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610-565-5051 · GMPIU@gmpiu.org

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In an effort to **GO GREEN** and become more environmentally conscious, we are offering **HORIZONS** online by visiting

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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:

Randy J. Gould, 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.

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International President

RANDY J. GOULD
International Secretary-Treasurer

IGNACIO DE LA FUENTE
Vice President

DONALD SEAL
Vice President

RICKEY HUNTER
Vice President

BRENDA SCOTLAND
Vice President

P.O. Box 607
608 East Baltimore Pike
Media, PA 19063

DAVID DOYLE
Executive Director-Canada

P.O. Box 20133
Woodstock, Ontario N4S 8X8
Canada

CLAUDE BEAUDIN
Director of Research and Education

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- DAVID HOFFMAN
- STACEY ANDERSEN
- THOMAS GALLAGHER



Bruce R. Smith

INTERNATIONAL PRESIDENT

I am confident that our strong record of service will be upheld in 2014.

I sincerely hope that everyone in the GMP family enjoys the Holiday Season to the fullest. The ideals of peace and love that are in our minds during this time of year are goals to seek throughout the coming year.

Happy Holidays



As we look ahead to 2014, several thoughts arise. This holiday season of hope and anticipation is a fitting time to consider what we can do collectively to work for a better world.

First, we must renew our determination to work within the democratic system despite the challenges posed by entrenched politicians who are interested more in bickering than governing. Political action on both the state and national levels will continue to be a priority of this International Union. Politics and legislation are the means by which the labor movement has achieved much for working families. We must not stint in our future efforts in this area. The challenges are many and we must fight to restore economic and social justice, rebuild manufacturing, adopt a goal of full employment, pass “Buy America” laws, enforce the right of workers to form and join unions, invest in infrastructure, education and technology, provide health care and retirement security for all, and protect Social Security, Medicare and Medicaid.

Secondly, the work of this International Union is to improve the livelihood and working conditions of its membership, maintain an active and aggressive organizing commitment and to take an active interest in all things that promise to advance the welfare of its members. Every International Officer and every Local Union officer, committee member and steward has a duty to work for the good of the membership. I am confident that our strong record of service will be upheld in 2014.

I sincerely hope that everyone in the GMP family enjoys the Holiday Season to the fullest. The ideals of peace and love that are in our minds during this time of year are goals to seek throughout the coming year.

Thanks are due to the officers of our GMP Local Unions for all they do daily on behalf of our membership. Thanks, too, to the International Union officers and staff who dedicate themselves to serving our membership. Success in 2014 will result from continued dedication and positive collective action.

In closing, I wish everyone in the GMP family a safe and enjoyable Holiday Season. On behalf of all the officers and staff of the International Union, I send you our warmest wishes for a happy, healthy and prosperous New Year.



*Happy Holidays
to All!*



The GMP International Union Meets in Concordville



The GMP International Union's Executive Board gathered in Concordville, PA, near the headquarters office, in early October, as required by the GMP Constitution.

President Smith opened the meeting with an overview of the state of the union and spoke on the Affordable Healthcare Act and the impact of the changes that will take place in 2014. He went on to discuss several other topics relating to the International Union from National Labor Relations Board matters to the well-being of the International Union.

Secretary Treasurer Gould reported on the finances of the organization, discussed dues receipts, the death beneficiary fund and activities of his office. Vice Presidents De La Fuente, Seal and Hunter reported on the activities within their areas of responsibility, covering matters including contract negotiations, grievance disputes and labor-management issues. Director of Organizing Scotland provided a handout to the group that reviewed the ongoing organizing activities her department had pursued since the last meeting.

Director of Research & Education Beaudin provided the Board with a glimpse of his very busy schedule and upcoming training sessions he had on his calendar. In addition, the Board participated in a Right to Work presentation the Director had prepared as a training tool.

The GMP international Union will meet at the regular Midwinter meeting in March, 2014.



Concordville, PA



GMP Canadian Members Gather for Paid Education Leave in Nottawasaga

Canadian GMP members attended the 2013 session of the Paid Education Leave School in Alliston, Ontario at the Nottawasaga Resort September 22 – 26, 2013.

Members from Ontario and Alberta participated in a weeklong educational program, which covers topics including Preparation for Arbitration and What It Takes to Get to Arbitration. These classes discuss what information is required to take a grievance to arbitration, the gathering of information and research needed to make that determination as well as an overview of the arbitration process, preparation of an arbitration case and some hands-on case studies in group work.

The Canadian Paid Education Leave Program, known by its shortened name as the PEL, is funded by employers at a rate of \$0.01 to \$0.05 per hour worked by each member of the Local Union that has the PEL contractual provision. This money is held in trust by the GMP International Union and pays for the education of participating Local Unions and the costs for travel, lost time and room & board for the week of the GMP Canadian PEL.



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Jodi Dawson
union member



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Educating the Members



The GMP International Union remains committed to the education of its membership. The Research and Education department assembles training and delivers multiple training sessions throughout the year to our Local Unions. Recently the Research and Education Department conducted a Steward's Training course in Newark, Ohio on September 18th & 19th. Local Union 244 hosted the training course in two separate sessions over the two days with Local Union 45B also in attendance. The training covered all aspects of a Steward's duties including fact sheet use, grievance preparation, Weingarten Rights and duty of fair representation.

The Research and Education department conducted a Right to Work presentation in Kalamazoo, Michigan on September 21st. The training was hosted by Local Union 412 and attended by multiple Local Unions in Michigan. The presentation discussed the facts of the adverse effects of Right to Work on the Union, the community and on workers that are non-union. The presentation was presented as a power point with supporting facts to dispel the myths that Right to Work proponents use to make their points.

GAMBLING ON THE JOB



THERE WAS A TIME WHEN ALL GAMBLING IN OR AROUND THE JOB WAS ILLEGAL, THAT IS UNLESS YOU WORKED IN THE CASINO IN LAS VEGAS. AS WE ALL KNOW, THE SOCIAL ATTITUDES TOWARD GAMBLING HAVE CHANGED. IN THE UNITED STATES, LEGAL GAMBLING IS WIDE SPREAD AND OFTEN EVEN STATE-SPONSORED. IN CANADA, WHERE GOVERNMENT-REGULATES GAMBLING BRINGS IN \$15 BILLION DOLLARS A YEAR, LAWS GENERALLY VARY. IN BOTH COUNTRIES, MANY FORMS OF BETTING ON SPORTS ARE ALMOST UNIVERSALLY WINKED AT.

Many collective bargaining agreements still uphold the old rule that all gambling is forbidden and this creates a number of problems. When existing rules no longer correspond to the predominant social practices or attitudes of the people involved, the rules tend to be used unfairly and reflective of the power on the job.

This means that the employer breaking up games and gambling of the workers he doesn't like while allowing at the activity of the people he does like.

Arbitrator tends to follow the old rule, and have upheld dismissals for gambling even if it was on the employee's own time. In some cases, they've even upheld dismissals for gambling while off the job if criminal action was taken against the employee, in theory being that it cast the employer into disrepute.

In the most extreme cases, that of professional athlete, historic rulings and many collective bargaining agreements ban player from any contact with gambling or gaming at all. All of this is bad news for the steward who is trying to help the disciplined worker. Some good news is that the National Labor Relations Board has ruled that the union has the right to information from investigation of gambling as it applies to supervisors, not just workers. This is important because most workplace gambling occurs in the form of sports pools, collective buying of lottery tickets and small card games. The gambling often involves supervi-

sors and workers and may be done with the permission from supervisors and management.

So the steward's investigation should carefully review the facts and look at the potential of disparate treatment. Examples of unequal treatment would be if employers come down on bargaining unit members while turning a blind eye to gambling at employer-sponsored events like golf outings or company picnics.

PROTECTING MANAGEMENT

In many cases, rather than reveal information about the investigation or discipline of bosses, employers will drop the case against the employee. The relevant decision came from the Court of Appeals which upheld the labor board decision in the postal service in 1989, where it was shown that management was also involved in the gambling activities. This expanded the potential argument for disparate treatment beyond the edges of the bargaining unit.

However, the union also has a stake in the matter. Just as smoking is one of the few markers of one's own time – a break – so gambling provides one of the few opportunities for permissible, collective, non-productive recreation on the job in a much regimented wage labor situation. Workers who built the pyramids almost certainly gambled during breaks. But the power relationships at the job are complex; they may be invisible until something like an opportunity to gamble shows up. Then other realities come

into play. Who can say no? Who says yes? Someone starts a card game and money changes hands rapidly.

SHARPENING INEQUALITIES

Gambling can sharpen inequalities among workers, sometimes with serious consequences. There is a reason why groups such as Smokers and Alcoholics Anonymous exist; so Gamblers Anonymous exists as well. And unlike smoking, with gambling, since one person's profit is another person's loss, gambling and the collection of gambling debt inherently gives rise to decisive, antagonistic and even fighting behavior.

There is a reason why the old Knights of Labor excluded gamblers, along with pimps, bankers, lawyers, liquor dealers and speculators and "parasites" who lived off the labor of others by catering to their weakness.

The union's stake in the issue of gambling is the collective well-being of the workforce. This means both protecting the power of workers against the bosses' attempt to further control them and divide them by unequal enforcement of rules, but also the union needs to be a force for the individual welfare of workers and not encourage risky behavior.

Like many problems the steward confronts, gambling on the job is not straight-up contract policing. Dealing with gambling should not come out of the boss's hip pocket or out of the steward's hip pocket, either. It's best dealt with by transparent, public discussion within the union.

2014 UAW UNION-BUILT VEHICLES LIST



UAW CARS

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 CHEVROLET EQUINOX
 CHEVROLET IMPALA
 CHEVROLET IMPALA (POLICE)
 CHEVROLET MALIBU
 CHEVROLET SONIC
 CHEVROLET VOLT
 CHRYSLER 200
 CHRYSLER 200 CONVERTIBLE
 DODGE AVENGER
 DODGE DART
 FORD C-MAX
 (FULL HYBRID! ELECTRIC)
 FORD FOCUS
 FORD FOCUS (ELECTRIC)
 FORD FUSION*
 (GAS-POWERED ONLY)
 FORD MUSTANG
 FORD TAURUS
 LINCOLN MKS
 SRT VIPER

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 FORD F SERIES
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 RAM 1500*

UAW VANS

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 FORD E SERIES
 FORD TRANSIT CONNECT
 GMC SAVANA

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 CHEVROLET TAHOE
 (SPECIAL SERVICE)
 CHEVROLET TRAVERSE
 DODGE DURANGO
 FORD ESCAPE
 FORD EXPEDITION
 FORD EXPLORER

GMC ACADIA
 GMC YUKON/HYBRID
 GMC YUKON XL
 JEEP CHEROKEE
 JEEP COMPASS
 JEEP GRAND CHEROKEE
 JEEP PATRIOT
 JEEP WRANGLER
 LINCOLN NAVIGATOR
 MITSUBISHI OUTLANDER SPORT

UNIFOR SUVs/CUVS

CHEVROLET EQUINOX
 FORD EDGE
 FORD FLEX

GMC TERRAIN
 LINCOLN MKT
 LINCOLN MKX

UNIFOR CARS

BUICK REGAL
 CADILLAC XTS
 CHEVROLET CAMARO
 CHEVROLET IMPALA
 CHRYSLER 300
 DODGE CHALLENGER
 DODGE CHARGER
 UNIFORVANS
 CHRYSLER TOWN & COUNTRY
 DODGE GRAND CARAVAN

These vehicles are made in the United States or Canada by members of the UAW and Canada's Unifor union, formerly the Canadian Auto Workers (CAW). Because of the integration of United States and Canadian vehicle production, all the vehicles listed that are made in Canada include significant UAW-made content and support the jobs of UAW members.

However, those marked with an asterisk (*) are produced in the United States and another country. The light-duty, 1500 crew cab versions of the vehicles marked with a double asterisk (**) are manufactured in the United States and Mexico.

When purchasing one of these models, check the Vehicle Identification Number (VIN). A VIN beginning with "1" or "4" or "5" identifies a U.S.-made vehicle; "2" identifies a Canadian-made vehicle.

Not all vehicles made in the United States or Canada are built by union-represented workers. Vehicles not listed here, even if produced in the United States or Canada, are not union made.

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Switch from a non-union carrier to "Proud to Be Union" AT&T and get up to \$200 in rebates.

Ring in the holiday season with valuable savings from "Proud to Be Union" AT&T. You must use your Union Plus Credit Card to get these rebates. There are many ways to save.

- **PURCHASE** a new AT&T smartphone and data plan and get up to \$100 back!
- **SWITCH** to AT&T from any other provider and receive up to \$100 more towards the cost of moving your service.
- **SAVE 15%*** on monthly AT&T voice service and most data plans.

There's no better way to save money, keep in touch with loved ones and show your solidarity with fellow union members at AT&T.

The Union Plus discount FAN # is **3508840**



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11/2013

*Credit approval and new two-year service agreement required. Offer cannot be combined with any other discounts. The 15% Union Plus AT&T wireless discount is not available on the iPad, additional lines for family plans, unlimited plans and Union Plus plans. Data services: Only the 5GB data plan and the shared minutes and data for AT&T Mobile share plans are discounted. All other individual data plans, data plans on secondary lines, and text plans are not discounted. Other conditions and restrictions apply. Offer available to union members, retired union members, and Union Plus Credit Card holders only. For more information, visit UnionPlus.org/ATT. AT&T is a registered trademark of AT&T Intellectual property. Union Plus is a registered trademark of Union Privilege



SAFE WINTER DRIVING

THE THREE P'S OF SAFE WINTER DRIVING:

1. **PREPARE** for the trip;
2. **PROTECT** yourself; and
3. **PREVENT** crashes on the road.

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 for your residents to help prevent motor vehicle injuries due to winter storms.

PREPARE AHEAD OF TIME

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 with your car, don't over exert, 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 daylight, rehearse maneuver slowly on the ice or snow in an empty lot
- Steer into a skid
- Know what your brakes will do: *stomp on antilock brakes, pump non-antilock brakes*
- Stopping distances are longer on watercovered 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

CELEBRATING 150 YEARS

in Salem, New Jersey



Celebrating 150 years and being proud to be the oldest glass container plant in the United States. The Salem, New Jersey plant is referred to as Plant 6 and is one of nine plants in the Ardagh North America system. The approximately 300 employees at the Salem plant are represented by three GMP Local Unions; Local Union 6, Local Union 21 and Local Union 157.

Through the years the Salem Plant has had several owners dating back to 1863 when it was Hall, Pancoast and Craven. At this time the product was blown by hand and it wasn't until 1913 they started experimenting with machines for making bottles. Today in an eight hour shift the Salem Plant can make 700,320 bottles compared to the approximate 2,000 bottles a crew of five men made in 1907.

Midwest Conference



GMP International Representative Stacey Andersen attended the Midwest Conference held in Des Moines, Iowa on October 12th, 2013 which featured an educational presentation on FMLA presented by the University of Iowa Labor Center.

Iowa Federation of Labor Convention



The Iowa Federation of Labor Convention was held in Des Moines, Iowa; Pictured from left to right is Local Union 359 President Georgia Fort, Vice President Daniel Symmonds, International Representative Stacey Andersen, Local Union 359 Financial Secretary Richard Metcalf and Local Union 9B President Tony Shuman.

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- Savings on everything from flowers to travel
- Discounts on union products
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Learn more at UnionPlus.org/Holiday1

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11/2013

CONGRATULATIONS TO OUR LOCAL UNION OFFICERS



Local Union 219 – Millville, New Jersey

Pictured with GMP International Representative Matt McCarty are Local Union 219 President Charles Weiser, Recording Secretary James Heaton, Financial Secretary Sara Lamnin and Vice President Donald Cronk.



Local Union 7 – Millville, New Jersey

The newly elected officers of Local Union 7 are pictured with GMP International Representative Matt McCarty. From left to right are Recording Secretary Elmer Hutton, Vice President Leroy Hickman, President Robert DeMore and Financial Secretary Paul Capece.

NOTICE — OF — NOMINATIONS

NOTICE: Any Local Union advertising its nomination and elections in *Horizons* must submit it 120 days prior to the nominations date with an up to date member list to include addresses and the notice of nomination form. Please send these notices via mail or email to 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 254 – Madera, California

At the October membership meeting of Local Union 254 from Madera, California all the officers were sworn in as they were uncontested in their respective positions. Pictured from left to right are Financial Secretary Michael Torres, Vice President-AMD Marcel McAlister, GMP Executive Officer Butch Carter, President Michael Gilleland, Vice President-PM Euna Tamayo and Recording Secretary Dimas Salinas.

To GMP President Bruce Smith and my GMP Sisters and Brothers;

While attending the Multi-State Protective League in New Orleans my husband Fred Davis was hit by a car and seriously injured. He and I have been through many hours of pain and suffering but Fred is one tough Union Brother and continues on his journey to getting back to somewhere normal. We don't know what that is yet!!

I wanted everyone to know how very much we appreciated the donation that was taken up by the GMP at this meeting in New Orleans. It kept me in food, cab and hotel funds for the six weeks we spent in the hospital and in therapy so we could come back home to Indiana.

Fred wanted me to give you all a special thank you for the donation, the cards, letters, prayers, flowers and phone calls. The cards kept him going because they were our only contact with home for 6 weeks.

Fred is getting better each day but as it is with a pelvic injury it takes months to heal. He is still unable to put weight on the right leg until Nov and then continues with therapy. I am still staying at home with him and have ask for an extended leave from work. Hope things are much better by the end on Nov.

Again we cannot thank the GMP enough for all they done for us during this tragic situation.

Patti Davis

President GMP Local #14

Winchester, Indiana

Facilities Tour Michigan Wheel

GMP Executive Officer Ed Bedocs toured Michigan Wheel in October and is pictured with Local Union 421 President Bruce Knepenburg and shop chairman Ed Hall. With over 100 years of experience as the marine propulsion industry leader, Michigan Wheel continues to make the custom-crafted boat propeller you buy off the shelf. The unmatched performance and the wide variety of styles and types in Michigan propellers offer boaters a single source for boat props that are custom made for every kind of pleasure craft in the water.





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International President

RANDY J. GOULD
International Secretary-Treasurer

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INTERNATIONAL REPRESENTATIVES

MATTHEW McCARTY
MARK SINGLETON
DAVID HOFFMAN

STACEY ANDERSEN
THOMAS GALLAGHER



Holiday Greetings

AND BEST WISHES FOR THE NEW YEAR

YOURS IN SOLIDARITY,

BRUCE R. SMITH
International President

RANDY J. GOULD
International Secretary-Treasurer

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

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