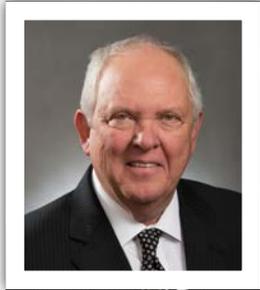


DENNIS R. ARRINGTON, PRESIDENT • JOHN BRENTON IV, SECRETARY/TREASURER • LENA BAILEY, VICE PRESIDENT



The President's Report | By Dennis R. Arrington

ITPEU Brothers and Sisters,

What a long, strange year it has been. First and foremost, my sincerest

condolences go out to any members who have lost friends and family members to COVID-19. While infections increased and business shuttered, so many of you remained faithful to your jobs in spite of the risks of contracting this new disease. In addition to being full time workers and parents, so many of you have taken on the role of school teachers and IT professionals for your child's Zoom conferences. I salute all of you for your perseverance.

We are fortunate that so many ITPEU members have remained employed throughout the pandemic but we have still experienced a sizeable impact. The ITPEU has represented taxi drivers in Las Vegas, NV, for nearly forty years. When the city of Las Vegas virtually shut down in March, the entire workforce was furloughed. As of the time of this publication, many drivers have returned but there is still much work to do in building union density back to pre-COVID levels. The ITPEU and the Las Vegas taxi industry go together like a hand and glove and we thank all of the members who have remained

with us. We also encourage you to invite other drivers to join, or re-join, the Union. **It pays to belong** and the Union needs your full support.

The ITPEU Health and Welfare Plan continues to provide free access to LiveHealth Online. Many of our participants used the app during this time due to concerns about coming into contact with the virus at hospitals or clinics. This telemedicine app is a valuable tool to avoid the deductible, the waiting room at urgent care facilities and the very expensive visits to the ER. We cannot stress enough how important it is to register and experience the ease and convenience. This is the future of medicine and the ITPEU has seen to it that our members have FREE access.

To those of you enrolled in Eastern Gateway through the **Free** College Benefit, I wish you focus and determination to follow through and earn your two-year degree. For those who have not yet registered or explored the benefit, please visit <https://freecollege.opeiu.org>

I wish all of you a very Merry Christmas, Happy Holidays and a Happy New Year.

President-Elect Joseph R. Biden is expected to be inaugurated as the 46th President of the United States on January 20, 2021. After a tumultuous and turbulent period in American history, the ITPEU sincerely hopes that a divided nation can come together and focus on building the middle class through a worker friendly environment and legislation.



ITPEU MEMBER SPOTLIGHT

RETIREMENT

SANDY SQUIREWELL

Johnson Food Service recognized Corette Hayes (Left) and Sandy Squirewell (Right) at a retirement ceremony for their 37 years of service (respectively) in Fort Jackson, SC. Sandy is known throughout the ITPEU and the food services operation for her tireless service to the military and to the Union. Sandy has been a Delegate to many ITPEU Conventions and, until her retirement, was the ITPEU's current longest running Shop Steward. Sandy has also served as the South Carolina Central Labor Council President. In Corette's 37 years of employment, there is no record of her ever missing a day of work and she has been an outstanding member. These two ladies have exhibited a lifetime of exemplary achievement and dedication that we can only aspire to. The ITPEU wishes Sandy and Corette all the best in their very well-deserved retirement.



RETIREMENT

HYE CHA COOK

In 1982 Ms. Cook began her career at Shifting Sands Dining Facility Holloman AFB, New Mexico. Ms. Cook faithfully served our troops as a dining room attendant and was a proud ITPEU member until her retirement. Thank you for your service, Ms. Cook.



RETIREMENT

TUENCHIT GRAVES

Ms. Graves began her employment with the Dining Facility at Holloman, New Mexico March 5, 1981. During her thirty-nine years of employment Ms. Graves worked numerous positions including Cook II, Cook I and cashier. Ms. Graves achieved several recognitions as employee of the month, employee of the year and chef of the quarter. We wish you all the best, Ms. Graves.



IN LOVING MEMORY

WANDA FOX

The ITPEU regrets to report that Wanda Fox, Shop Steward for the food service unit at Tyndall Air Force Base, passed away on November 7, 2020. Wanda is pictured here (second from left) following Hurricane Michael's devastation of Panama City, FL, in 2018. Wanda was instrumental in distributing aid to her fellow employees and coordinating with local charities and food banks. Wanda was a member for twenty-two years and will be dearly missed by all. May she rest in peace.





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 \$36.00 per month as of January 1, 2021. 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 2019 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 82.0296% of the ITPEU’s expenditures for that year (i.e., the nonchargeable costs were 13.9704%).

Applying this percentage to the \$36.00 per month dues paid by full ITPEU members, the non member fee is \$30.97 per month for the period from January 1, 2021, through December 31, 2021, 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) can file an objection. That objection can 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 can file that objection no later than January 31, 2021, in order to be exempt from the membership requirement for calendar year 2021. (An employee who first becomes covered by a union shop clause after December 31, 2020, 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



CONTACT US AT THESE ITPEU LOCATIONS

www.ITPEU.ORG

SAVANNAH HEADQUARTERS

Dennis R. Arrington, *President*
John Brenton IV,
Secretary/Treasurer
Natasha Gray, *Representative*

P.O. Box 22699
Savannah, GA 31403

14 Chatham Center South, Unit B
Savannah, GA 31405
(912) 349-1154 - Phone
(877) 550-4873 - Toll Free
(912) 777-5912 - Fax

SPRING LAKE BRANCH

Denise Moore, *Representative*
Amanda Brady, *Representative*
P.O. Box 370
Spring Lake, NC 28390
(910) 497-1661 - Phone
(877) 704-4873 - Toll Free
(910) 497-1674 - Fax

LOUISVILLE BRANCH

Wilma Zimmerman, *Representative*
P.O. Box 91064
Louisville, KY 40291
(502) 231-2833 - Phone
(866) 926-4873 - Toll Free
(502) 231-2834 - Fax

TACOMA BRANCH

Trina Williams, *Representative*
P.O. Box 790
Wauna, WA 98395
(253) 857-8236 - Phone
(877) 526-4873 - Toll Free
(253) 858-7265 - Fax

LAS VEGAS BRANCH

Mike Kilgo, *Representative/
Organizer*
4480 W. Hacienda
Suite 110
Las Vegas, NV 89118
(702) 384-7171 - Phone
(877) 532-4873 - Toll Free
(702) 384-4939 - Fax

SAN ANTONIO/ EL PASO BRANCH

Lena Bailey, *Vice President*
Patricia Foley, *Representative*
Charles Bailey, *Representative*
9107 Marbach Road, Suite 110
San Antonio, TX 78245
(210) 673-5036 - Phone
(877) 508-4873 - Toll Free
(210) 673-5197 - Fax

ITPEU HEALTH & WELFARE

Kathy Heery, *Administrator*
Lana Hickox, *Office Manager*
P.O. Box 18307
Garden City, GA 31418
25 Chatham Center South
Suite 100
Savannah, GA 31405
(912) 352-7169 - Phone
(800) 327-5926 - Toll Free
(912) 352-8953 - Fax

ITPEU PENSION

ITPEU ABF

ERISA SYSTEMS

Joseph Corcoran, *Administrator*
Michael Palumbo, *Administrator*
216 North Avenue East,
2nd Floor
Cranford, NJ 07016
(908) 276-0800 - Phone
(800) 874-5977 - Toll Free
(908) 276-0810 - Fax

www.ITPEU.ORG



P.O. Box 22699
Savannah, GA 31403

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