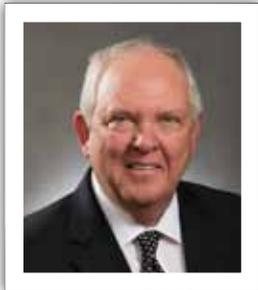




DENNIS R. ARRINGTON, PRESIDENT • DENNIS M. CONLEY, SECRETARY/TREASURER • CINDY DIEHM, VICE PRESIDENT



The President's Report | By Dennis R. Arrington

Dear Brothers and Sisters,

As we prepare for the new year, I would like to reflect on 2014 and thank each of you for your continued support and dedication. We have had an incredible year in organizing new units and bringing in more members into our existing units with the help of the OPEIU Members Only benefit programs. Some of you may have been employed at a location represented by the ITPEU for many years and are receiving this Newsletter in the mail for the first time due to the internal organizing efforts. I would like to welcome you to our Union and thank you for your support.

We have also acquired two new employees to the ITPEU team this year. Luis Cruz, who started with us in January, has brought organizational and technological experience which have proven to be a real asset to our organization. He has been representing our multi-unit group at the Federal Law Enforcement Training Center in Brunswick, GA, and has been spearheading many of our organizing efforts that I mentioned above. Stephen Clinton comes to us fresh out of the United States Marine Corp where he specialized in heavy artillery. Stephen was assigned to the San Diego Branch in September and has serviced many sites in Southern California.

We have gained so much this year, but we were also hit with a very sad and unexpected loss. Cheryl Lowe began her career with the ITPEU as a Union member of our food service unit at Fort Bragg, NC, on January 2, 1991. She became a Shop Steward shortly thereafter and was a loyal Union member. A part-time clerical position became available in the Fort Bragg area and the ITPEU hired Cheryl on November 15, 1996. She held that position for three years, until a position became available for a full time Assistant Union Representative on November 1, 1999, which she held until her retirement on March 15, 2013. Sadly, she only enjoyed one year of retirement as she was fatally injured in a car accident on July 26, 2014. I had the pleasure of knowing Cheryl throughout her employment with the Union and we were fortunate to have her with us at the 2014 Convention. We will all truly miss her presence and free spirit.

Have a safe and joyful Holiday Season, a Merry Christmas and a Happy New Year.

In Unity,
Dennis R. Arrington



Stephen Clinton, pictured on far left, meets with Global Food Services employees at the Anti-Submarine Base in San Diego, CA.



Luis Cruz, pictured second from left, stands with Integrity Management Services Housekeeping Staff at MacDill Regional USAF Hospital, MacDill AFB, Tampa, FL.



- The President's Report1
- Member Spotlight2
- Notice to Employees Covered
By Union Shop Agreements3
- Contact Us At These
ITPEU Locations4

MEMBER SPOTLIGHT

JAMES GHOLSTON

It is our honor and privilege to recognize the most senior Shop Steward of the ITPEU, Mr. James Gholston. James started his career in contract food service at the Airmen Dining Hall of Maxwell/Gunter Air Force Base on March 14, 1976, and took on the role of Shop Steward in December of that same year. He has been a faithful union member and shop steward ever since, and was recognized at the 2014 ITPEU Convention for his 38 years of service.

“Mr. Gholston is a fixture and I couldn’t imagine Maxwell/Gunter AFB without him. He has almost 40 years of experience and service to the Union. His leadership within the unit shows it” said Dennis M. Conley, ITPEU Secretary/Treasurer, who services the contract.

When asked if he had any words for the readers, Mr. Gholston humbly replied “I have tried to help as many people as possible over the years. I enjoy representing my coworkers and fellow members of the ITPEU.”

The ITPEU is very proud to count Mr. Gholston as a member and a Shop Steward. He is truly a model of dedication and hard work.



CHUCK CARTER

Retired Gunnery Sgt. Chuck Carter, now 77, is a legend at Camp Pendleton. He is also a star of the ITPEU with many years of service.

Chuck joined the Marine Corps in 1954, where he served proudly for 29 years. He earned a reputation as a champion boxer, and trained many boxers in the Marines, which is how he got the nickname “Coach Carter”. He served through the hardest years of the Vietnam War. He proudly displays his identity as a Vietnam Veteran on his ball cap and his vehicle wherever he goes.

Stephen Clinton, who assumed the position of ITPEU Representative this year writes: “In walking through the dining facilities at Camp Pendleton, it is fascinating to hear him recall the history of the facility. He has been here for decades, and knows the story on almost every part of the camp, which is almost the size of Rhode Island. It also doesn’t take long to realize that everyone knows and respects Coach Carter.”

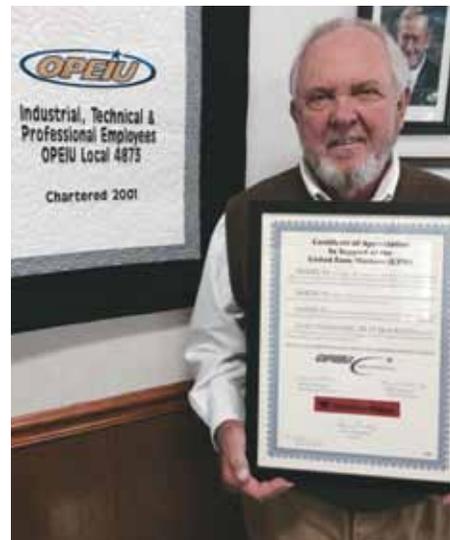
Although he may not fight in the ring anymore, he has plenty of fight left in him and loves to help his fellow Union brothers and sisters. Semper fi, Coach!



From Left to Right: Mr. Overton (Job Options Manager), ITPEU Representative Stephen Clinton, Shop Steward Chuck Carter.



UFW President Arturo Rodriguez, Left, stands with ITPEU/OPEIU Local 4873 President Arrington at the Winter OPEIU Executive Board Meeting. President Rodriguez is the second president of the United Farm Workers of America. He has proudly carried on the legacy of the legendary Farm Workers’ Union, founded by Cesar Chavez.



Dennis R. Arrington, ITPEU President, poses with a certificate of appreciation in support of the United Farm Workers presented to the ITPEU/OPEIU Local 4873. The ITPEU/OPEIU Local 4873 stands with the UFW for their tireless efforts in promoting dignity and respect for farm workers throughout the country.



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 \$31.00 per month as of January 1, 2015. 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 2013 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 89.4736% of the

ITPEU's expenditures for that year (i.e., the nonchargeable costs were 10.5264%).

Applying this percentage to the \$31.00 per month dues paid by full ITPEU members, the non member fee is \$27.73 per month for the period from January 1, 2015, through December 31, 2015, 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, 2222 Bull Street, Suite 200, Savannah, GA 31401. 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 January 31, 2015, in order to be exempt from the membership requirement for calendar year 2015. (An employee who first becomes covered by a union shop clause after December 31, 2014, 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,

Dennis M. Conley
Secretary Treasurer



CONTACT US AT THESE ITPEU LOCATIONS

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