a worker's rights have been violated, but he or she does not want to file a grievance?

Fear is a very real feeling in the workplace today and a steward needs to assure members that the union—their co-workers—will support them. Remember, though, "an injury to one is an injury to all" and we have the responsibility to make sure the contract is enforced and workers' rights are not violated. If filing a grievance

is necessary, but a member is not willing to come forward, it can be filed as a "union grievance." Letting violations pass without some kind of union action weakens the union and encourages the employer to single out other fearful workers.

... a worker is violating the contract or otherwise doing something that will get him or her in trouble?

Consider talking with the worker privately, or ask a friend of the worker to discuss the issue with him or her. Your role is not to be a "police officer" but rather that of a union leader concerned that the worker will be disciplined and the union will be the weaker for it.

... a worker's complaint is not a valid grievance?

First, make sure it's not a grievance. Remember, valid grievances can include unfairnesses that are not contract violations. If it's really not valid, explain this honestly to the grievant, but it can be better to fight it anyway. It's often better to have the boss say "no" than the union. There are some grievances—complaints about other workers; grievances that, if won, would harm the general membership; or particularly outrageous claims—that should not be fought. Telling people honestly when they are simply wrong is part of the steward's job. This should rarely happen, but if there is any doubt, you must begin by assuming that our people are right and the boss is wrong!

... management interviews and disciplines a worker without the presence of a steward?

Under a 1975 U.S. Supreme Court decision, a worker has the right to request union representation when the worker reasonably believes that disciplinary

action may result from a meeting with management. This protection is known as "Weingarten Rights." It's the same in Canada. However, it is up to the worker to request the steward or union officer: *the employer is under no obligation to inform the worker of his or her rights. It is important for you to tell workers you represent about this right.* Your union officers can give you more information.

... a nonmember asks me to handle his or her grievance?

You must handle it just as you would handle a member's grievance. Under law, the union must represent everyone in the bargaining unit fairly, without discrimination or hostility. This is known as the "Duty of Fair Representation." It gives you an opportunity to show the nonmember rank-and-file unionism in action—and he or she may reconsider joining.

... there is a provision in the contract about scheduling that you are getting a lot of complaints about? You investigate, but there doesn't seem to be a violation of the agreement: management seems to be right on this one.

Put the boss on notice that this is a problem and figure out some ways for the members to let the boss know why they don't like it. He or she may be willing to work it out. If there's an element of unfair treatment involved, you may be able to pursue the problem under the contract's union recognition clause. Better yet, look at ways you can use the collective power of your co-workers to settle the grievance.

—Adapted with thanks from the Steward Handbook of the United Electrical, Radio & Machine Workers of America.

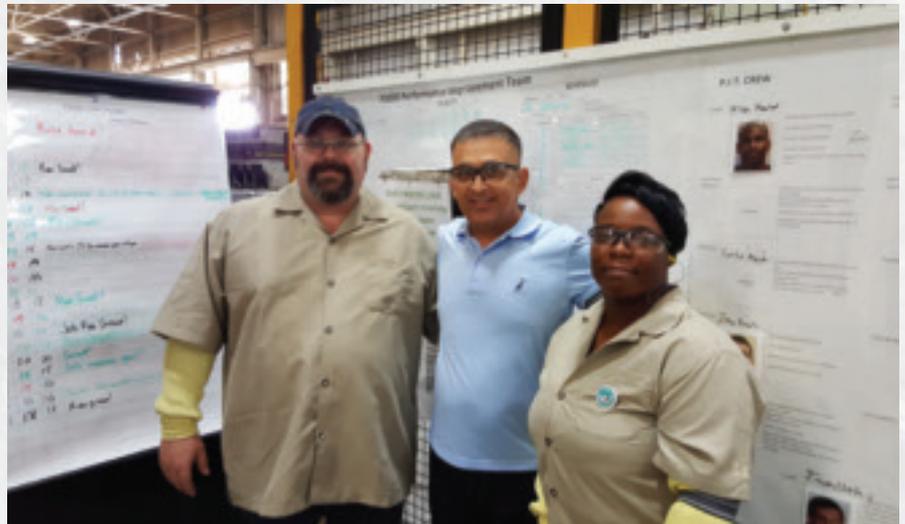


A TOUR OF SPARTANBURG STEEL



GMP International Representative Carlos Contreras toured the facilities at Spartanburg Steel in Spartanburg, South Carolina which is home to GMP Local Union 291. The officers of Local Union 291 are President Thomas Jones, Vice President/Financial Secretary Deana Allen and Recording Secretary Loucenia Linder.

Spartanburg Steel was founded in 1962 operating with over 600 employees and processing 100,000 tons of steel each year. They stamp over 30 million parts a year and ship over 20 million weld assemblies each year.



WINE LOVERS CHOOSE GLASS

Wine drinkers, including Millennials, say they prefer glass packaging for taste, quality, serving size and sustainability.

UPGRADETOGLASS.COM

95%

of wine drinkers prefer drinking wine that comes in a **glass bottle**

TASTE & QUALITY
are the top reasons consumers prefer wine from a glass bottle



When purchasing wine in a single-serving size, more wine drinkers choose a glass package

SINGLE-SERVING SIZE



glass
packaging
institute
WWW.GPI.ORG

SOURCE:

Between October 12 and 17, 2016, SurveyUSA interviewed 2,000 adults age 21+ in the U.S. from all 50 states about their wine purchasing habits and wine consumption preferences. The margin of error is +/-2.2% and the sample was pulled to reflect U.S. Census data.

CONGRATULATIONS TO OUR NEW LOCAL UNION OFFICERS...

LOCAL UNION 229



GMP Executive Officer Rick Vitatoe had the honor of swearing in the new officers of Local Union 229 of Silgan Plastics in Ligonier, Indiana. In the front row is Local Union Vice President Jeff Hoover, Local Union Financial Secretary Greg Cox, Local Union Recording Secretary Kathy Bontrager and GMP Executive Officer Rick Vitatoe; in the back row is Local Union President Ned Shisler

LOCAL UNION 89



GMP International Representative Carlos Contreras had the honor of swearing in the new officers of Local Union 89 at their monthly meeting in November. Pictured (L-R) is Local Union President Rusty Hardy, Local Union Vice President Kevin Davis, Local Union Financial Secretary Harold Pierce, Local Union Recording Secretary Philip Henderson.

LOCAL UNION 168



GMP International Representative Carlos Contreras had the honor of swearing in the new officers of Local Union 168 located in Winston-Salem, New Jersey. Pictured (L-R) is Local Union Vice President Scott Odell, GMP International Representative Carlos Contreras, Local Union Recording Secretary Marcia Craver, Local Union Secretary Treasurer Cynthia East and Local Union President James Jessup.

LOCAL UNION 15



The New Officers of Local Union 15 of Anderson, South Carolina working at Owens Corning. GMP International Representative Carlos Contreras, James Boston, Local Union Vice President Chad Watt, Local Union President Brian Porter, Local Union Treasurer Michelle Clark, Local Union Financial Secretary Jack Hughes and Local Union Recording Secretary Adam Seawright.



GMP INTERNATIONAL STAFF

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International Representatives

Thomas Gallagher

Carlos Contreras

Lee Breazeale

*Wishing you every happiness
this holiday season and
throughout the coming year*



BRUCE R. SMITH

International President



CLAUDE BEAUDIN

International Secretary-Treasurer

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

