



DENNIS R. ARRINGTON, PRESIDENT • JOHN BRENTON IV, SECRETARY/TREASURER • LENA BAILEY, VICE PRESIDENT



The President's Report | By Dennis R. Arrington

Greetings, ITPEU Brothers and Sisters.

Throughout my entire career as an ITPEU Organizer, Representative and Officer, I have witnessed the so-called “right-to-work” laws tear at the fabric of labor and deteriorate the prosperity of the middle-class. As a life-long union member and advocate, my blood boils as I listen to the “spin doctors” on the various cable news channels paint right-to-work laws as an issue of freedom for the worker. There is a clear correlation with lower rates of union membership, lower levels of human development, lower per capita incomes, lower levels of trust and less progressive tax schemes. It should be clear to everyone that the “right-to-work” philosophy is meant to expand the power of corporations, not the economic emancipation of American wage earners – as so many in the media would have us believe.

Unions cannot afford to sit idly by while anti-union initiatives are passed through state laws and through the court system which seek to destroy labor. For this reason, the ITPEU, partnered with the OPEIU, has been working diligently in developing “members only” benefits for faithful members in good standing. I am very proud to have been a member on the committees which approved the Educational and Furlough benefits for ITPEU members. It gives me great joy to see the ITPEU able to assist members who have been

furloughed due to government shutdowns and to provide a way for our members to continue their education. We were also very proud to have been able to provide support to members who suffered catastrophic losses in Texas, Puerto Rico and the Florida panhandle due to recent hurricanes.

In order to better serve the membership, the ITPEU is also happy to announce two new team members.

Charles Bailey comes from a strong union family and was hired as a full-time ITPEU Representative on September 18, 2018. He is a fluent Spanish speaker and looks forward to utilizing these skills to serve the ITPEU membership.

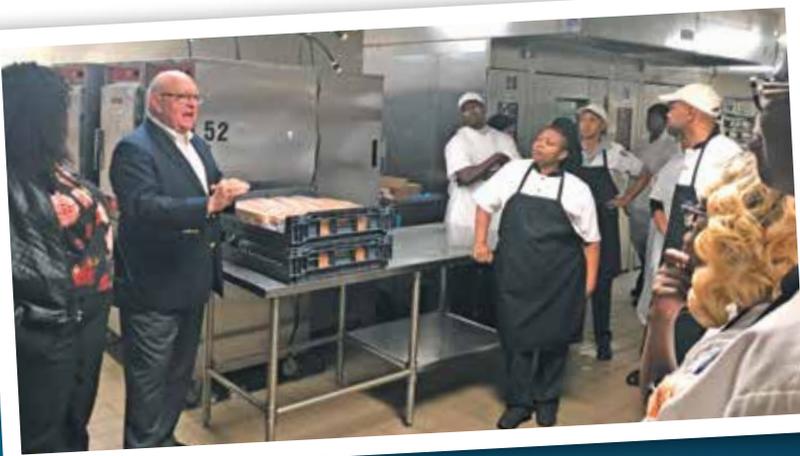
Natasha Gray, ITPEU Representative, took on the role of Shop Steward for the large base food service unit in Fort Gordon, GA, in 2008. Since then, she has been an asset to the Union in handling all sorts of union issues which may arise, as well as constant recruitment and orientation for new members. She was hired to work as a full-time ITPEU Representative on November 1, 2018.

The ITPEU Benefit Funds have also recruited the skills and expertise of Richard (Rick) Larimer to be the Fund Representative for the ITPEU Health & Welfare, Pension and Annual Benefit Funds. Richard brings over 30 years of experience in municipal and multi-employer benefit funds and has already visited many of our contract locations.

I wish you all a safe and enjoyable summer.



The President's Report	1
ITPEU Member and Staff Spotlights	2
Notice To All Participants of the ITPEU Annual Benefit Fund	2
Notice to Employees Covered by Union Shop Agreements	3
ITPEU Members Affected By Hurricane Michael	5
What My Union Means to Me and My Family	5



Rick Larimer, ITPEU Funds Representative, (second from left) introduces himself and explains plan benefits to Johnson Food Service employees in Fort Jackson, SC, while Natasha Gray (far left) introduces herself and gives the position of the ITPEU on various labor issues.



Charles Bailey (left) reviews member benefits with Lackland AFB Shop Steward Diane Fonseca (right) and Hilda Pena (center)



Erica Wilson, H&B Food Service Shop Steward, (seated, right) discusses ITPEU business with energetic and inquisitive members at Fort Gordon, GA.



2019 ushered in many changes, including a new slate of ITPEU officials and Executive Board Members
 ITPEU Executive Board Members (standing, L-R): Denise More, Patricia Foley, Trina Williams, Wilma Zimmerman
 ITPEU Officers (seated, L-R): John Brenton IV, Secretary/Treasurer; Dennis R. Arrington, President; Lena Bailey, Vice-President



TO ALL PARTICIPANTS OF THE ITPEU ANNUAL BENEFIT FUND

The Board of Trustees of the ITPEU Annual Benefit Fund is pleased to announce that two Special Benefit Days were approved to be paid on November 27, 2019 to all eligible participants enrolled and active as of September 30, 2019.

NOTICE TO EMPLOYEES COVERED BY UNION SHOP AGREEMENTS

The Industrial Technical & Professional Employees Union, OPEIU Local 4873, AFL-CIO ("ITPEU") represents employees throughout the country and assists them by negotiating better wages, benefits and other conditions of employment and by pursuing meritorious grievances. All but a small portion of the ITPEU's financial resources are spent on these and related activities. That remaining, small portion is used for organizing, support for political activities and community services. All of these activities are for the benefit of the members of this Union.

Many workers represented by ITPEU are in units covered by collective bargaining agreements which include union shop clauses. Those are provisions which require the covered workers to be members of or otherwise provide financial support to ITPEU. This annual notice is to advise those employees about their rights and obligations concerning membership and payment of Union dues. This notice will assist you in understanding the advantages and benefits of union membership and provides you with information on your obligations if you choose not to be a full member and instead to pay a non member fee.

BENEFITS OF UNION MEMBERSHIP

All employees covered by an ITPEU collective bargaining agreement, including non members, receive the protections and benefits of that agreement. However, only members are entitled to attend Union meetings, to serve as shop stewards, to nominate and vote for candidates for Union office or Convention Delegate and to run and be elected to any of those positions. Only members are allowed to participate in the development of contract proposals and Union policies.

Dues for ITPEU membership and a full voice in the Union are only \$34.50 per month as of January 1, 2018, and continuing into 2019. In all but a few instances, you have the convenience of having your employer deduct the dues from your paycheck and send the money to the ITPEU.

NON MEMBER FEES

Employees who are covered by a union shop clause but choose not to be ITPEU members must pay non member fees. These fees cover the ITPEU's services related to the collective bargaining process and representation, such as negotiation of collective bargaining agreements, enforcement and administration of those agreements, meetings with employees and employers, and representation of employees in grievance and arbitration proceedings. Excluded from the services covered by the non member fees are the costs of any community service and of political activities. Also excluded from the current calculation are the ITPEU's organizing costs and publication expenses.

The ITPEU had certified public accountants review its expenditures for calendar year 2017 and determine the percentage of those expenses which are chargeable to non members (and, thus, included in the fee) and which are nonchargeable (and therefore excluded). The accountants determined that the chargeable costs were 92.0866% of the

ITPEU's expenditures for that year (i.e., the nonchargeable costs were 7.9134%).

Applying this percentage to the \$34.50 per month dues paid by full ITPEU members, the non member fee is \$31.76 per month for the period from January 1, 2019, through December 31, 2019, provided, however, that if there is a change in the full ITPEU dues at any time during this period, the non-member fee will change, whether up or down, by the same percentage. As noted above, any employee who chooses to pay the non member fee instead of full Union dues has no voice in any ITPEU affairs.

Please note that since the chargeable and nonchargeable expenses may change from year to year, the non member fee may also fluctuate each year. Individuals who elect to pay the non member fee rather than membership dues will have their non-member fee automatically adjusted each year in accordance with the accountants' review (unless and until they choose to become members).

FILING OF OBJECTIONS

Anyone who objects to paying membership dues (and who will, instead, pay the non member fee) must file an objection. That objection must be filed in writing with the ITPEU Dues Objection Administration, ITPEU Headquarters, 14 Chatham Center South, Unit B, Savannah, GA 31405. Any non member who is currently covered by a union shop clause and who has not yet filed an objection to paying membership dues must file that objection no later than April 30, 2019, in order to be exempt from the membership requirement for calendar year 2019. (An employee who first becomes covered by a union shop clause after December 31, 2018, and any member who resigns from full ITPEU membership will have thirty days from notification of the option to pay a non member fee in which to file an objection.)

Any employee who files an objection will be sent a detailed description of how the non member fee was calculated, including further information regarding for which categories of expenditures they will be charged and for which they will not be charged. They will also be informed of the procedure to be used by anyone who wishes to challenge the calculation.

Fraternally,
John Brenton IV
Secretary/Treasurer



OPEIU Local 4873, AFL-CIO

ITPEU

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ITPEU MEMBERS AFFECTED BY HURRICANE MICHAEL



Clerical workers for WestRock paper mill in Panama City, FL, suffered the same losses as the workers at Tyndall AFB and, just like the employees from Tyndall AFB, showed their indomitable spirit and brotherhood.

When food service workers at Tyndall AFB in Panama City, FL, were devastated by Hurricane Michael, the ITPEU/OPEIU Disaster Relief Fund was there to assist. ITPEU Shop Steward Wanda Fox (far right) and Severson Group Project Manager Ms. Green (second from right) worked overtime to ensure that their coworkers were aware of the benefits through the Union as well as the relief provided throughout the community.



WHAT MY UNION MEANS TO ME AND MY FAMILY

ITPEU/OPEIU's Government Shutdown Relief Program Is Helping ITPEU/OPEIU Members Like Nicola Graziani

It was the longest government shutdown in U.S. history, leaving more than 800,000 federal employees—and hundreds of thousands more working for subcontractors—out of work or working without pay for 35 days.



The Congressional Budget Office estimates the shutdown cost the economy \$11 billion and has slowed projected economic growth for the year by a full 1 percent. More importantly, it took a tremendous toll on the working people and their families who were without pay for more than a month.

The shutdown has left many financially unstable, falling behind on bills and missing mortgage or rent payments. Many have had to rely on emergency or retirement savings. It's estimated that 42 percent took on new debt to pay for everyday expenses and bills.

And while legislation has been signed that ensures furloughed government workers will receive back pay, there is no such legislation to pay subcontractors and their employees.

Unlike most, however, ITPEU/OPEIU members affected by the furlough had their union behind them to help them meet expenses through the ITPEU/OPEIU Government Shutdown Relief Program.

The program provides for public workers whose employment is temporarily displaced by a shutdown at the federal, state, county or local level—including government

contractors or subcontractors—to receive a weekly benefit to help them make ends meet.

Thanks to their union, ITPEU/OPEIU members who are furloughed have the peace of mind that comes from having a strong union in their workplace.

Nicola Graziani is an armed security guard with Federal Law Enforcement Training Centers (FLETC) in Charleston, South Carolina, and a member of the ITPEU/OPEIU Local 4873. She is a former member of the military and traffic enforcement officer. As a furloughed employee of a government contractor, she found the furlough benefit “very beneficial and helpful in paying the bills” during the shutdown for her and her firefighter husband and young daughter.

She also notes it was unexpected, as she is working in a so-called “right-to-work” state where it’s harder to take advantage of the benefits of union membership.

“Having the union behind me is like a safety blanket, a parachute,” Graziani says. The experience has motivated her to learn more about her union, and she became a shop steward to help others at her worksite get all the protections and benefits they deserve as union members.



CONTACT US AT THESE ITPEU LOCATIONS

www.ITPEU.ORG

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