



DENNIS R. ARRINGTON, PRESIDENT • DENNIS M. CONLEY, SECRETARY/TREASURER • CINDY DIEHM, VICE PRESIDENT



The President's Report | By Dennis R. Arrington

Dear Brothers and Sisters,

Can you believe that we are at the halfway mark of 2015? There is an old saying that "time flies". In reality, time was just a moment away. Our lives are becoming busier each year, however, I am proud to report that the ITPEU Officers and Representatives have remained focused on what is truly important...the ITPEU membership.

I am also very pleased to announce that the ITPEU has yet again improved its benefit programs for the membership. Please take a moment to read the important notices regarding the ITPEU Health and Welfare, Pension and Annual Benefit Funds found herein.

The ITPEU Executive Board was honored to conduct their April meeting at the United Farm Workers' (UFW) headquarters office in Nuestra Señora Reina de La Paz (Our Lady Queen of Peace)

in Keene, CA, or "La Paz". Here, on 187 acres amid oaks and spectacular rock outcroppings in California's Tehachapi Mountains, is where UFW Founder, Cesar Chavez, lived and labored during his last quarter century and where his widow, Helen, still lives. It was his spiritual harbor, removed from often bitter struggles in the fields and cities. Cesar E. Chavez National Monument was established by President Barack Obama on October 8, 2012 by proclamation under authority of the Antiquities Act.

We had the privilege to be in the company of current UFW President, Arturo Rodriguez, as well as Paul F. Chavez, one of Cesar Chavez's eight children and President and Chairman of the Cesar Chavez Foundation. During our visit to La Paz we were enlightened about the hardships and struggles of the UFW membership, as well as their remarkable achievements in the area of organizing and defending human rights. To me

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(L-R) Standing in front of the memorial garden of Caesar E. Chavez, United Farm Workers' founder and former president, are (L-R) Lena Bailey (ITPEU Director of Field Operations), Paul F. Chavez (President and Chairman of the Cesar Chavez Foundation), Wilma "Coco" Zimmerman (ITPEU Representative and Executive Board Member), Dennis R. Arrington (ITPEU President), Arturo Rodriguez (President of the UFW), T. Ruthie Jones (ITPEU Representative and Executive Board Member), Joe Serrano, Jr. (ITPEU Representative and Executive Board Member), Cindy L. Diehm (ITPEU Vice President) and Dennis M. Conley (ITPEU Secretary/Treasurer).



Cesar Chavez Foundation President and Chairman, Paul F. Chavez (left) and United Farm Workers' President Arturo Rodriguez (right) present ITPEU President Dennis R. Arrington with a United Farm Workers' flag, which will surely become a prized ITPEU heirloom for many years to come.



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The President's Report

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the real treasure of La Paz is seeing what can be built when likeminded people gather together for a moral cause. The work of the labor movement, the Unions who comprise it, the politicians that lend support and the volunteers who work around the clock to see its advancement are engaged in just that, a moral cause. What Cesar Chavez and his brothers and sisters built, and the torch which the current UFW President, Arturo Rodriguez, carries today, is a dedication beyond "duty". They

have answered the call to give of themselves for their fellow man.

In the words of Cesar Chavez, "It is my deepest belief that only by giving our lives do we find life." The ITPEU's Officers and Representatives believe this as well and strive every day to deepen our level of commitment and service to our membership throughout the country.



International OPEIU Vice President and ITPEU/ Local 4873 President Dennis R. Arrington (right), and OPEIU International Vice President and Local 153 Secretary-Treasurer Richard Lanigan (left), meet with Teresa Gerton, the U.S. Department of Labor's deputy assistant secretary for policy, at the AFL-CIO Executive Council meetings in Atlanta, Georgia.



Fort Hood food service workers celebrate with Shift Leader Helene Owens (fourth from right holding award), a 21 year member of the ITPEU, who was selected as Shift Lead of the Quarter for 2nd quarter. Fort Hood, TX, is the largest active duty armored post in the United States Armed Services.

WHAT'S NEW FROM PENSION PLAN

TRUSTEES OF ITPEU PENSION FUND REDUCE NUMBER OF HOURS OF SERVICE NEEDED TO VEST FOR BENEFITS FROM 600 HOURS TO 200 HOURS OF SERVICE

At a recent meeting of the Board of Trustees of the ITPEU Pension Fund, the Trustees adopted an Amendment, effective May 1, 2015, which brings about an important change in the amount of time necessary to become vested for benefits from the Fund. In order to become vested for benefits, an Employee must complete one "Year of Service" with an Employer who contributes to the Pension Fund. Under the newly adopted Amendment all Employees who have not vested for benefits before May 1, 2015 shall be deemed to have accumulated the required "Year of Service" if they have worked at least 200 hours of service in any period of twelve (12) consecutive months ending on or after May 1, 2015 on the annual anniversary date of their commencement of employment with a Contributing Employer. This is a substantial reduction in the vesting requirement from the current requirement of performing

at least 600 hours of service in a 12 consecutive month period.

In light of this substantial reduction in the number of hours required to vest for benefits, there is no longer any need for special treatment of Employees employed on a "seasonal basis" and, accordingly, under the newly adopted Amendment all references to "seasonal employment" have been deleted from the Plan Document and Summary Plan Description.

These changes were brought about by the adoption of Amendment 2015-1 to the ITPEU Pension Plan Document and Amendment 2015-1 to the ITPEU Pension Plan Summary Plan Description. These Amendments can be viewed in their entirety by clicking the Amendments portion of the Fund's Website.



ITPEU President Dennis R. Arrington stands alongside Camp Pendleton Chief Shop Steward Chuck “Coach” Carter. He has a never ending job, as Chief Shop Steward, at this large US Marine base.



ITPEU members at Camp Pendleton US Marine Corps Base, Oceanside, CA, take a break for a group picture. This photo represents a small fraction of the 400+ members on this facility.



ITPEU President Dennis R. Arrington (third from left) and San Diego Branch ITPEU Representative Stephen Clinton (back row, middle) stand with Global Food Services employees at Point Loma US Naval Submarine Base in San Diego, CA. Shop Steward Mary Young is pictured second from left.



While visiting the dining facility at US Naval Base Coronado, CA, thirty-six year ITPEU member Evangeline Spruell (left), is embraced by ITPEU President Dennis R. Arrington. They had not seen one another in over 30 years.



ITPEU Representative John Brenton (right) meets with ITPEU Shop Steward Nancy Causey (29 years of service) and ITPEU member Ivy Marshall, who boasts a whopping 49 years of service at Pensacola Naval Air Station, FL.



ITPEU Representative John Brenton (back left) and OPEIU Organizer Green Lewis III (back right) meet with Crystal Enterprises food service employees at Hurlburt Field Air Force Installation, Florida. They are happy to be the newest participants in the ITPEU Annual Benefit Fund.

TO ALL PARTICIPANTS OF THE ITPEU ANNUAL BENEFIT FUND

The Board of Trustees of the ITPEU Annual Benefit Fund is pleased to announce that there will be Two Special Benefits Days to be paid on June 26, 2015 for all eligible participants. The Trustees wanted benefits to reach the maximum number of participants. Therefore, the Trustees have eliminated the Educational Benefit (Scholarship Program) for new applicants. Those who were awarded scholarships prior to October 1, 2014 will be permitted to renew their scholarships. The savings from the elimination of the scholarship program will help fund the Two Special Benefits Days. Please note that Two Special Benefits Days in June 2015 will not necessarily preclude additional Special Benefit Days for 2015.

WHAT'S NEW FROM H&W PLAN

TRUSTEES OF ITPEU HEALTH & WELFARE FUND REDUCE WAITING PERIOD FOR ELIGIBILITY FOR BENEFITS FROM 90 DAYS TO 30 DAYS

At a recent meeting of the Board of Trustees of the ITPEU Health & Welfare Fund, the Trustees adopted an important Amendment which reduces the time for new Employees to become Participants in the ITPEU Health & Welfare Plan and thereby become eligible for benefits. Under this Amendment all Employees of an Employer which contributes to the Health & Welfare Fund, and who become employed by such Employer on or after January 1, 2015, shall become a Participant in the ITPEU Health & Welfare Plan on the 31st day after the first day of such employment, provided they have submitted an enrollment card to the Fund office. This is a substantial reduction in the waiting period for Participant status and eligibility for benefits from the 90 day waiting period which previously was in effect.

This means that all Employees who start working on or after January 1, 2015, for an Employer which contributes to the ITPEU Health & Welfare Fund on their behalf, will be able to become eligible for benefits from the Fund on the 31st day after their first day of such employment, as opposed to having to wait 90 days for such eligibility to kick in, so long as they have submitted an enrollment card to the Fund office

This change was adopted by the Trustees pursuant to Amendment 2015-1 to the ITPEU Health & Welfare Plan Document and Amendment 2015-1 to the ITPEU Health & Welfare Plan Summary Plan Description. These Amendments can be viewed in their entirety by clicking the Amendments portion of the Fund's Website.



ITPEU
Industrial • Technical • Professional • Employees • Union

OPEIU

Here's one more thing
Union families can share.

Save with AT&T Wireless
and Union Plus. Just because you're union, you can save 15% on select wireless service from AT&T, the only national wireless provider that's union—like you. You can save whether you're already an AT&T customer, or switching to all-union AT&T. Plus, if you use a Union Plus Credit Card on qualifying purchases, you're eligible for up to \$250 in rebates. For union members, this is an easy call.

Union Plus

Save the Union Way at
UnionPlus.org/AT&T

All program plans for new and existing customers may require a new two-year contract. This offer cannot be combined with any other discounts. Qualifying monthly data plan required.

NOTICE OF NOMINATIONS

ITPEU/OPEIU Local 4873, AFL-CIO

PLEASE TAKE NOTICE that, in accordance with Article X, Section 3 of the Constitution of the Industrial Technical & Professional Employees Union/OPEIU Local 4873, AFL-CIO ("ITPEU"), nominations will be open from Wednesday, July 1, 2015, through Friday, July 31, 2015, for the following ITPEU Officer and Delegate positions:

President

Secretary-Treasurer

Vice President

4 Executive Board Members at Large

35 Delegates to the ITPEU Convention

5 Alternate Delegates to the ITPEU Convention.

The President, Secretary-Treasurer, Vice President and Executive Board Members at Large will also be ex-officio Delegates to the ITPEU Convention. In addition, the President, Secretary-Treasurer and Vice President shall be the ITPEU's Delegates to the regular and any special National Convention of the OPEIU.

QUALIFICATIONS

Any member is eligible for nomination to and election as a Union Officer or as a Delegate to the Union Convention provided that member (1) is a member in good standing at the time of both nomination and election; (2) has been a member in good standing of the Union for at least two years immediately preceding the date of the closing of nominations; and (3) has had at least 180 days of employment (not including vacation time) in a collective bargaining unit represented by the Union in each of two out of the three calendar years immediately preceding 2015 (i.e., 2012, 2013 and 2014), provided that time spent by members holding office in the Union or engaged in official Union business shall be considered as employment time for these purposes.

NOMINATION PROCEDURE

Any member may be nominated or may nominate another member for the offices of President, Secretary-Treasurer, Vice President or Executive Board Member at Large, or for Delegate to the Union Convention. The nomination petition must be signed by at least one hundred fifty (150) members in good standing. The members in good standing who sign the nomination petition must include at least five (5) members in good standing from each of at least ten (10) different bargaining units. The nomination petition must be received at ITPEU Headquarters no later than 5:00 P.M. on Friday, July 31, 2015, addressed as follows:

Credentials and Tally Committee
c/o Dennis R. Arrington, President
ITPEU/OPEIU Local 4873, AFL-CIO
2222 Bull Street, Suite 200
Savannah, GA 31401

It is the responsibility of the nominee to verify the good standing of each member endorsing the petition and to make sure the petition is timely received at the above address. Please note that no member may be nominated for more than one position.

Printed nomination forms will be available upon request from your ITPEU Representative and from ITPEU Headquarters, beginning July 1, 2015. The petition must be dated and must contain the following:

- The full name of the candidate.
- The candidate's home address, mailing address (if different) and Social Security number.
- The number of the candidate's last dues receipt, or the identity of the employer and work site if dues are paid in accordance with a dues check-off system.
- The title of the office or other job for which the member wishes to be a candidate.
- The printed names, signatures and membership numbers of 150 members in good standing, including at least five (5) members in good standing from each of at least ten (10) different bargaining units.
- Evidence of qualifying employment time.
- A certificate annexed in the following form, signed and dated by the candidate: "I hereby accept the nomination for the office of _____. I certify that I am not now, nor for the five (5) years last past, have I been convicted of, or served any part of a prison term resulting from conviction of robbery, bribery, extortion, embezzlement, grand larceny, burglary, arson, violation of narcotics laws, murder, rape, assault with intent to kill, assault which inflicts grievous bodily injury, or violation of title II or III of the Landrum-Griffin Act, or conspiracy to commit any such crimes."

TO BE TIMELY, THE NOMINATION PETITION MUST BE RECEIVED AT ITPEU HEADQUARTERS AT THE ABOVE SAVANNAH ADDRESS NO LATER THAN 5:00 P.M. ON FRIDAY, JULY 31, 2015.



CONTACT US AT THESE ITPEU LOCATIONS

www.ITPEU.ORG

SAVANNAH HEADQUARTERS

Dennis R. Arrington, *President*
Dennis M. Conley,
Secretary/Treasurer
John Brenton IV,
Assistant to the President
Luis Cruz, *Representative*

P.O. Box 22699
Savannah, GA 31403

2222 Bull Street, Suite 200
Savannah, GA 31401

(912) 232-6181 - Phone
(877) 550-4873 - Toll Free
(912) 232-5982 - Fax

SAN DIEGO BRANCH

Stephen Clinton,
Representative

6136 Mission Gorge Road,
Suite 200

San Diego, CA 92120-3413
(619) 501-7500 - Phone
(877) 553-4873 - Toll Free
(619) 501-7501 - Fax

SPRING LAKE BRANCH

Cindy Diehm, *Vice President*
Denise Moore, *Representative*

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

EL PASO BRANCH

Joe Serrano, Jr., *Representative*
6070 Gateway East
Reddington, Bldg., Suite 500U
El Paso, TX 79905

(915) 783-0110 - Phone
(866) 919-4873 - Toll Free
(915) 881-0700 - Fax

LOUISVILLE BRANCH

Wilma Zimmerman, *Representative*

P. O. Box 91819
Louisville, KY 40291
(502) 231-2833 - Phone
(866) 926-4873 - Toll Free
(502) 231-2834 - Fax

TACOMA BRANCH

Trina Campbell, *Representative*

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

LAS VEGAS BRANCH

T. "Ruthie" Jones, *Representative*

3271 S. Highland Drive,
Suite 716

Las Vegas, NV 89109
(702) 384-7171 - Phone
(877) 532-4873 - Toll Free
(702) 384-4939 - Fax

SAN ANTONIO BRANCH

Lena Bailey,
Director of Field Operations
Patricia Foley,
Asst. 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*
P.O. Box 13817

Savannah, GA 31416

24 Oglethorpe Professional Blvd.
Savannah, GA 31406

(912) 352-7169 - Phone
(800) 327-5926 - Toll Free
(912) 352-8953 - Fax

ITPEU FUNDS REPRESENTATIVE

Roy Boyd

365 Bull Island Road
Brunswick, GA 31525
(912) 267-9249 - Phone
(912) 280-0992 - Fax

ITPEU COUNSEL

Sidney H. Kalban, Esq.

80 8th Avenue, Room 1806
New York, NY 10011
(212) 868-5867 - Phone

ITPEU PENSION

ITPEU ABF

ERISA SYSTEMS

Enzo LaVecchia, *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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