

UNITED STEELWORKERS



UNITY AND STRENGTH FOR WORKERS



GLASS, MOLDERS, POTTERY,
PLASTICS & ALLIED WORKERS

ISSUE 4 — 2018

Horizons

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

GLOBAL

GLASS CONFERENCE

UNITED STEELWORKERS



PERRYSBURG, OHIO | NOVEMBER 12-15, 2018



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

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

DEATH BENEFIT DUES

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

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

Claude Beaudin, GMP Council 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 REPRESENTATIVE

LEE BREAZEALE

LOOKING FORWARD TO 2019

2018 was a year full of challenges, opportunities and advancements. With the strong support of our membership, our service officers and our staff in both Media and Pittsburgh, the integration of the GMP Council into the USW has been very successful. Our members have enjoyed the wealth of support and services offered by the USW, including dozens of educational opportunities throughout the country, bargaining support and critical financial, legal, and other support to those members facing strikes and lockouts.

During the week of November 12 through 15, 2018, we held the Owens-Illinois Global Glass Network and Glass Container Industry Conference in Toledo, Ohio. This is the first gathering of all the GMP Council and USW Glass Conference glass container local unions and our Global Glass Alliance Partners. The Conference provided an opportunity for us to learn about the glass industry in other areas of the world and to prepare ourselves and our members for the collective bargaining negotiations that are scheduled in the glass industry throughout March 2019. Our Global Glass Alliance Partners included IndustriALL and Unite the Union local union representatives from glass container facilities in the United Kingdom, Europe, South America and Australia participate in the Conference. The USW GMP Council local unions and staff are very proud and appreciative of having the opportunity to participate in this historic global glass container conference with our sisters and brothers from the USW Glass Conference and our global labor partners as we continue working together to improve our reach, sophistication and preparation to match and exceed that of our employers with whom we bargain. We look forward to future conferences for each of the other sectors.

As we all know, many challenges lie ahead. We face a divided Congress starting in 2019 and while we are hopeful that common ground can be found among Democrats and Republicans on the many issues facing our democracy, it is likely that many issues important to the labor movement and our members will face gridlock or, worse, will continue under attack by President Trump and others in power. While the press reports some successes from the Trump presidency our experience has been that those successes have enriched the very wealthy and that our membership continues to face difficult times from employers who claim they are unable to improve wages or benefits. A focus for all of us in 2019 and beyond will be to make sure our federal and state governments put the interests of working people and their families first and that our members enjoy improved wages and benefits as collective bargaining agreements are re-negotiated.

2019 will continue to be a year of transition for the GMP Council. As such, the Horizons will now be published as an insert in your copy of the *USW@Work* and will no longer be a stand-alone magazine. We need your help in making sure all our industries are recognized in the quarterly publication. Tell Us Your Stories! Has your local done something amazing? Have you had a great solidarity action? Done something huge to help your community? Made significant connections with other labor groups? Have you had success in bargaining, major accomplishments? Help us share and celebrate your accomplishments. Tell us your story so we can all be part of it! Contact Charlene Carter at ccarter@usw.org or at 610-565-5051, Ext. 4974.

As 2018 comes to a close I would like to wish all our members, our employees and their extended families a healthy and happy holiday season and extend our best wishes for the New Year.

Thanks again for your support throughout the year and we look forward to working together in 2019 to improve the lives of our members and their families.



Bruce R. Smith
GMP COUNCIL CHAIR

2018—a year full
of changes



2018

O-I GLOBAL GLASS NETWORK AND GLASS CONTAINER INDUSTRY CONFERENCE



The 2018 O-I Global Glass Network and Glass Container Industry Conference, took place in Perrysburg, Ohio on November 12-15, 2018. This was the first global glass conference which included representatives from IndustriALL, Unite the Union, the USW Glass Conference and the GMP Council. The focus of the first two days included the global glass container industry, the benefits of global networks using the existing O-I Network as a template for building networks across the industry. Local Union Leaders from O-I, Ardagh Glass, Anchor Glass, Gallo Glass, Longhorn Glass, Libbey Glass and Gerresheimer Glass were joined by their brothers and sisters from glass container companies in the UK, France, and the Netherlands came

away from the Conference with an appreciation of cross border solidarity.

This historic meeting was organized through cooperative efforts by IndustriALL Union, the USW Glass Conference and the GMP Council. GMP Council Chairman Bruce Smith led the conference. Speakers addressing the group included USW International Vice President Fred Redmond and USW Directors Dave McCall, District 1, Bob LaVenture, District 12 and John Shinn from District 4; Leann Foster, USW Paper Sector, Tony Devlin, Unite the Union and Tim Tuttle, Chairman USW Glass Conference. Matthias Hartwich of IndustriAll presented the O-I Global Glass network program as it now exists and how it and other



networks could be expanded to embrace all glass workers both near and far. Gary Morgan, O-I Director of Labor Relations of the Americas addressed the group closing out the second day of the Conference.

The Conferees received Building Power training from Melinda Newhouse, USW Director of Strategic Campaigns and her staff and participated in breakout sessions for each group developing bargaining strategies. Director of the New Media Department, Connie Maben worked with the attendees on effective use of social media and how to develop a solid communication plan at the local level.

The final day of the Conference included a domestic industry overview from Rob Witherell, USW Bargaining

Department & Benefits, an explanation of Rapid Response activities and legislative issues from Randie Pearson, District 1 and a report on Civil & Human Rights from Emily Jefferson, Civil & Human Rights and Women of Steel.

The 2018 O-I Global Glass Network and Glass Container Industry Conference was truly empowering to all in attendance and will have great impact on an international level.

- <http://www.industriall-union.org/global-glass-alliance-and-owens-illinois-glass-network-launched-in-perrysburg-ohio>
- <https://www.facebook.com/Glass-Sector-of-the-GMP-Council-171899247032149/>



MULTISTATE PROTECTIVE LEAGUE MEETS

IN NEW ORLEANS, LOUISIANA

A big thanks goes to the Southwest Protective League for hosting the Multistate Protective League meeting which was held October 3–7, 2018 with members of many of the protective leagues and glass union representatives across the country attending. The group heard from Mariana Padias, USW Assistant General Counsel, whose presentation, Understanding, Embracing and Strengthening from Diversity. In addition, a discussion on government affairs was led by Joe Cattaneo from GPI (Glass Packaging Institute) and Ryan Modlin from O-I, and from Kevin Hardy, GPI, a report on the Industry Workforce. Each protective league reported on activities in their respective areas of the country and legislation they are facing or fighting for.

WEST COAST PROTECTIVE LEAGUE

The West Coast Protective League meeting was held on October 26, 2018 in San Diego, California.

Speakers included Assemblywoman 80th district—Lorena Gonzalez, Zeydi Gutierrez—ABI Foundry, Ryan Modlin—Gov. Relations O-I/Kevin Hardy, GPI, Tom Mabie—West Coast Counsel, GPI and Tyler Blackney—Wine Institute.

GMP Council Chair Bruce Smith and Executive Officers Butch Carter and Dave Hoffman also addressed the group.

Anthony Arceneaux, Local 17M at Gallo reported on the new WCPL Web site that is a work in progress, and is currently live. <https://wcplusa.org/>





FEDERAL BRONZE **LOCKS OUT** DOZENS OF HOURLY WORKERS IN NEWARK, NJ

On November 21, 2018, 31 members of Local 40M were locked out of their jobs by management at Federal Bronze Casting Industries, Inc., after voting to reject the company's latest contract proposal.

USW District 4 Director John Shinn called on the company to abandon its strategy to bully union workers into accepting management's unfair demands and negotiate in good faith for a fair contract.

"Federal Bronze must be made accountable for its decision to hold our jobs, families and community hostage over issues that should be resolved through collective bargaining," Shinn said. "Management needs to end this lockout immediately, return these workers to their jobs and resolve our differences at the table."

UPDATE: Thanks to the overwhelming solidarity and support we received through the process, GMP Council Executive Officer Matthew McCarty reports that the members of Local 40M have **RATIFIED THEIR NEW CONTRACT!**

This is an example of **STRENGTH IN UNITY!!** Congratulations to the members of Local 40M at Federal Bronze. Well Done!



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, 2017 to December 31, 2017. 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 \$37,477,416. These expenses included \$4,524,309 in administrative expenses, \$1,817,793 to insurance carriers for the provision of benefits and \$31,135,314 in benefits paid to participants and beneficiaries. A total of 25,918 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 \$403,749,469 as of December 31, 2017 compared to \$364,211,114 as of January 1, 2017. During the plan year the Plan experienced an increase in its net assets of \$39,538,355. This increase includes unrealized appreciation 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 \$77,015,771, including employer contributions of \$17,276,599, participant premiums of \$2,074,725, Medicare subsidy payments of \$2,666,708, pension plan income of \$637,747, gains of \$6,215,417 from the sale of assets and earnings from investments of \$48,144,575.

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, 2017 were \$3,265,492.





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.





THE GMP COUNCIL AND MIRA REACH A THREE YEAR AGREEMENT

The GMP Council of the USW and the Manufacturers Industrial Relations Association (MIRA) ratified a new three year agreement multiple for Osco Industries (Local Union 45B), Aleris Rolled Products (Local Union 210), Pioneer Foundry Company (Local Union 412), Hamilton Brass & Aluminum Castings Co. (Local Union 68B), and United Bronze of Pittsburgh Inc. (Local Union 46M-01) in Columbus, Ohio.

The new contract provides for wage increases in each year of the new agreement as well as improvements to the 401K program.

Members of the MIRA workplaces were represented by Ira Bryan and Dennis Pistole from Osco and Robert Wickham from Aleris as well as Claude Beaudin Secretary-Treasurer of the GMP Council of the USW and Executive Officer Edward Bedocs GMP Council of the USW.

JOHNNY BARTLEY, AUDIT COMMITTEE

The GMP Council is sad to report the loss of Johnnie L. Bartley (1940-2018). Johnnie was appointed and served on the GMP International Union Audit Committee since October 2011 and was an honorable and dedication Union Leader for 43 years. Johnnie lead the members at Local 40M in Newark New Jersey as president since 2001 and was an active and effective delegate to many conventions and wage conferences. He is already sorely missed by his union brothers and sisters.



He is survived by his dear wife, Deborah and a large and loving family. Johnnie—We Salute You!

<https://www.perryfuneralhome.com/obituaries/Deacon-Johnnie-L-Bartley?obId=3374552#/obituaryInfo>





NAFTA STILL NEEDS WORK

Pittsburgh)—United Steelworkers (USW) International President Leo W. Gerard made the following statement today after leaders of the three parties to the updated North American Free Trade Agreement (NAFTA) signed the agreement:

“Today’s signing is an important milestone, but it is only another step in the process to reform NAFTA. For roughly 25 years, workers have struggled under the oppressive weight of NAFTA which has suppressed wages, living standards and opportunities.

“NAFTA and implementing legislation must reverse the corporate incentives to outsource production and, instead, promote investments in plants, equipment and people domestically. This week’s announcement by General Motors that it intends to throw 15,000 workers onto the unemployment lines as the Christmas season approaches is clear evidence that corporations are only interested in profits.

“In certain areas, the text of the new agreement is an improvement. But Mexico must pass legislation to enforce the labor and environmental standards to which it committed. And, mechanisms must be established to ensure provisions are aggressively implemented, monitored and enforced.

“This week Mexico inaugurates a new President, and new political leaders control their Congress. Mexico has made commitments to its people. We have every reason to believe that the new political leadership will faithfully adopt strong provisions to implement its constitutional commitments.

“It is in the interest of workers in all three countries to ensure that Mexico adopts strong workers’ rights provisions and monitors and enforces their implementation. Workers in Mexico must be able to form labor organizations and collectively bargain for better wages and working conditions to stop downward pressure on wages in Canada and the United States.

“We will continue to work with the U.S. Trade representative (USTR), the Department of Labor and Congress to promote manufacturing and family-supportive jobs. Only when all the issues have been resolved and it’s clear that Mexico is fully and faithfully recognizing workers’ rights, should Congress vote on the agreement and implementing legislation.”

The USW represents 850,000 workers in North America employed in many industries that include metals, rubber, chemicals, paper, oil refining and the service and public sectors. For more information: www.usw.org.

HAPPY NEW YEAR

