Notice of Nominations and Elections appear on page 15
In this Issue:

In his Message on page 1, International President John Ryan discusses the positive results of the GMP 73rd Quadrennial Convention and the importance of the upcoming Presidential election.

GMP Convention delegates heard speeches on important issues. See page 5.

Many GMP Local Unions contributed to the Local 459 Tornado Relief Effort. See page 14 for a list of contributors.
PRESIDENT’S MESSAGE

Convention Delegates Set GMP On Secure Financial Course

Compliments are due the delegates to the GMP 73rd Quadrennial Convention for their foresight and courage in passing the dues increase that will ensure the continued vitality and independence of our International Union. Your Officers and Staff have done everything in their power to offset rising costs. The delegates responded to these efforts by passing the dues increase that will meet the unavoidable rise in expenditures resulting from inflation and membership losses.

The International Union presented a detailed fiscal analysis to support the need for a dues increase. The issue was discussed in committee and in the general session. I thank the delegates for their close attention to this matter and for their vote of support.

The Convention applauded the announcement that strike benefits were being raised to $125 a week. Previously, the strike benefit was set at $100 weekly. This action will strengthen the bargaining position of GMP local unions.

On these and many other issues, the GMP delegates responded strongly. The Organizing Department received the support of the Convention, which voted to continue previous funding arrangements for organizing. Additionally, the delegates voted to urge passage of the Employee Free Choice Act to enable more workers to gain unionization without fear of intimidation by employers.

We were honored to hear remarks made by Jim Hightower, the progressive radio commentator and writer, AFL-CIO Secretary-Treasurer Rich Trumka, CLC Secretary-Treasurer Hassan Yussuff and U.S. Rep. Shelley Berkley. They inspired a desire to bring about change in the global economy and broaden the reach of worker-friendly policies everywhere.

The need for change in the United States as we enter the last stage of this political year has never been more evident. The policies of George W. Bush have been an economic disaster for America and have led to a devastating loss of stature for our nation around the world. The Convention endorsed the presidential candidacy of Barack Obama, an assertion of the GMP’s commitment to seeking a more just and prosperous nation under wise and measured leadership.

Rich Trumka told the delegates that creating a brighter future would require hard work, “the biggest fight ever of our lives.” He said, “Let’s remind our members and our families of the legacy of hope left by John and Robert Kennedy and Dr. King and the hope kept alive by Teddy Kennedy and the hope that’s being revived by Barack Obama. Let’s tell our members and our families the truth. Let’s give them the facts and challenge them to vote their family’s economic future and not buy into the rumors designed to play on the prejudices that are alive and tearing at the soul of our society.”

Throughout our 73rd Quadrennial Convention the issues raised by our speakers were an insistent backdrop to the discussions of GMP policies. Our International and Local Unions, our employers and workplaces, our rights as workers and as free citizens of two great nations are imperiled. We all must act forcefully to win a better life.

To all of those who worked so hard to make the Convention a success, I offer my thanks. International Officers and Staff and Convention Delegates worked hard to provide clear direction for the next four years. On behalf of all the elected officers, I thank the delegates for their confidence in us.

JOHN P. RYAN
International President

“The need for change in the United States as we enter the last stage of this political year has never been more evident.”

[Signature]
The 2008 GMP Memorial Scholarship winners were named by International Secretary-Treasurer Bruce Smith. The winners are: Ali Asghar, son of Wasim Asghar, of Local 177 in Tracy, CA; Jafon Fearson, son of Darwin Lipscomb, of Local 98 in Midland, GA; Jade Hill, daughter of George Kelsay, Jr., of Local 14 in Winchester, IN; Marcus Lewis, son of George Haworth, of Local 233 in Lenexa, KS; Mark Rea, son of Philip and Rebecca Rea, of Local 177 in Tracy, CA; Pamela Rudnicki, daughter of John Rudnicki, of Local 399 in Brockton, MA; Timothy Suffel, son of Darriel Suffel, of Local 51 in Defiance, OH; and Susan Sunderman and Sarah Sunderman, daughters of Roger Sunderman, of Local 182B in Belleville, IL.

Ali Asghar will attend University of California Berkeley, where he will study business. His academic achievements at St. Mary’s High School in Stockton, CA, included: Principals’ Honors List for four years; Special Distinction Merritt for Excellence in Speech and Debate; Lincoln Douglas Debate National Qualifier for the Big Valley Region; AP National Scholar and Sports Editor for the school newspaper. His sports achievements included two-years as a Varsity Soccer player and SJAA Scholar Athlete.

After graduating from UC Berkeley, Ali plans to attend law school where he will focus on workers’ rights.

Jafon Fearson will attend the University of Alabama at Birmingham, where he will study Biomedical Engineering. His academic achievements at Russell County High School in Seale, Alabama, included: 4.3 GPA, National Honor Society; Math Student of the Year (Geometry); FBLA Speaking Contest (3rd place in AL); and Phenix City Exchange Club Student of the Month. His other high school activities included: Spanish Club, Math Club, Future
GMP SCHOLARSHIP AWARD INFORMATION

33 GMP SCHOLARS
In the school year 2008-2009, there will be 33 children of GMP members pursuing higher education that will benefit from the GMP Memorial Scholarship program. Each current award winner receives either $4,000, renewable each year for a full four-year college program, or $2,000, renewable for one year, for a two-year vocational/technical 2-year associate degree program, if adequate academic standards are maintained.

DONATIONS
The program is funded entirely by donations. Local Unions and individuals contribute in memory of friends, co-workers and loved ones who have died. The memorial contributions, which note the honored persons, are recognized periodically in Horizons.

SCHOLARSHIPS
At its inception, the Scholarship program provided two scholarships, each providing the winner $1,000. In 1973, the number of awards was increased to three, each of which was worth $1,500. In 1977, the value of the scholarship was increased to $2,000, and the number of awards was increased to four. In 1983, the value of the scholarship was increased to $2,500. In 1998, the award was raised to $3,500. In 1999, the number of awards was increased to six. In 2000, the amount of the scholarship was increased to $4,000, and the number of awards was increased to eight. For the school year 2008-2009, the program has been broadened. The total number of recipients is ten. Six award winners with a $4,000 renewable scholarship for study in a four-year college program will be granted annually. The program now includes four vocational/technical/2-year associate degree programs awards in the amount of up-to $2,000 to be granted annually. Winners are determined by the Scholarship and Recognition Programs of Princeton, New Jersey.

APPLICATION FORMS
All applicants must apply by November 1 of their high school senior year. Information on this program, along with an application blank, may be obtained from your Local Union Recording Secretary or by writing to: Bruce Smith, International Secretary-Treasurer, Glass, Molders, Pottery, Plastics & Allied Workers, 608 E. Baltimore Pike, P.O. Box 607, Media, PA 19063-0607.

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Honors Society and the California Scholarship Federation. Mark participated in MESA (Mathematics, Engineering, Science, Achievement) competitions and placed both at the local and regional level. He also participated in Academic Decathlon and Science Olympiad and placed 1st in an event for each competition. Mark had the honor of attending Camp RYLA (Rotary Youth Leadership Achievement), and the John Hopkins Introduction to Engineering program. He was President of the MESA Club and the Chess Club and was Vice President of the Key Club.

In his community, Mark volunteers at his local church as an altar server and lector. He is also involved in the chess community as a player and local tournament director. Mark’s future plans include obtaining a master’s degree in Mechanical Engineering.

Pamela Rudnicki will attend Northeastern University, where she will major in Health Science on a pre-med track. Her achievements and activities in high school included: High Honor Roll each term, graduating as Valedictorian, Student Council Vice President, National Honor Society Vice President, recipient of the Gold Medal on the National Latin Examination.

Outside of school, Pamela shares her love of art with the local children through the summer and after school programs that she established at the Holbrook Public Library. Pamela interned at the Casimir Pulaski Foundation in Poland. Her fluency in the Polish language enabled her to volunteer at a day camp in Poland last summer, where she taught Polish children the English language.

After graduating from Northeastern University, Pamela plans to attend medical school.

Tim Suffel will attend The Ohio State University, where he plans to major in Computer Engineering. At Defiance High School, he was active in Marching Band, Concert Band, National Honor Society, Volunteers, Spanish Club and Fellowship of Christian Athletes. He was a member of a state qualifying cross-country team and he also competed at the state and national level for Quiz Team. His awards include Buckeye Boys State Delegate, AP Scholar, Scholar Athlete and All Ohio Academic Award.

Tim went on a mission trip to the Dominican Republic to deliver school and medical supplies to the needy. While there, he helped build six playgrounds for poor schools. He plans to go on more mission trips in the future. After college graduation, Tim aspires to bring new ideas to the constantly changing field of computer technology.

Sarah Sunderman will attend Southwestern Illinois College where she will earn an Associate in Science for Health. While attending Mascoutah High School, Sarah played tennis and served on the Prom Committee. In her community, she was active with her church youth group.

After attending SWIC, she plans to transfer to Murray State in Kentucky to major in Nutrition. Sarah’s goal is to work in a hospital to help people lose weight and become healthy.

Susan Sunderman graduated from Mascoutah High School in Mascoutah, Illinois. Throughout high school, she was a member of Chorus and participated in the Spring Musical, “42nd Street.” She is currently attending Southwestern Illinois College, where she is studying Radiology. After earning her Associate at SWIC, she plans to transfer to Southwestern Illinois Carbondale to finish her degree. After college, Susan would like to work at Shriner’s Hospital as a Radiologist Technician.
The 73rd Quadrennial Convention of the GMP convened on August 4th and proceeded to spell out the International Union’s course for the next four years.

The Convention, which was attended by 372 delegates from 170 local unions, reelected by acclamation all International officers. No opposing candidates were nominated.

The Convention delegates passed an International Union dues increase of six dollars and authorized local union dues increases up to that amount. The dues increase passed after months of pre-Convention activity describing the need for the dues hike. At the Convention, International President Ryan presented a detailed analysis of the International’s financial need.

The delegates expressed their desire to keep the GMP independent and effective. Many who spoke from the Convention floor acknowledged both the need to raise dues to meet the International’s responsibilities and their determination to keep dues as low as possible.

President Ryan pointed to cost-saving measures undertaken to shave the International’s expenses, including a decision to share out the duties of retiring Director of Communications Richard Kline among the International staff. Kline will not be replaced.

President Ryan announced at the Convention that strike benefits would be raised to $125 weekly from the previous $100 a week.

International Secretary-Treasurer Bruce R. Smith gavelled the Convention into session at 10 A.M. on Monday, August 4th.

International Vice President Walter Thorn led the Convention in the pledge of allegiance to the American flag. International Vice President David Doyle led the pledge of allegiance to the Canadian flag. The anthems of both countries were sung by Todd Parrish of United Memorial Bible Services.

Local Union 283 President Barry
Ross, assistant pastor of the Christ Holy Church in Houston, Texas, gave the invocation.

Secretary-Treasurer Smith, briefly describing President Ryan’s background and long service to the International Union, introduced him as the gathering’s first speaker. President Ryan opened the Convention’s business by calling for a review and updating of the Constitution. He dealt with the need for the dues increase already mentioned and the consequences for the GMP membership if a dues increase were not passed.

President Ryan remarked upon the successful negotiations in the glass industry, the expansive efforts of the Organizing Department, and the anti-union policies of the Bush administration. He pointed up the need for political action if positive change, such as the Employee Free Choice Act and appointment of a National Labor Relations Board friendly to workers, is to occur.

The Convention next heard from nationally-known radio host, political commentator, author, and vocal populist Jim Hightower. Hightower, former Texas State Secretary of Agriculture, wasted no time in lighting into “the Exxon-ers, Enron-ers, fearmongers, warmongers, boneheads, Bushites, and others who are running roughshod over working people.”

Hightower, co-author with Susan DeMarco of “Swim Against the Current: Even a Dead Fish Can Go With the Flow,” called for aggressive and progressive political action. He accused corporate powers of “monkey wrenching with the very fundamentals of our democracy.” Hightower said that the core ideal of the common good was being ripped apart, replaced by “never give a sucker an even break.”

Calling for a new politics that would enable common citizens regardless of personal wealth to run for and hold office, Hightower urged the delegates to demand economic fairness, social justice, and equal opportunity.

He cited Barack Obama’s candidacy for president of the United States if successful as an opportunity for working people to influence the direction of the country.

The Rules of Order Committee presented a resolution honoring in memoriam the International officers and staff who had died since the last Convention. Those remembered included: Orian Williams, Joseph Pitts, Paul Parker, John Kaufman, Peter Medure, James Hatfield, Michael Capri, Jerry Legg, Charles Hunt, Sam Fullerton, William Menn, Joseph Cordery, Ralph Brommer, and Hildridge Dockery.

On Tuesday, August 5th, Director of Organizing Brenda Scotland addressed the Convention. She was introduced by Secretary-Treasurer Smith, who called organizing “the lifeblood of the Labor Movement.”

Director of Organizing Scotland,
former president of Local Union 15, said organizing is “the future of our Union” and that millions of Americans would join unions if they could. She noted that a strong Labor Movement was required to insure the living standard of working America and to oppose corporate power and a government tied to corporations.

Scotland further noted that the Employee Free Choice Act was necessary but not alone enough to guarantee successful organizing. She said that Barack Obama is committed to signing the bill if elected president. In the meantime, she urged GMP local unions to actively develop organizing campaigns and to establish local union Organizing Committees.

Without minimizing the difficulties of organizing, Director Scotland cited its rewards and importance. “Now, prepare yourself by making a contribution to your less fortunate brother. Organize the unorganized. Don’t be afraid to lose. We cannot win if we fear failure,” she said.

Hassan Yussuff, Secretary-Treasurer of the Canadian Labor Congress, spoke to delegates about economic and labor developments in Canada. He compared the situation of working people in Canada and the United States.

Secretary-Treasurer Yussuff said that the economic downturn, job losses and lack of protection on the job is alarming. He spoke of the efforts of the Canadian Labor Congress to gain greater protection for workers whose employers enter bankruptcy in order to overturn a collective bargaining agreement. The CLC’s objective is to prevent the courts from modifying a contract.

As with many of those who spoke at the Convention, from the podium or the floor, Yussuff noted that as citizens in democratic societies working people have an obligation to act. In countries like Colombia, he stated, trade unionists are murdered for speaking out, while too many in Canada and the United States don’t exercise their rights.

In other remarks, Yussuff criticized free trade policies that weaken North America’s economy, harm workers, and undermine a secure future.

On Wednesday, August 6th, the Convention opened with nominations for International officers and for fraternal delegates to the AFL-CIO Convention and the Western Hemispheric Conferences.

All of the incumbent elected officers were nominated and seconded. Since no opposing candidates were nominated, all officers were reelected by unanimous ballot.

The reelected officers included: International President Ryan, International Secretary-Treasurer Smith, International Vice Presidents David Doyle, Frank Brandao, Sr., Walter Thorn, and Ignacio De La Fuente. Also reelected unanimously were Executive Officers: Russell Babcock, Dale Jeter, Randy Gould, Sondra Powell, Bruno Cyr, Donald
Seal, Claude Beaudin, David Pope, Charles Boutlinghouse, Jerry Cotton, Rickey Hunter, Rick Vitatoe, and Donald Butch Carter.

On Thursday U.S. Representative Shelley Berkley (D-NV) spoke to the GMP gathering and called George W. Bush “the worst president in American history.” She pointed out that Bush had turned the six-billion dollar surplus he inherited into a ten-trillion dollar deficit. She related the Bush record of failures: FEMA and Katrina, Food and Drug Administration, Department of Agriculture, Consumer Product Safety, and Veterans Administration.

Rep. Berkley, a long-time advocate for healthcare and the Patient’s Bill of Rights, called for a universal healthcare plan. A strong supporter of the Labor Movement, the product herself of a union family, she urged passage of the Employee Free Choice Act and defeat of fast-track Trade Promotion Authority for George Bush.

She said President Bush was “not competent and capable to handle any more authority,” had signed bad trade agreements and put Americans out of jobs.

Marilyn Barnes, Assistant Director of the G.M.P.-Employers Retiree Trust, told the delegates about the Trust’s plan of benefits, which has paid out $572 million in benefits to eligible retirees and their spouses over the years.

She described the Trust’s life insurance program, indemnity program, preferred provider option, prescription drug program, and Nurture program.

Friday, August 8th, the final day of the quadrennial meeting, brought several more speakers to the dais.

Director of Communications Richard Kline, whose retirement was announced the first day of the Convention, thanked the delegates for their assistance over the course of his 31-year GMP career.

He then described the direction that he intended to take in his new job as President of the Union Label & Service Trades Department of the AFL-CIO. He outlined a new program of communication that would enable the ULSTD to react quickly and speak out forcefully on issues such as unsafe medicine and products from China, unhealthy produce from Mexico, and other concerns raised by the Department’s affiliates. The GMP is an affiliate of the ULSTD; President Ryan is a Vice President of the Department.

Kline called upon the delegates to do more than criticize business, Wall Street, government, or foreigners for our economic ills. He said...
that trade unionists must live by their ideals, not shop at Wal-Mart, and not purchase “bargains” produced in sweatshops.

The Convention listened also to Alfredo Campos, a Mexican glass worker and trade unionist. Translated by International Representative Hector Sanchez, Campos described his efforts to defend workers’ rights at a Modelo Group plant in San Luis Potosi.

The glassworkers’ independent union was illegally replaced by a government-run union to thwart action by workers seeking to improve their lives. The company fired 260 independent union members, including Campos.

Campos requested that letters be sent to the Mexican authorities to protest the situation in San Luis Potosi.

Delegate Rick Wood (LU 446), a member of the 2008 Hemispheric Conference delegation, reported on what he and his colleagues found in Mexico. He described coercive company action, installation of a phony company union, and a corrupt coalition of company and government interests.

Wood said that the independent union has called for a boycott of Modelo Group products, including Corona beer.

The final speaker from the GMP podium was Rich Trumka, Secretary-Treasurer of the AFL-CIO. Trumka, former president of the United Mine Workers Association, praised Barack Obama as the type of leader epitomized by John and Robert Kennedy, Ted Kennedy, and Dr. Martin Luther King, Jr.

He stated that the many problems plaguing our economy are directly attributable to mismanagement by George W. Bush. Similarly, the attack upon fundamental civil rights is the deliberate policy of President Bush.

Secretary-Treasurer Trumka said that Senator McCain promises only to continue the policies of George W. Bush. He noted that, despite a $13-trillion economy, too little wealth was getting to workers. He said that too few enjoyed healthcare, a quality education, and a good job.

“‘Turn Around America’ is our rallying cry for the 2008 political year,” said Trumka. He went on to state that winning the November election was only a beginning.

Trumka called for, following the presidential election, investment in infrastructure, regulation of the financial industry, revision of trade laws, passage of the Employee Free Choice Act and a new economic stimulus package.

He warned that Senator McCain would undermine Social Security and reward Wall Street with a retirement program holding grave risks for workers.

Finally, Trumka noted that reactionaries would attempt to subvert Barack Obama’s election with appeals to racism. He advised the delegates to oppose racist sentiments with a counter argument: the negative economic consequences of a McCain presidency.

International President Ryan thanked Rich Trumka for his remarks and, noting the absence of further comments or business, adjourned the 73rd Convention. The Convention was concluded at 12:34 P.M. on August 8th.

The GMP Convention Delegates elected convention and conference fraternal delegates for the 2009 AFL-CIO Convention and the 2010 and 2012 Western Hemispheric Conferences. The three candidates elected to attend the 2009 AFL-CIO Convention are: Linda Dickey (LU 419), Derrick Smith (LU 50) and Rick Wayman. (LU 96).

The five candidates elected to attend the 2010 Western Hemispheric Conference are: Carlos Contreras (LU 17); Jim House (LU 101); Wanda Williams (LU 216); Sally Winterburn (LU 417) and Dan Trevino (LU 177).

The five candidates elected to attend the 2012 Western Hemispheric Conference are: Dave Sobottka (LU 201); Gary Smith (LU 2); Tony Moran (LU 244); Stacey Andersen (LU 459) and Josh Coleman (LU 96).
GMP Convention Committees

LAW COMMITTEE

Steve Schmillen, LU 140, Chair; Richard Wood, LU 446, Secretary; Carl Harmon, LU 30; Johnnie Bartley, LU 40; Marshall Evans, LU 45B; Tim Steele, LU 51; Paul McCoy, LU 65; Richard Carr, LU 70; Janet Barnhill, LU 91; Rick Wayman, LU 96; Diane Aldridge, LU 101; Roddy Rice, LU 121B; Calvin King, LU 164B; Curtis Comett, LU 168; William Nelson, LU 169; Danny Trevino, LU 177; Tommy Langston, LU 193; Oscar Berry, LU 284; Ed Shields, LU 244; Mark Freeman, LU 260; Dennis Grim, LU 295; Larry Thigpen, LU 429; Stacey Andersen, LU 459; Advisors: International President John Ryan; International Secretary-Treasurer Bruce Smith; Attorney Fred Greenberg; Controller Fred Neibauer

RESOLUTIONS COMMITTEE

Maris Tshudy, LU 376, Chair; Michael Keber, LU 51, Secretary; Patricia Davis, LU 14; Carlos Conteras, LU 17; Jerry Crawford, LU 20; Shirley Hutchings, LU 21; Mike Mantello, LU 28B; William Geisler, LU 45B; Derrick Smith, LU 50; Tim Scott, LU 65B; Alda Barnes, LU 108; Michael Gross, LU 137; Norman Keeton, LU 176; Eugene Pack, LU 180; Leonard Hicks, LU 262; Dave Crocco, LU 304B; Dave Glancy, LU 316B; Jason Fiar, LU 372; Donald Locke, LU 374; Dave Allen, LU 419; Jeffery Shuda, LU 437; Advisors: International Vice President Frank Brandao, Sr.; Executive Officer Russell Babcock; Executive Officer Dale Jeter; Executive Officer Randy Gould; Attorney Fred Greenberg

CREDENTIALS COMMITTEE

Michael Gilleland, LU 254, Chair; Wanda Williams, LU 216, Secretary; Joseph Smathers, LU 6; Charles Shuman, LU 98; Debra Ligon, LU 19; Ron Repiscak, Jr., LU 28; James Phillips, LU 62; Mark Elsing, LU 73; Brian Higley, LU 75; Felecia Mabry, LU 85B; Anthony Casey, LU 107; Rick Stillwell, LU 113B; Tom Gallagher, LU 117; Martin Upshaw, LU 138; Robert Dockter, LU 139B; James Jessup LU 168; Tim Stein, LU 172; Michael White, LU 229; Ron Fenslage, LU 239; Jerry Hammerschmidt, LU 273; Tina Bell, LU 376; Tom Kimble, LU 412; Sally Winterburn, LU 417; Advisors: International Secretary-Treasurer Bruce Smith; International Vice President Ignacio De La Fuente; Director of Research and Education Frank Grotti; Executive Officer David Pope; Executive Officer Bruno Cyr; Executive Officer Jerry Cotton; Executive Officer Rickey Hunter
RULES OF ORDER COMMITTEE

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ELECTION COMMITTEE

Daniel Kelly, LU 15, Chair; Don Owens, LU 244, Secretary; Tony Verdught, LU 98; Richard Motzenbocker, LU 17; Ken Climpson, LU 28B; Paul Ballard, LU 42; Vince Townsend, LU 45B; Dennis Pistole, LU 45B; Clay Gibson, LU 48; Wayne Hall, LU 80B; Jim Taylor, LU 110; Anthony Modaffare, LU 110; Linda Kanaman, LU 121B; Lee Fish, LU 121B; Steve Young, LU 129; Francesca Cundari, LU 138; Lloyd Martin, LU 139B; Mike Nietogomez, LU 142; Phil Suoto, LU 177; Glenn Pruitt, LU 216; Alvin Burgess, LU 219; Steve Clark, LU 226; Willie Morrow, LU 233B; John Evancho, LU 237; Jimmy Gill, LU 244; Doug Furbee, LU 244; James Slack, LU 256B; Daniel Martinez, LU 283; Dave Egger, LU 289; Linda Dickey, LU 419; Everett Rhodes, LU 429; Dan Wilford, LU 446; Advisors: International Secretary-Treasurer Bruce Smith; Director of Research and Education Frank Grotti; International Representative Bennett Sallemi; International Representative Pete Jacks; International Representative Kim McNeil; International Representative Matt McCarty

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Rosetta Elliott, LU 39; David Porter, LU 132; Leonard Tremblay, LU 190; Pearl Chapman, LU 227; Fred Lamar, LU 253; Viola Patton, LU 267

UNION LABEL COMMITTEE

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OFFICERS REPORT COMMITTEE

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NO PHOTO AVAILABLE

RESEARCH AND EDUCATION COMMITTEE

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ORGANIZING COMMITTEE

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MERGER COMMITTEE

Tom Buzz, LU 159, Chair; Cheryl Robinson, LU 54, Secretary; Nelson Fox, LU 28; Dean Anderson, LU 178; Mike Pawluczek, LU 288; Kathy Lacks, LU 65B; Sharon Hopkins, LU 96; John Brewster, LU 125; Dana Hoadley, LU 139B; Kathryn Williams, LU 152; Gary Mosher, LU 157; Jeff Dubois, LU 169; Wasim Asghar, LU 177; Paul Dodd, LU 221; Pete Ludowitz, LU 263B; Hiram Ramos, LU 361; Virgil Slack, LU 412; Luellen Bozek, LU 419; John Delash, LU 422; Advisors: Director of Organizing Brenda Scotland; Executive Officer Claude Beaudin; Executive Office David Pope
GMP Local 459 Tornado Relief Effort

Thank You!

The GMP Local Unions listed below contributed to the International Union’s Local Union #459 (Waterloo, Iowa) Relief Fund.

Thanks to all who joined in this effort.

Local 2 - Oakland, CA
Local 7 - Millville, NJ
Local 17 - Modesto, CA
Local 32 - Shelbyville, IN
Local 33 - Toano, VA
Local 38 - Marion, IN
Local 49 - London, Ontario
Local 59 - Toledo, OH
Local 63B - Minneapolis, MN
Local 65B - Boaz, AL
Local 74B - Kellogg, IA
Local 95 - Westfield, MA
Local 96 - Dunkirk, IN
Local 101 - Atlanta, GA
Local 104 - Elmira, NY
Local 110 - Brockway, PA
Local 112 - Portland, OR
Local 121B - Neenah, WI
Local 125 - Waxahachie, TX
Local 129 - Shakopee, MN
Local 132 - East Greenville, PA
Local 137 - Los Angeles, CA
Local 140 - Streator, IL
Local 157 - Salem, NJ
Local 168 - Winston-Salem, NC
Local 177 - Tracy, CA
Local 182B - Belleville, IL
Local 219 - Millville, NJ
Local 229 - Ligonier, IN

Local 233B - Chicago, IL
Local 237 - Hazleton, PA
Local 244 - Newark, OH
Local 246 - Clarion, PA
Local 253 - Ruston, LA
Local 256 - Hamlet, NC
Local 257B - Nashua, NH
Local 259 - Waco, TX
Local 262 - Kendallville, IN
Local 273 - Greenville, PA
Local 289 - Spokane, WA
Local 295 - Macungie, PA
Local 297 - Clarion, PA
Local 301 - Manitowoc, WI
Local 302 - Reedsville, WV
Local 305 - Westfield, MA
Local 359 - Fairfield, IA
Local 372 - Nevada, MO
Local 384 - Lisbon, OH
Local 419 - Newell, WV
Local 422 - Hazleton, PA
Local 437 - LaCrosse, WI
Local 446 - Woodstock, Ontario
Local 452 - Prophetstown, IL

George Barbaree - Ft. Myers, FL
Frank Grotti - GMP, Media, PA
Mary Lou Kiefer – Cincinnati, OH
Wayne L. King, Sr. - Glen Carbon, IL
Daniel Rusniak - Richmond, VA

Donations are still being accepted.

Make checks payable to GMP International Union and forward to International Secretary-Treasurer Bruce Smith, GMP International Union, 608 E. Baltimore Pike, PO Box 607, Media, PA 19063
Local 2B, Ellwood City, PA Wins Arbitration Award

In a recent arbitration case concerning Local 2B and Heraeus Electro-Nite Company, the arbitrator ruled in favor of Local 2B.

GMP International Representative Richard Baumcratz presented the case to Arbitrator Charles Nicholls on May 15, 2008.

The arbitration proceeding involved two issues: whether or not the union’s demand for arbitration was timely, and if so, whether or not the Heraeus Electro-Nite Company properly denied Mr. Troy Chapman, the grievant, the Maintenance Mechanic Job Bid of April 3, 2007.

Arbitrator Nicholls rendered his decision on August 8, 2008 in favor of the grievant being placed on the job with all back pay and benefits included in his award.

Appearing at the arbitration for the Union was Local 2B President Nelson Fox, the grievant Troy Chapman and International Representative Richard Baumcratz.

The officers of Local 2B are - President Nelson Fox, Vice President Kimberly Gardner, Recording Secretary Scott Lilly, Financial Secretary Frances Plesniak and Treasurer Diana Bales. Local 2B was chartered in 1973.

Notices of Nominations and Elections

Local 376, Columbia, PA

The nomination of officers for Local 376, Columbia, PA, will take place at the regular monthly meeting on Sunday, November 23, 2008 at 2:00 P.M.

The election of officers for Local 376 will be held on Sunday, December 21, 2008, at the regular monthly meeting at 2:00 P.M.

Both meetings will be held at 15 North 4th Street, Columbia, PA.

NOTICE: Any Local Union advertising its nominations and elections in Horizons must submit 120 days prior to the nominations date, an up-to-date corrected mailing list along with other details.
The National Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) is the basis on which our Cost of Living clauses are calculated. Thus, changes in the CPI-W are the basis for wage increases as required by many GMP contracts.

The Bureau of Labor Statistics which publishes the Consumer Price Index has re-formulated the CPI-W, and discontinued the old index in July, 1985 when it published the June, 1985 Index. The new CPI-W reflects a change from home ownership costs to rental equivalent costs. GMP HORIZONS will continue to publish the CPI-W for the benefit of GMP members.

Although most contracts call for a COL increase based on an increase in points, some have provisions for increases based on percentages. Therefore, both the percentage increase and point increase are shown below.

Effective dates and terms of the contract clauses vary. Consequently, an interested member should consult his current Union Contract for effective dates and provisions. He then can judge from the changes noted in the table if the agreement provisions call for an increase.

For purposes of gauging changes, the base index will remain 1967 = 100.

### CONSUMER PRICE INDEX - U.S.A.

<table>
<thead>
<tr>
<th>Month</th>
<th>(1967 = 100) Index</th>
<th>Percent Increase</th>
<th>Point Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>August 2007</td>
<td>605.2</td>
<td>-0.2%</td>
<td>-1.5</td>
</tr>
<tr>
<td>September 2007</td>
<td>607.3</td>
<td>0.3%</td>
<td>2.1</td>
</tr>
<tr>
<td>October 2007</td>
<td>608.6</td>
<td>0.2%</td>
<td>1.3</td>
</tr>
<tr>
<td>November 2007</td>
<td>613.2</td>
<td>0.8%</td>
<td>4.6</td>
</tr>
<tr>
<td>December 2007</td>
<td>612.9</td>
<td>0.0%</td>
<td>-0.3</td>
</tr>
<tr>
<td>January 2008</td>
<td>615.8</td>
<td>0.5%</td>
<td>2.9</td>
</tr>
<tr>
<td>February 2008</td>
<td>617.3</td>
<td>0.3%</td>
<td>1.5</td>
</tr>
<tr>
<td>March 2008</td>
<td>622.9</td>
<td>0.9%</td>
<td>5.6</td>
</tr>
<tr>
<td>April 2008</td>
<td>627.6</td>
<td>0.8%</td>
<td>4.7</td>
</tr>
<tr>
<td>May 2008</td>
<td>633.8</td>
<td>1.0%</td>
<td>6.2</td>
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<tr>
<td>June 2008</td>
<td>641.1</td>
<td>1.1%</td>
<td>7.3</td>
</tr>
<tr>
<td>July 2008</td>
<td>644.3</td>
<td>0.5%</td>
<td>3.2</td>
</tr>
</tbody>
</table>

12 Month Index Increase = 37.6 • Year-to-Date Inflation Rate Increased by Approximately 0.9%

### CONSUMER PRICE INDEX - ALL CANADA

<table>
<thead>
<tr>
<th>Month</th>
<th>(1986=100)</th>
<th>(1992=100)</th>
</tr>
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<tbody>
<tr>
<td>January 2007</td>
<td>166.9</td>
<td>130.3</td>
</tr>
<tr>
<td>February 2007</td>
<td>168.1</td>
<td>131.2</td>
</tr>
<tr>
<td>March 2007</td>
<td>169.5</td>
<td>132.2</td>
</tr>
<tr>
<td>April 2007</td>
<td>170.1</td>
<td>132.8</td>
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<td>May 2007</td>
<td>170.8</td>
<td>133.4</td>
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<tr>
<td>June 2007</td>
<td>171.3</td>
<td>133.8</td>
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<tr>
<td>July 2007</td>
<td>171.5</td>
<td>133.9</td>
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<tr>
<td>August 2007</td>
<td>171.0</td>
<td>133.5</td>
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<tr>
<td>September 2007</td>
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<td>November 2007</td>
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<td>133.8</td>
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<tr>
<td>December 2007</td>
<td>171.7</td>
<td>134.0</td>
</tr>
</tbody>
</table>

Annual Average

<table>
<thead>
<tr>
<th>Average Annual Increase</th>
<th>3.4%</th>
<th>3.4%</th>
</tr>
</thead>
</table>

### 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 take from 6 to 8 months. 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. Persons wishing to report a death or discuss the death benefit may call the Death Benefit Department at 1-610-565-5051 ext. 221. Remember to check your official beneficiary information. The beneficiary of record is solely entitled to the Death Benefit. Submit beneficiary changes immediately.

All claims must be filed within one (1) year of death. Early retirees are also responsible for payment up to age 65. If you are self-paying, indicate your local union number and forward your check to:

Bruce Smith
GMP Int’l. Secretary-Treasurer
PO Box 607
608 E. Baltimore Pike
Media, PA 19063
Richard Kline Retires As Director Of Communications, Becomes Union Label Department President

Richard Kline, Director of Communications, retired at the end of August with 31 years of service. He took office as president of the Union Label & Service Trades Department (AFL-CIO) in September.

He began his labor career as a member of the American Federation of Teachers and the National Education Association. He taught in New York City public schools and at Federal City College in Washington, D.C. For many years he was an instructor at the National Labor College at the George Meany Center in Silver Spring, MD.

A graduate of Lafayette College, Kline served the International Union under six administrations. He developed several corporate campaigns, including major efforts directed at Anheuser-Busch and Coca-Cola.

In addition to producing Horizons magazine, overseeing the GMP’s website, and responding to press and public inquiries, he was the Union’s liaison with Union Privilege and ULLICO. He managed the GMP booth at the Union-Industries Show for many years, helped to plan and implement conventions and education conferences, and handled requests from political candidates.

Savings and Solidarity

Now GMP members can save 10% on any new or renewed service plan with AT&T. You’ll find a wide selection phones and plans that offer great value for your money. Plus, while you save, you’ll also be supporting the only wireless company that is “Proud to Be Union!”

3 Easy Ways to Save!

1. TAKE this ad to your local AT&T store. To find the store nearest you, visit att.com/find-a-store and show union identification (Reference FAN # 00113662).
2. ONLINE at UnionPlus.org/ATT Purchase services and find specials on phones.
3. CALL 1-800-897-7046. Use Discount FAN # 00113662 when you speak to the customer service operator.

Get special discounts on wireless devices and save 10% on your monthly service charges through AT&T.*

*The 10% discount is not available on additional lines for family plans and unlimited plans. Discount available only to qualified union members. Union identification is required. In-store discount only at AT&T stores, not at any authorized dealer or kiosk. Cannot be combined with other discounts. Savings on 3G iPhones purchased at AT&T stores only.
**Scholarships**

Helping union families realize their dreams

Going back to school? Sending your children to college? Learn more about the scholarship opportunities available to you as a union member. Union Plus supports working families by providing these scholarships to help you focus on your studies instead of your tuition bill.

**UNION PLUS SCHOLARSHIP**
- Awards ranging from $500 to $4,000 are available to students attending two-year and four-year colleges, recognized technical or trade schools, and graduate schools
- Current and retired union members, their spouses and dependent children are eligible
- Applications are available in September. To apply, just download an application at UnionPlus.org/Scholarship and return it by January 31.

**UNION LEADERS OF THE FUTURE SCHOLARSHIP**
- Helping more women and people of color pursue union career goals and enhance leadership skills
- Annual awards up to $3,000 to cover the cost of continuing education or training
- To be applied toward the completion of an accredited degree, coursework or seminar at an accredited educational institution
- Applications are available in January. To apply, just download an application at UnionPlus.org/Scholarship and return it by May 31

**UNION PLUS NATIONAL LABOR COLLEGE SCHOLARSHIP**
- A total of $25,000 is awarded each year to help union members attend the world’s only university dedicated to labor education
- Take classes at your own pace and schedule with a unique program tailor-made for full-time working men and women
- Please contact Tracie Sumner in the Office of Student Finance at the National Labor College at 301-628-4253 or email tsumner@nlc.edu for more information

For details about all the scholarship opportunities available to union members, visit www.UnionPlus.org/Scholarship