

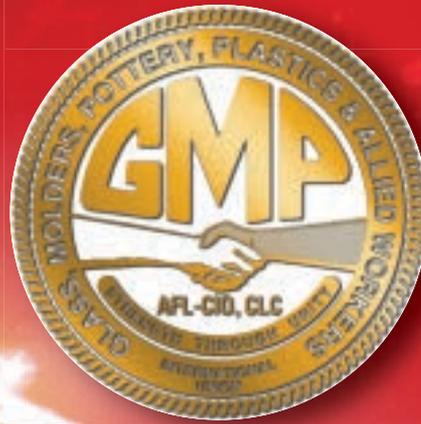
# GMP Horizons

November/December 2011

Serving Workers in the Glass, Metal,

Pottery and Plastics Industries

*Strength  
in Unity*



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**Glass, Molders, Pottery, Plastics & Allied Workers, AFL-CIO, CLC**  
608 East Baltimore Pike, P.O. Box 607, Media, Pa. 19063  
610-565-5051 ~ GMPIU@gmpiu.org

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PRINTED IN U.S.A.



Published at 4801 Viewpoint Place, Cheverly, MD 20781, by the Glass, Molders, Pottery, Plastics & Allied Workers. Postage paid at Media, PA. and additional mailing offices. All Correspondence to HORIZONS should be sent to: 608 E. Baltimore Pike, P.O. Box 607, Media, PA 19063.

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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](http://www.gmpiu.org)

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

- Name
- Social Security Number
- Are you a Retiree
- Your Signature
- New Address
- Union Number
- 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:

*Walter Thorn, GMP Int'l. Secretary-Treasurer*  
608 E. Baltimore Pike — PO Box 607  
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.

BRUCE R. SMITH  
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*International Secretary-Treasurer*

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*Vice President*

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*Vice President*

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KIM MCNEIL

MATTHEW MCCARTY

MARK SINGLETON

HECTOR SANCHEZ

DAVID HOFFMAN



**Bruce R. Smith**  
**International President**

## Holiday Greetings

**T**his is the time of year that we as GMP members will celebrate the holiday season with our family and friends, reflecting on the past year of achievements and setbacks, of births and deaths, marriages, graduations, promotions and retirements.

As all of us gather around the holiday tables this season we, as members of the labor movement, have the unique opportunity to share the stories of our work and the accomplishments the movement has achieved this year and in years past. We share the stories of progress and defeat, stories of how bad it used to be before the labor movement and the reality of how the labor movement has literally saved lives through solidarity. These stories unite us and they are ours to share.

The unrelenting attacks on workers and their unions have brought an increasing spotlight on the role the labor movement plays and has played in the economic, political and cultural life of America. Tell your family and friends of your achievements that have had real and meaningful impact on the lives of our members around the country. Recognize they are achievements that would not have been possible without you.

Let us celebrate a strong commitment to ensuring that the next generation of workers have a deep understanding and appreciation for the role the labor movement plays in helping working families achieve a better life.

The coming year will hold new challenges—battles that have yet to be fought, and stories that have yet to be written. Take a look at the progress we’ve made—and share the stories with friends and family. Hold your history proud.

The Officers and Staff of the GMP wish you many blessings this Holiday Season and that hope, happiness and health will be with you and yours throughout the New Year.



# Canadian Educational Conference Held in Ontario

The Canadian Educational Conference was held on November 14<sup>th</sup>, 2011 in Mississauga, Ontario. Executive Director of Canada David Doyle chaired the event that was attended by twenty eight GMP members from eight Local Unions. Local Unions in attendance were: Local Union 23B (Delhi, Ontario); Local Union 28B (Toronto, Ontario); Local Union 49 (London, Ontario); Local Union 108 (Cambridge, Ontario); Local Union 223 (Brantford, Ontario); Local Union 360 (Calgary, Alberta); Local Union 366 (Toronto, Ontario); Local Union 446 (Woodstock, Ontario)

International Secretary-Treasurer Walter Thorn and Controller Fred Neibauer conducted training on book-

keeping, meeting minutes, financial statements and reports. Director of Organizing Brenda Scotland briefed the conference on the organizing efforts and goals of the GMP. Guest speaker Gogi Bhandal a regional representative from the Canadian Labour Congress spoke to the delegates.

Director of Research and Education Claude Beaudin and Executive Director of Canada David Doyle handled registration, sales and entertainment for the delegation.

The Canadian Paid Education Leave (PEL) started at the conclusion of the Educational Conference.



# Union Plus Scholarships

**NEW** online application now available!

*"For me it is not a matter of if I can make change, but when I will make change. The union spirit has been an amazing inspiration to me."*

Holly LaCount

**Now Apply Online!**



Holly LaCount

of Eureka, CA. Daughter of a NALC Branch 348 member. Holly is a three-time Union Plus scholarship recipient.

**N**early 2,100 students in union families have received money for college through the Union Plus Scholarship. **The new application is now available entirely online!** You can complete the application in stages and save your answers before you submit.

#### **Who can apply:**

Current and retired participating union members, their spouses and their children.

#### **What kind of school is eligible:**

The scholarship is open to students who attend or plan to attend a U.S. college, university, community college, or a technical/trade school. Students attending undergraduate or graduate schools are eligible.

#### **Scholarship amounts:**

Recipients will receive \$500 to \$4,000.

#### **Deadline to apply:**

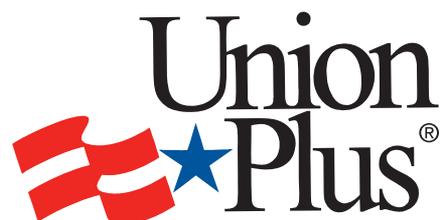
Tuesday, January 31, 2012  
(11:59 pm Eastern Time)

#### **Scholarship recipients announced:**

Thursday, May 31, 2012

#### **Details and online application available at:**

**UnionPlus.org/Scholarships**



**UnionPlus.org/Scholarships**

# Canadians Meet to Educate

Delegates to the Canadian PEL met in Mississauga on November 15, 16, 17 and 18<sup>th</sup>. The Paid Education Leave (PEL) program is a program common in Canada amongst labour unions.

The GMP PEL program is funded through contributions by employers, negotiated by the GMP International Union. Contributions are based on every hour worked by the membership which is placed in a trust to the GMP International Union. One cent to five cents per hour worked is contributed.

The funds are allocated to each participating local union according to funding level of the local union. The training varies but is based on topics of interest of labour and that can be unilaterally applied across Canada. This year's educational subjects were Facing Management and Building Solidarity in the Local Union.

There were 28 delegates that attended from Ontario and Alberta. The PEL program runs each 12 to 18 months.



James Pelletier, President of Local Union 360 won the GMP clock raffle.





## West Coast Protective League's Fall Meeting

**T**he West Coast Protective League held their fall meeting in San Diego, California on November 4th & 5th. The meeting was participated by GMP and USW Locals from Washington, Oregon and California. Company representatives present were from Gallo Glass, Owens-Illinois, GPI (Glass Packaging Institute), and the Wine Manufacturers Institute.

Guest speakers included Tim Schmeizer of the Wine Institute, Lynn Bragg - President of GPI, Tom Mabie - Counsel for GPI, Trent Smith - Legislative Advocate GPI and Ryan Modlin - Vice President of North American Government Affairs- Owens-Illinois.

Several topics of interest in the legislative arena were discussed especially the recent victory in regards to the

CARB (California Air Resources Board) legislation that was defeated in Sacramento, the legislation would have had an adverse effect on our affiliate manufacturers in the Foundry and Glass Industries. This effort was championed by the direct involvement of the West Coast Protective League President, Chuck "Animal" McIntyre, who's efforts and comments made the editorial page of the October 31st, 2011 Wall Street Journal.

GMP International Executive Officers David Pope and Donald "Butch" Carter spoke on issues regarding their respective areas and the need that we should all continue to be aware to "Buy Union" made products.

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All of the West Coast Protective League Officers were unanimously re-affirmed to their elected positions.

President - Chuck McIntyre- GMP LU#17- Gallo Glass  
 Vice President - Gary Smith - GMP LU#2 - Owens-Illinois  
 Recording Secretary - Sherri Rabb - GMP LU#112 - Owens-Illinois  
 Financial-Secretary - Gary Miller - GMP Lu#2 -Owens-Illinois



**Central States Protective League** held their fall meeting in Lincoln, Illinois on October 21<sup>st</sup>, 2011. With members from nine locals in attendance from Indiana, Illinois, and Ohio, Minnie Delph presented Retired GMP Vice President Frank Brandao, Sr. with a retirement cake as everyone in attendance wished him a happy retirement and thanked him for 30 years of service to the International Union.

## GMP Memorial Scholarship Fund

### *In Memoriam Contributions*

June 2011 – November 2011

George E. Roper  
 Edwin Lundquist  
 Samuel R. Horton, Jr.  
 Irene G. Alonzo



### **Frederick D. Fitzpatrick, Sr. Dies at 78, Former International Representative**

It is with great sorrow we announce the passing of Frederick "Fred" Fitzpatrick, Sr. on the 16<sup>th</sup> of August 2011. Mr. Fitzpatrick was a lifelong resident of Elyria, Ohio and retired from the International Union in 1992 after 30 years.

Mr. Fitzpatrick entered the trade with American Standard in 1953 where he joined Local Union 268 and served many rolls through the years as committeeman, trustee, vice-president, and president. He joined the staff of the Molders Union in 1972 as an organizer and in 1988 he became an International Representative after the merger.

He is survived by his daughter Lois, son Garrett, step-son Sam, along with many loving relatives. He was predeceased in death by his wife Catherine, sister Hollie, son Frederick, Jr. and parents.

If you wish contributions\* can be made to the GMP Memorial Scholarship Fund in Memory of Frederick D. Fitzpatrick, Sr.—*Deceased*.

\* Please be advised that the contributions to the GMP Memorial Scholarship Fund are NOT tax deductible.

# NOTICE TO ALL REPRESENTED EMPLOYEES

If you are covered by a collective bargaining agreement containing a union security clause, federal court decisions require us to give you the option to be either a full fledged Union member or a nonmember, as that term is described hereinafter. If you select **full Union membership**, you will have the right to attend all Union meetings; to vote on contract ratifications and other matters of concern; to run for office and to vote in Union elections; to participate in the selection of Stewards and to be eligible to be a Steward; and to attend Union functions. Additionally you will be eligible to receive other services and benefits accorded full-fledged members, including a \$2,000.00 death benefit and participation in a dependent scholarship program. In order to be a full member, you must pay monthly dues to your Local Union and the International Union. Currently International Union dues are \$32.00 per month. Local Unions set their own dues and initiation fees, subject to approval by the International. These payments, as well as core dues payments, are made through a voluntary check off procedure, based on your written authorization.

Alternatively, you have the right to become a **nonmember**, also called "core dues payer status." As such, you will be obligated to pay only that portion of the monthly amount attributable to collective bargaining and representation functions. Should you select **core dues** payer status, you will be **barred** from attending Union meetings, voting on contract ratifications and other matters, seeking office or voting for officers, attending Union functions and receiving other services. You will **forfeit** the \$2,000.00 death benefit and dependent scholarship. Your monthly payments to the International Union as a core dues payer will be \$28.66. If you want to know the monthly payment to your Local Union as a core dues payer, you may request same by writing to Bruce R. Smith, International President, GMP International Union, 608 E. Baltimore Pike, P.O. Box 607, Media, Pennsylvania 19063-0607.

If you wish to elect nonmember and/or core dues payer status, or desire information demonstrating how we determine the monthly payment for core dues payers, please write directly to Bruce R. Smith, International President, GMP International Union, 608 E. Baltimore Pike, P.O. Box 607, Media, Pennsylvania 19063-0607. These rates are recalculated each year on or about October 31. If, after receiving information on how we determined the core dues payer rates, you seek to challenge same, we will provide you with a statement, explaining our appeals procedure.

# Holiday Deals and Discounts

to make your holidays sparkle  
—*exclusively for GMP members!*



## Find great gifts at great prices.

Your GMP Union Plus benefits help you make the most of your holiday budget. Get discounts on everything from flowers and laptops to wireless phones and more.



Shop today at:

**UnionPlus.org/HolidayDiscounts**

# Swearing in of the New GMP Officers



## Local Union 117 - Lincoln Illinois

On October 27<sup>th</sup>, 2011 Local Union 117 of Verallia in Lincoln, Illinois held their Local Union election of officers. Pictured is (L-R) GMP Executive Officer Rick Vitatoe, Trustee Ruark Vinyard, Recording Secretary Bob O'Connell, Trustee Chad Lawrence, President Tom Gallagher, and Financial Secretary Myron Slack. Not pictured is Vice President Pat Spaugh and Trustee Allen Kruger.



## Local Union 166 - Dolton, Illinois

On October 18<sup>th</sup>, 2011 Local Union 166 of Verallia in Dolton, Illinois held their Local Union election of Officers. Pictured is (L-R) GMP Executive Officer Rick Vitatoe, Recording Secretary Debra Buggs, President Mike Polan, Vice President Terry West, Vice President/Hot End Nick Lukianowich, and Financial Secretary Sheryl Mailath.



## Local Union 289 - Spokane, Washington

On October 11, 2011 GMP Local Union 289 of Spokane, Washington swore in the new officers who are (L-R) Vice President Ben Thompson, GMP Executive Officer Donald "Butch" Carter, Financial Secretary Boyd Bekemeyer, Recording Secretary Justin Massey, and President John Wesolowski..



## Local Union 110 - Brockway, Pennsylvania

On Thursday October 12<sup>th</sup>, 2011 GMP Local Union 110 of Brockway, Pennsylvania swore in the new officers who are (L-R) Recording Secretary Fran Inzana, Financial Secretary Lori Sheasley, President Anthony Modaffare, 2<sup>nd</sup> Vice President Kelly Jo Zimmerman, and GMP Executive Officer Richard Baumcraz. Missing from the photo is 1<sup>st</sup> Vice President Don Beck.

**NOTICE:** Any Local Union advertising its nominations and elections in *Horizons* must submit it 120 days prior to the nominations date and an up to date member list along with any additional details. Please send these notices via mail or email to [gmpiu@gmpiu.org](mailto:gmpiu@gmpiu.org). All Nominations shall be submitted orally at the nominating meeting, in accordance with Article 20, Section 2, of the GMP Constitution, Local Presidents shall, by virtue of their election to that office, also serve as delegates to the Quadrennial Convention.

## Local Union 236 - Fairburn, Georgia

GMP Executive Officer Rickey Hunter had the honor of swearing in the new officers of GMP Local Union 236. Pictured is (L-R) Financial Secretary Lamont Johnson, Vice President Ron Cook, President Matt McFarlin, Recording Secretary Tracy Hill, and GMP Executive Officer Rickey Hunter.



## Local Union 15 - Anderson, South Carolina

The new officers of Local Union 15 from Owens Corning in Anderson, South Carolina were sworn in by GMP Executive Officer Rickey Hunter. Pictured is (L-R) GMP Executive Officer Rickey Hunter, President Brian Proter, Vice President Jack Hughes, Treasurer Michelle Clark, Financial Secretary Johnny Wiles. Not pictured is Recording Secretary Barbara Vaughn.



## Local Union 65 - Winchester, Indiana

On October 4<sup>th</sup>, 2011 Local Union 65 of Anchor Containers located in Winchester, Indiana held their Local Union Election of Officers. Pictured is (L-R) GMP Executive Officer Rick Vitatoe swearing in the officers, Vice President Tom Lynch, President Paul McCoy, Recording Secretary Jim Shaffer, and Financial Secretary Chris Shockley.



## Local Union 14 - Winchester, Indiana

On October 5<sup>th</sup>, 2011 Local Union 14 of Anchor Containers in Winchester, Indiana held their Local Union Election of Officers, GMP Executive Officer Rick Vitatoe had the honor of swearing them in to office. Pictured is (L-R) Financial Secretary Bill Baldrige, President Patti Davis, Recording Secretary Tracy Carpenter, Vice President Sandy Newby, and GMP Executive Officer Rick Vitatoe.



## Local Union 32 - Shelbyville, Indiana

GMP Executive Officer Rick Vitatoe swore in the officers of Local Union 32 of Knauf Insulation located in Shelbyville, Indiana on October 12<sup>th</sup>, 2011. Pictured is (L-R) GMP Executive Officer Rick Vitatoe, Financial Secretary Ron Reneau, Vice President Roger Greene, Recording Secretary Ronda Lovett, Trustee Amanda Leffler and Trustee Larry John. Not pictured is President Ray Griffith and Trustee Ricky Bernard.



## AT-A-GLANCE



The *Occupational Safety and Health Act of 1970* (OSH Act) was passed to prevent workers from being killed or seriously harmed at work. This law created the Occupational Safety and Health Administration (OSHA), which sets and enforces protective workplace safety and health standards. OSHA also provides information, training, and assistance to employers and workers.

Under the OSH Act, employers have the responsibility to provide a safe workplace.

## RIGHTS AND RESPONSIBILITIES

### Employers must:

- Follow all relevant OSHA safety and health standards.
- Find and correct safety and health hazards.
- Inform employees about chemical hazards through training, labels, alarms, color-coded systems, chemical information sheets and other methods.
- Notify OSHA within 8 hours of a workplace fatality or when three or more workers are hospitalized (1-800-321-OSHA [6742]).
- Provide required personal protective equipment at no cost to workers.\*
- Keep accurate records of work-related injuries and illnesses.
- Post OSHA citations, injury and illness summary data, and the OSHA "Job Safety and Health - It's The Law" poster in the workplace where workers will see them.
- Not discriminate or retaliate against any worker for using their rights under the law.

\* Employers must pay for most types of required personal protective equipment.

### Employees have the right to:

- Working conditions that do not pose a risk of serious harm.
- Receive information and training (in a language workers can understand) about chemical and other hazards, methods to prevent harm, and OSHA standards that apply to their workplace.
- Review records of work-related injuries and illnesses.
- Get copies of test results done to find and measure hazards in the workplace.
- File a complaint asking OSHA to inspect their workplace if they believe there is a serious hazard or that their employer is not following OSHA rules. When requested, OSHA will keep all identities confidential.
- Use their rights under the law without retaliation or discrimination. If an employee is fired, demoted, transferred or discriminated against in any way for using their rights under the law, they can file a complaint with OSHA. This complaint must be filed within 30 days of the alleged discrimination.

**1-800-321-OSHA (6742)**  
**TTY 1-877-889-5627**

**All calls are confidential.**

### OSHA Regional Offices

#### Region I

(CT, ME, MA, NH, RI, VT)  
JFK Federal Bldg., Rm. E340  
Boston, MA 02203  
(617) 565-9860

#### Region II

(NJ, NY, PR, VI)  
201 Varick St., Rm. 670  
New York, NY 10014  
(212) 337-2378

#### Region III

(DE, DC, MD, PA, VA, WV)  
The Curtis Center  
170 S. Independence Mall West  
Ste. 740 West  
Philadelphia, PA 19106-3309  
(215) 861-4900

#### Region IV

(AL, FL, GA, KY, MS, NC, SC, TN)  
61 Forsyth St., SW, Rm. 6T50  
Atlanta, GA 30303  
(404) 562-2300

#### Region V

(IL, IN, MI, MN, OH, WI)  
230 S. Dearborn St., Rm. 3244  
Chicago, IL 60604  
(312) 353-2220

#### Region VI

(AR, LA, NM, OK, TX)  
525 Griffin St., Rm. 602  
Dallas, TX 75202  
(972) 850-4145

#### Region VII

(IA, KS, MO, NE)  
Two Pershing Square  
2300 Main St., Ste. 1010  
Kansas City, MO 64108-2416  
(816) 283-8745

#### Region VIII

(CO, MT, ND, SD, UT, WY)  
1999 Broadway, Ste. 1690  
PO Box 46550  
Denver, CO 80202-5716  
(720) 264-6550

#### Region IX

(AZ, CA, HI, NV, and American Samoa, Guam and the Northern Mariana Islands)  
90 7th St., Ste. 18-100  
San Francisco, CA 94103  
(415) 625-2547

#### Region X

(AK, ID, OR, WA)  
1111 Third Ave., Ste. 715  
Seattle, WA 98101-3212  
(206) 553-5930

# A TIME FOR REFLECTION

I'm back! So is the "Rant". As we enter the season of sharing with family and the exchange of gifts we also look ahead with anticipation to the New Year with hopes of a better year ahead. Reflecting on the past year we have certainly seen better times. The economic woes of the United States continue, the jobless rates remain high and Congress seems not to care.

Congress appears to be more focused on the election next year than doing its job of providing responsible leadership to the citizens of the United States. Republicans continue to block any and all efforts to help people get back to work and to rebuild the country through President Obama's job bills. Efforts by the President have been blocked and hampered at every turn. A person asks one's self, why would a representative of the people block the efforts to create employment? Why would a representative of the people not agree that a millionaire or billionaire should pay more taxes than a teacher, firefighter, a glass plant worker or a foundry worker?

Seems simple but for some reason it's not, it has been a very tough year for workers in the United States. Uncertainty continues with the global economy and economies of European nations are wreaking havoc on the markets in the US and Canada. Attacks on defined benefit pensions continue by the corporate world. The economy takes one step forward and two back. Fear of the unexpected continues.

In Canada, a new Conservative government that is preparing to attack services is on the horizon. The economy has slowed in Canada as well. While Canadians have weathered the global economic meltdown better than their American brothers

and sisters, the fear of the unexpected exists with unemployment rampant in Canada as well.

Wow, things seem grim don't they? Well, one can approach it that way or we can take the approach that the "glass is half full". Positive thoughts my friends bring positive results. The dawn of a new year always provides the opportunity to shed ourselves of the past and the hope for a brighter future.

The recent victory by labor in Ohio provides us with a major win. Just the shot in the arm labor in North America needed. We again see proof that *when labor bands together and stands strong we can win.*

Where will the next one be? What will it be? Re-election of the Democrats? Control of the government in the White House? An acceptance of the Canadian Labour Congress proposal to improve the Canadian Pension Plan by the Canadian government?

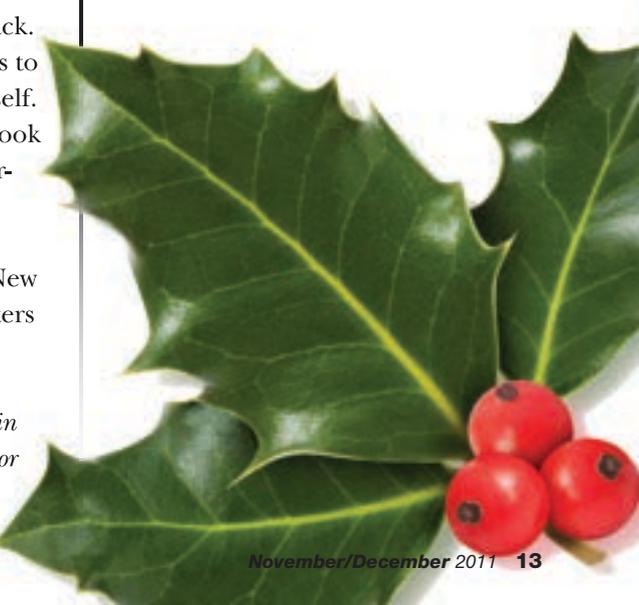
My wish? Greater union density in North America? An increase in GMP membership? Recalled members? GMP facilities at full capacity that are hiring? Any of the above thank you! What's yours? We can reflect but perhaps what we need to do is look forward to the things we can shape and change rather than looking back. Nobody gets ahead by looking back. Remembering the past enables us to ensure history does not repeat itself. Let us not dwell on the past but look to creating a better future for ourselves and families.

A very Merry Christmas and a healthy, prosperous and Happy New Year to all of my brothers and sisters and your families.

Claude Beaudin  
Editor



**"Positive thoughts,  
my friends bring  
positive results. The  
dawn of a new year  
always provides the  
opportunity to shed  
ourselves of the past  
and the hope for a  
brighter future."**



EDITOR'S MESSAGE



*Wishing you a  
Beautiful Holiday Season  
and a Happy New Year  
Yours in Solidarity,*

Glass, Molders, Pottery, Plastics & Allied Workers  
International Union, AFL-CIO, CLC

608 East Baltimore Pike, Media, Pennsylvania 19063

[www.gmpiu.org](http://www.gmpiu.org)

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