

GMP

Horizons

NOVEMBER/DECEMBER 2015

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

HOLIDAY GREETINGS

from all of us

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

Non Profit
U.S. Postage
PAID
Long Prairie, MN
Permit No. 1000

SUMMARY
ANNUAL REPORT
P. 10



Glass, Molders, Pottery, Plastics & Allied Workers, AFL-CIO, CLC
608 East Baltimore Pike, Media, PA. 19063
610-565-5051 · GMPIU@gmpiu.org

Copyright 2015 by Glass, Molders, Pottery, Plastics & Allied Workers, AFL-CIO, CLC.
All rights reserved. No part of this periodical may be reproduced without the written consent of the Glass, Molders, Pottery, Plastics & Allied Workers.



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, Media, PA 19063.

In this Issue:

President Smith wishes warmest Holiday Greetings 1
 Charting the Course 8-9
 GMP Retiree Trust Annual Report 10-11

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

GO GREEN
www.gmpiu.org

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

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

DEATH BENEFIT DUES

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

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

Donald Seal, GMP Int'l. Secretary-Treasurer
608 E. Baltimore Pike, Media, PA 19063

Persons wishing to report a death or discuss the death benefit may call the Death Benefit Department at 610-565-5051 ext. 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
International President

DONALD SEAL
International Secretary-Treasurer

RICKEY HUNTER
Vice President

BRENDA SCOTLAND
Vice President

JERRY L. COTTON
Vice President

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

EXECUTIVE OFFICERS

- BRUNO CYR
- RICK VITATOE
- DONALD CARTER
- RICHARD BAUMCRATZ
- EDWARD BEDOCS
- BENNETT SALLEMI
- LARRY HARRIS
- PETE JACKS
- KIM MCNEIL
- MATTHEW MCCARTY
- MARK SINGLETON

INTERNATIONAL REPRESENTATIVES

- DAVID HOFFMAN
- STACEY ANDERSEN
- THOMAS GALLAGHER



Bruce R. Smith

INTERNATIONAL PRESIDENT

Wherever your holiday celebration takes you, we wish you a safe, relaxing time spent with family and friends.

WARMEST HOLIDAY GREETINGS

The GMP and its membership have weathered a tough year. Many of our brothers and sisters have suffered job losses caused by globalization, bad trade policies and legislation that continues to give away jobs in the United States and Canada. As we come to the end of the year, we are faced with yet another free trade threat to North American jobs—the TPP. The GMP has many concerns about the TPP, including its failure to include necessary enforcement mechanisms to stop labor law violations overseas. North American workers should **not** be victimized by another unfair trade agreement that will lead to job losses; no one should.

As we reflect on the past year, there is no time more fitting than now to thank our Local Union officers and membership. We have worked hard together, and we have won many battles. More work and cooperative efforts lie ahead for us.

The holiday season is rapidly approaching and I, like many of our members, am looking forward to Christmas. It is a time for caring, a time for sharing and a time for believing. Christmas is a time for children, presents and family get-togethers. Christmas is love, and it is so wonderful to celebrate in a land of freedom.

We are concerned for peace on earth and good will toward men. We are concerned about the continuing unrest in many areas around the world. Christmas is a time to reestablish our faith and reaffirm our hopes and dreams for the future.

Our International Officers and staff join me in wishing for each member and his or her family the happiest possible Christmas or other holiday which you celebrate and a New Year blessed with health and good fortune. Wherever your holiday celebration takes you, we wish you a safe, relaxing time spent with family and friends.

Thanks again to our GMP family for all of your support and hard work during the past year. We are most grateful. I wish all the members of the GMP family a very Merry Christmas and Holiday Season and a healthy and happy New Year.



GMP EXECUTIVE BOARD

MEETS IN CONCORDVILLE

As required by the GMP International Union Constitution the GMP met in Concordville P.A. October 20th through the 22nd 2015.

The upcoming 2016 Glass container contract negotiations were discussed at length and the GMP prepares to negotiate the contracts with Ardagh, Anchor and Owens Illinois glass companies. Preparation for the contract negotiations will continue as the dates of meetings approach.

Also discussed at great length was the proposed merger with the United Steel Workers. The GMP is committed to making the proposed merger as seamless as possible. The Horizons magazine will publish information on the proposed merger regularly to do all we can to answer and inform all members on the parameters of merger.

An educational session for the officers and representatives of the GMP was conducted by Tony Michael of West Virginia University on the "Cadillac Tax" of the Affordable Care Act so as to provide the best knowledge of it as the effective date approaches. The Cadillac Tax is a complex matter that will likely impact all members at the bargaining table. The staff were provided the training so as to be able to impact the membership as little as possible when the Tax takes effect.

Also discussed were the normal administrative issues at the October meeting of the Executive Board as well.

The Executive Board meets again at the Mid-Winter meeting in 2016.



The Indiana State AFL-CIO Convention was held in the early part of October at the Sheraton Hotel in Indianapolis, Indiana. There were over 200 delegates from different Unions in Indiana at the Convention. GMP Locals in attendance included Local Union 14 of Winchester, Indiana, Local Union 96 of Dunkirk, Indiana and Local Union 127B of Terre Haute, Indiana.

INDIANA STATE AFL-CIO CONVENTION



Pictured in the Front Row: Rick Vitatoe- Executive Officer, Lisa Street-Recording Secretary Local 96, Tracy Carpenter- President-Local 14, Lowell Leturgez- Local127B, Tashena Lindsey Vice President-Local 14, Michael King-Recording Secretary-Local 14, Bill Baldrige Financial-Secretary-Local 14.

Pictured in the Back Row: Josh Coleman- Vice President Local 96, Mike Reynolds- Business Committee Local127B, Nick Stamper-Vice President Local127B, Mike Isham-Local127B.



Pictured is Local Union 96 member Brad Kiser, GMP Executive Officer Rick Vitatoe, Local Union 96 President Josh Coleman and Local Union 96 Recording Secretary Lisa Street.



Pictured with GMP Executive Officer Rick Vitatoe is John Gregg-candidate for Governor, and former Speaker of the House in Indiana.

Everyday Preventive Actions That Can Help Fight Germs, Like Flu

CDC recommends a three-step approach to fighting the flu.

CDC recommends a three-step approach to fighting influenza (flu). The first and most important step is to get a flu vaccination each year. But if you get the flu, there are prescription antiviral drugs that can treat your illness. Early treatment is especially important for the elderly, the very young, people with certain chronic health conditions, and pregnant women. Finally, everyday preventive actions may slow the spread of germs that cause respiratory (nose, throat, and lungs) illnesses, like flu. This flyer contains information about everyday preventive actions.



How does the flu spread?

Flu viruses are thought to spread mainly from person to person through droplets made when people with flu cough, sneeze, or talk. Flu viruses also may spread when people touch something with flu virus on it and then touch their mouth, eyes, or nose. Many other viruses spread these ways too.

People infected with flu may be able to infect others beginning 1 day **before** symptoms develop and up to 5-7 days **after** becoming sick. That means you may be able to spread the flu to someone else before you know you are sick as well as while you are sick. Young children, those who are severely ill, and those who have severely weakened immune systems may be able to infect others for longer than 5-7 days.

What are everyday preventive actions?

- Try to avoid close contact with sick people.
- If you or your child gets sick with flu-like illness, CDC recommends that you (or your child) stay home for at least 24 hours after the fever is gone except to get medical care or for other necessities. The fever should be gone without the use of a fever-reducing medicine.
- While sick, limit contact with others as much as possible to keep from infecting them.
- Cover your nose and mouth with a tissue when you cough or sneeze. Throw the tissue in the trash after you use it.
- Wash your hands often with soap and water. If soap and water are not available, use an alcohol-based hand rub.
- Avoid touching your eyes, nose and mouth. Germs spread this way.
- Clean and disinfect surfaces and objects that may be contaminated with germs like the flu.
- If an outbreak of flu or another illness occurs, follow public health advice. This may include information about how to increase distance between people and other measures.



Centers for Disease Control and Prevention
National Center for Immunization and Respiratory Diseases

What additional steps can I take at work to help stop the spread of germs that can cause respiratory illness, like flu?

- Find out about your employer's plans if an outbreak of flu or another illness occurs and whether flu vaccinations are offered on-site.
- Routinely clean frequently touched objects and surfaces, including doorknobs, keyboards, and phones, to help remove germs.
- Make sure your workplace has an adequate supply of tissues, soap, paper towels, alcohol-based hand rubs, and disposable wipes.
- Train others on how to do your job so they can cover for you in case you or a family member gets sick and you have to stay home.
- If you begin to feel sick while at work, go home as soon as possible.



What additional preventive actions can I take to protect my child from germs that can cause respiratory illness, like flu?

- Find out about plans your child's school, child care program, or college has if an outbreak of flu or another illness occurs and whether flu vaccinations are offered on-site.
- Make sure your child's school, child care program, or college routinely cleans frequently touched objects and surfaces, and that they have a good supply of tissues, soap, paper towels, alcohol-based hand rubs, and disposable wipes on-site.
- Ask how sick students and staff are separated from others and who will care for them until they can go home.



Everyday preventive actions can help slow the spread of germs that can cause many different illnesses and may offer some protection against the flu.

For more information, visit www.cdc.gov, or call 1-800-CDC-INFO.

05/21/2013

Holiday Gifts



Labor 411

MAKING IT EASY TO SUPPORT GOOD JOBS

LOS ANGELES | SAN FRANCISCO | WASHINGTON, D.C.

Union-Made Gifts for the Holidays

Kicking off your holiday spending with super-deals on Black Friday? While a good deal might save you buck, Labor 411 believes your money should go toward a quality, union-made gift that has the backing of strong American labor. We've got a few things to get you started.

Sweets

Hershey's
Jelly Belly
See's Candies
Thin Mints
Toblerone

Games

Angry Birds Star Wars
Jenga Death Star
Battleship
Monopoly
Scrabble
Trivial Pursuit

Tools

Black & Decker
Channelock
SnapOn
Stanley
Union Tools

Clothes and Footwear

All USA Clothing
All-American Clothing
Hampton Shoe Company
Joseph Abboud menswear
Union Line
Wigwam socks

Holiday Night Cap (Whiskey Edition)

Jack Daniels
Jim Beam
Knob Creek
Seagram's
Wild Turkey

Holiday Seasonal Beer

Blue Moon
Mendocino Brewing Company
Sam Adams
Shock Top

Smart Phone Service

AT&T
Verizon



SWEARING IN OF OFFICERS



Local Union 232 from Johns Manville in Etowah, Tennessee recently swore in their new officers, Vice President Rickey Hunter had the honor. Pictured L-R is Financial Secretary Terry Stinnett, Recording Secretary Connie McDermott, Vice President Doug Carver and President Mike McConkey.

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.

YOUR VOTE COUNTS!

Your International Union wants to hear your voice and our members' preferences prior to making any candidate endorsements. Visit our website at www.GMPIU.org and click on the Vote Poll.

We feel any endorsement must be based on the candidate's willingness to embrace the core elements of the Raising Wages agenda. To find out more about the Raising Wages agenda visit: www.raisingwagessummit.org

If you were to cast your vote for the next President of the United States today, who would get your vote?

CHARTING A COURSE FOR THE FUTURE OF THE GMP

As we move forward towards our 75th Quadrennial Convention we will regularly provide the membership with additional information concerning the proposed merger with the United Steelworkers. As you know, the decision to present this merger opportunity to the membership at the 75th Quadrennial Convention was made only after significant deliberation. The goal of the proposed merger is to protect our membership going forward and allow the GMP to continue to provide the highest level of professional service and resources. With each issue of the Horizons we will address different topics and questions raised by the membership as we travel throughout the country and Canada to address the proposed merger. An important issue for all our members as we contemplate a merger with the USW is the issue of International and local dues. In this issue of Horizons we address the questions that have been raised by our members about how dues will be calculated if a merger is approved.

WHAT WILL HAPPEN TO OUR INTERNATIONAL DUES IF A MERGER IS APPROVED?

International dues were set at forty dollars (\$40) per month at the 74th Quadrennial Convention in 2012. Absent a merger the membership at the 75th Quadrennial Convention scheduled for August 2016 would be confronted with the need to consider a substantial dues increase to maintain services at current levels. As we have discussed the proposed merger will not only retain all currently available support services and staff but will make available to our membership significantly enhanced services, including, but not limited to, political and legislative action, greatly expanded local membership training and development, communications and public relations, health, safety and environmental expertise, corporate research and bargaining research, collective bargaining and coordinated bargaining support, expanded legal support and USW arbitration tools and support. While the cost of continuing to maintain all of our current services continues to rise, and the cost of these expanded services is substantial, the USW and GMP have agreed to maintain the current International dues structure of forty dollars (\$40) per month through December 2020. This means that if the merger is approved your International dues structure (payable through December 2017 to the GMP and thereafter to the USW) will be \$40 per month through calendar year 2020, Starting effective January 1, 2021, the dues structure will convert to the USW dues structure.

WHAT WILL BE THE IMPACT OF THE MERGER ON LOCAL DUES?

As you know, local union dues are fixed by each local union. GMP local unions will continue to collect their local dues through December 31, 2020. In the event that a local union wishes to increase its local dues prior to January 1, 2018, it must follow the procedures set forth in the GMP Constitution in Article 22. On and after January 1, 2018, any increase in local dues will be accomplished through procedures to be developed by the International Secretary-Treasurer.

Starting January 1, 2021, the dues structure will convert to the USW dues structure. Under the USW dues structure local unions receive a percentage (44%) of the dues collected by the USW and there is no separate local union dues collected, there is one dues deduction. A local union may, however, charge a Local Union supplement if it requires additional revenues. This local union supplement may be adjusted from time to time pursuant to procedures to be developed by the International Secretary-Treasurer.



WHAT IS THE USW DUES STRUCTURE AND HOW WILL MY DUES CHANGE STARTING IN JANUARY 2021?

USW members through their elected delegates at the International Convention have currently established dues at 1.45% of earnings, with minimum dues at \$5.00 per month (not payable if an individual has no earnings for the period) and maximum dues at 2.8 times average hourly earnings. Members also pay dues of \$.02 per hour, for hours included in total earnings during the month, for the USW Organizing Fund. Dues are payable on total earnings, including, for example, overtime and bonuses.

In connection with the January 1, 2021 conversion to the USW dues structure, with the approval of the International Secretary-Treasurer, former GMP Locals may elect, with a majority vote of their membership, to pay dues based upon average bargaining unit earnings rather than individual earnings. Procedures will be developed in advance of January 1, 2021 governing how local unions may make this election. If a local union elects to pay dues based on average bargaining unit earnings all members of the local will pay the same dues amount. If, on the other hand, dues are based on individual earnings, dues amounts will vary depending on a member's earnings.

A spreadsheet has been developed which will allow you to input your earnings and calculate your dues under the USW system. The spreadsheet can be found on the GMP website: www.gmpiu.org.

Some things to consider when using the spreadsheet: (1) You have to compare the total amount of your GMP International and Local Union monthly dues to the USW dues since starting January 1, 2021 you will only pay USW dues (which includes both local union and International dues) unless your local union requests a local supplement; and (2) If your local elects to pay dues based on average bargaining unit earnings as opposed to individual earnings that will impact the amount of your dues.

WILL I END UP PAYING MORE IN DUES UNDER THE USW DUES STRUCTURE?

Keep in mind that if the GMP were to remain independent, our dues would have been increased at both the 2016 Convention and the 2020 Convention. Factoring in such increases, for the overwhelming majority of our membership, the GMP believes that the dues payable under the USW dues structure as of January 1, 2021 will be relatively equivalent or in some cases even less than the dues that would have been payable in 2021 to the GMP if it were to remain independent.

The fact that dues will remain relatively equivalent or will be less than they otherwise would be if the merger did not occur is only one part of the equation which you must consider with respect to the merger. Even more important to your Executive Board is the consideration that services available to the membership will expand and improve and the GMP will have more resources available to it to protect and advance its members interests.

In summary, in the event that a merger is approved at our 75th Quadrennial Convention, an International dues freeze will be in place through December 31, 2020 followed by a conversion to the USW dues structure which will occur in January 2021.

Your International Executive Board members and service officers are available to answer any questions you may have about dues or the merger proposal.

SUMMARY ANNUAL REPORT FOR G.M.P. – EMPLOYERS RETIREE TRUST

This is a summary of the annual report for the G.M.P. – Employers Retiree Trust (Employer Identification No. 23-6411794, Plan No. 501) for the period January 1, 2014 to December 31, 2014. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Basic Financial Statement

Benefits under the plan are provided by contributions from participating employers and participant premiums. Plan expenses were \$37,224,986. These expenses included \$6,368,450 in administrative expenses, \$1,723,925 to insurance carriers for the provision of benefits and \$29,132,611 in benefits paid to participants and beneficiaries. A total of 27,704 persons were participants in or beneficiaries of the Plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of plan assets, after subtracting liabilities of the plan, was \$361,355,593 as of December 31, 2014 compared to \$346,618,581 as of January 1, 2014. During the plan year the Plan experienced an increase in its net assets of \$14,737,012. This increase includes unrealized appreciation or depreciation in the value of the Plan assets; that is, the difference between the value of the Plan's assets at the end of the year and the value of the assets at the beginning of the year, or the cost of assets acquired during the year. The Plan had total income of \$51,961,998, including employer contributions of \$17,158,712, participant premiums of \$2,235,437, Medicare subsidy payments of \$2,984,717, gains of \$2,076,157 from the sale of assets and earnings from investments of \$27,506,975.

Insurance Information

The Plan has contracts with Aetna, Express Scripts and Blue Cross Blue Shield to pay death and medical benefit claims incurred under the terms of the Plan. The total premiums paid for the plan year ending December 31, 2014 were \$3,232,091.



Minimum Funding Standards

An actuary's statement shows that enough money was contributed to the Plan to keep it funded in accordance with minimum funding standards of ERISA. Your Rights to Additional Information You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

1. An independent auditor's report;
2. Financial information and information on payments to service providers;
3. Assets held for investment purposes at end of year;
4. Assets acquired and disposed of within the year;
5. Reportable transactions;
6. Insurance information including sales commissions paid by insurance carriers; and
7. Actuarial information regarding the funding of the Plan.

To obtain a copy of the full annual report, or any part thereof, write or call the office of Jodi Hopper, who is the Plan Administrator.

G.M.P. - Employers Retiree Trust
5245 Big Pine Way, S.E.
Fort Myers, FL 33907-5998
239-936-6242

The charge to cover copying costs will be \$75.00 for the full annual report, or \$1.00 per page for any part thereof.

You also have the right to receive from the Plan Administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the Plan and accompanying notes, or both. If you request a copy of the full annual report from the Plan Administrator, these two statements and accompanying notes will be included as part of the report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge. You also have the legally protected right to examine the annual report at the main office of the Plan:

G.M.P. - Employers Retiree Trust
5245 Big Pine Way, S.E.
Fort Myers, FL 33907-5998

and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to:

U.S. Public Disclosure Room, Room N-1513,
Employee Benefits Security Administration,
U.S. Department of Labor, 200 Constitution
Avenue, N.W., Washington, D.C. 20210.



Safe Winter Driving

Winter driving can be hazardous and scary, especially in northern regions that get a lot of snow and ice. Additional preparations can help make a trip safer, or help motorists deal with an emergency. This sheet provides safety information to your residents to help prevent motor vehicle injuries due to winter storms.

The three P's of Safe Winter Driving:

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

PREPARE

Maintain Your Car: Check battery, tire tread, and windshield wipers, keep your windows clear, put no-freeze fluid in the washer reservoir, and check your antifreeze.

Have On Hand: flashlight, jumper cables, abrasive material (sand, kitty litter, even floor mats), shovel, snow brush and ice scraper, warning devices (like flares) and blankets. *For long trips, add food and water, medication and cell phone.*

Stopped or Stalled? Stay in your car, don't overexert, put bright markers on antenna or windows and shine dome light, and, if you run your car, clear exhaust pipe and run it just enough to stay warm.

Plan Your route: Allow plenty of time (check the weather and leave early if necessary), be familiar with the maps/ directions, and let others know your route and arrival time.

Practice Cold Weather Driving!

- * During the daylight, rehearse maneuvers slowly on ice or snow in an empty lot.
- * Steer into a skid.
- * Know what your brakes will do: *stomp on antilock brakes, pump on non-antilock brakes.*
- * Stopping distances are longer on water-covered ice and ice.
- * Don't idle for a long time with the windows up or in an enclosed space.

PROTECT YOURSELF

- * Buckle up and use child safety seats properly.
- * Never place a rear-facing infant seat in front of an air bag.
- * Children 12 and under are much safer in the back seat.

PREVENT CRASHES

- * Drugs and alcohol never mix with driving.
- * Slow down and increase distances between cars.
- * Keep your eyes open for pedestrians walking in the road.
- * Avoid fatigue – Get plenty of rest before the trip, stop at least every three hours, and rotate drivers if possible.
- * If you are planning to drink, designate a sober driver.



Holiday Savings *plus* Solidarity!

**Exclusive deals and discounts
for union members**

Make this a holiday of union savings and solidarity. Take advantage of the valuable discounts and rebates available to you from Union Plus. Check UnionPlus.org/Holiday1 for:

- 15% off AT&T Wireless services
- Savings on everything from flowers to travel
- Discounts on union products
- Union-made shopping items from toys to candy



Learn more at
UnionPlus.org/Holiday1

Text UNION to 22555 for information about all of your Union Plus benefits. Msg&Data Rates May Apply. Reply STOP to opt-out. Reply HELP or contact info@unionplus.org for help. Expect no more than 2msgs/mo.

GMP INTERNATIONAL STAFF

BRUCE R. SMITH

International President

DONALD SEAL

International Secretary-Treasurer

INTERNATIONAL VICE PRESIDENTS

RICKEY HUNTER

BRENDA SCOTLAND

JERRY COTTON

EXECUTIVE DIRECTOR OF CANADA

DAVID DOYLE

DIRECTOR

CLAUDE BEAUDIN

EXECUTIVE OFFICERS

**BRUNO CYR
RICK VITATOE
DONALD CARTER**

**RICHARD BAUMCRATZ
EDWARD BEDOCS
BENNETT SALLEMI**

**LARRY HARRIS
PETE JACKS
KIM McNEIL**

**MATTHEW McCARTY
MARK SINGLETON**

INTERNATIONAL REPRESENTATIVES

DAVID HOFFMAN

STACEY ANDERSEN

THOMAS GALLAGHER

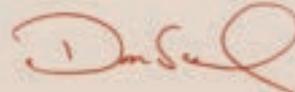
*Wishing you a Merry Christmas
and a
New Year Filled With Peace and Happiness*

Yours in Solidarity,



BRUCE R. SMITH

International President



DONALD SEAL

International Secretary-Treasurer

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