



ITPENews

affiliated with Dist. No. 1-PCD-MEBA-AFL-CIO

President John F. Conley • Secretary Treasurer John Brenton, III • Vice Presidents Elwood Hampton, T.(Ruthie) Jones, Mary Williams

Vol. 18, No. 3



Winter 1998

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REPORT OF THE PRESIDENT

by John F. Conley

Season's Greetings

Another year is soon to be behind us. I am proud to report to the ITPE Membership the year 1998 has been one in which we can all be proud of.

Through your help and support we have been able to achieve many accomplishments, some of which I will briefly touch on as they will be more in detail in other sections of this Newsletter.

Your Union continues to have tremendous success in organizing new members. Increases in Health & Welfare benefits for those Agreements providing the \$1.25 and \$1.39 rates. Another ITPE Benefit Plan in addition to those Scholarships already provided by the ITPE Health & Welfare Fund, is to provide Educational Benefits to our Annual Benefit Fund members. The Annual Benefit Fund on approval by the Board of Trustees has established twelve (12) Educational Benefit Scholarships to eligible participants of the Annual Benefit Plan. In addition, the Annual Benefit Fund Trustees are pleased to announce the Annual Benefit Fund is once again able to provide a Holiday bonus of two days pay to each eligible participant.

It appears many of you got the message and voted in this year's mid-year election. We are pleased to report of those Legislators your Union through its PAC Fund gave support, only one was not elected. Again your support of the PAC Fund and its investment will pay off for our members. We now have to gear up for the next election-November 3,

in the year 2000. Remember, your support of the ITPE Political Action Committee next to being a member of the ITPE, is one of the two best investments you can make.

Thanks again for making 1998 a tremendous year for ITPE Members. By the time you read this Thanksgiving will have come and gone, hope you had a good one. We all have alot to be thankful for. Enjoy your Holidays. To you and your families-Have a joyous Christmas and a Happy New Year!

My New Year's resolution is to do everything in my power to make the year 1999 a better year than 1998 for ITPE members and their families and with your continued support I know we can and we will do it!





Organizing Report

By Dennis R. Arrington, Organizing Director
ITPE ON THE MOVE!

Organizing efforts have been ongoing for the ITPE, since our Summer Newsletter was published.

Your Union has won Representation at the following locations covering approximately 350 new ITPE Members:

Crowley Garment Factory: Crowley, LA. Negotiations are in progress for an Agreement.

Sheppard AFB: Wichita Falls, TX.: Base Housekeeping—An Agreement has been reached effective 10-1-98.

GSA Building: Houston, TX. Janitorial—An Agreement has been reached effective 1-1-99.

GSA Building: Galveston, TX. Janitorial—An Agreement has been reached effective 1-1-99.

Anderson AFB: Guam. Food Service—Negotiations are in process for an Agreement.

Ronald Reagan Library: Simi Valley, CA. Security Officers—An Agreement has been reached effective 9-1-98.

IRS Complex: Fresno, CA. Janitorial—An Agreement has been reached effective 9-1-98.

The Union is continuing to organize new units into its organization. However, with your help we can expand our growth at a faster pace. Talk to your friends and fellow workers that may work at other contracts at your installation. Encourage them to join at the bargaining table.

If you know someone who needs Union Representation, have them contact Dennis Arrington, Organizing Director, Collect at (912) 232-6181, ext. 15.

ITPE
Welcomes the newly organized garment employees of
Crowley Garment Mfg. Co.
Crowley, LA.



L-R, ITPE-Rep Maureen Alsheimer-ITPE-Org. Dennis Arrington (aka-Little D) Crowley Team, Negotiator- Faith Batiste, ITPE Rep. Dennis Conley (aka-Big D). Negotiations must have went well judging by the smiles.



L-R, Facing Camera, seated Barbara Marseaux, Natasha Faulk, standing ITPE-Org. Dennis Arrington (aka-Little D), seated Vanessa Lewis, Vicky Leger. Front Row L-R, Mary Dietz, Lisa Carkin, Connie Rourke, Beatrice Schexneider.



L-R, Facing Camera - Beatrice Schexneider, Connie Rourke, Lisa Carkin, Faith Batiste. Front-L-R, Vicky Leger, Vanessa Lewis, Natasha Faulk, Barbara Marseaux.



Crowley Mfg. Negotiating Team. L-R, standing, ITPE-VP Ruthie Jones, ITPE Rep. Maureen Alsheimer, Beatrice Schexneider, Connie Rourke, Natasha Faulk, Lisa Carkin, Barbara Marseaux. Front Row- Vicky Leger, Faith Batiste, ITPE Org. Dennis Arrington, Vanessa Lewis and Mary Dietz.

We understand the negotiating team has reached agreement on 80% of the items with the company, including a company paid Health and Welfare Plan. Keep up the good work. Once again we welcome the Crowley Garment employees to the ITPE Family.



Report of ITPE Health and Welfare Fund

by Representative Roy J. Boyd

By the time you receive this Holiday Season Newsletter, you will probably have stuffed the turkey, baked the apples, hung the icicles on the Christmas tree and spent your holiday money. Even so, we still have a lot to look forward to. Negotiations by the Union and the various contractors have been successful on behalf of the ITPE Union membership. Wages and benefits have been increased! Another point of interest is how the Union representatives keep getting new contracts. It seems that more service contract employees are learning about ITPE. This is great news because a larger membership increases the basis for benefit structure. This means more benefit for the dollar for all the participants. This is what the Union Representatives are talking about when they tell you that getting others into your Union not only benefits the new members, but increases your benefits as well.

The ITPE Health and Welfare Benefits Committee recently held a meeting. This Committee was to decide what benefit improvements should be made as higher contributions were negotiated in your contracts. The Union was successful in getting higher levels of Health and Welfare Contributions in a shorter period. More members than anticipated were brought into the \$1.25 per hour Health and Welfare Contribution level. This increased the base to the point that the Benefits Committee even recommended an increase in the benefits for that new benefit level as well as increases for the \$1.39 and higher contribution level. Since the new benefits will appear in another section of your newsletter, I will not put them in this article.

In your last newsletter, I asked to you for input about which benefits you would like to see implemented or increased. Your response to the Union Representatives and me was appreciated. Your input is something the Board of Trustees desires. When the Benefits Committee met, and all reports were reviewed, it became clear that the Committee hopes for an increase in a broad range of benefits as we continue to grow. This gives every participant a greater opportunity to afford better health services. Not only that, but for those participants who may be entitled to benefits from other sources, this allows them to have an even broader range of benefits for their families than would be provided if they were covered by only one or the other benefit plans or if the plans were identical.

There have been some recent changes in federal law that may affect your health coverage should you or your dependents become enrolled or become eligible to enroll in health coverage that excludes coverage for preexisting Medical Conditions. For example, you may change jobs and be eligible to enroll in your new employer's group health plan. Unlike the ITPE Plan, this new plan may have an exclusion clause for preexisting medical conditions. A preexisting condition will usually be considered present if, within the six month period prior to your enrollment in the new plan, you received medical advice, a diagnosis, care, or treatment had been given or recommended for you. If you become covered under another group health plan, check with your new plan's administrator to see if you need to provide a "Certificate of Group Health Plan coverage."

The Health Insurance Portability and Accountability Act of 1996 limits the circumstances under which coverage may be excluded for medical conditions present before you enroll. Under the law, a preexisting condition exclusion generally may

Continued on page 19.

For Your Info

Areas by Officer / Jurisdiction

West Coast

by John Brenton, Sec./Treasurer
Pat Hasard Seattle
John Brenton San Francisco
Paul Harvey San Pedro
William Cable Hawaii

Central

by Ruthie Jones, Vice President
Ruthie Jones Las Vegas
James Foster Alton, Ill.
Pat Foley San Antonio

East Coast

by Mary Williams, Vice President
Mary Williams Savannah
Dennis Arrington Savannah
Cindy Diehm Fort Bragg

Washington, D.C.

Elwood Hampton, Vice President

ITPE—Affiliated with District No. 1 PCD-MEBA AFL-CIO



ITPENews

ITPE – Leading Representative of SCA Workers

Vol. 18, No. 2

Winter 1998

ITPE DISTRICT OFFICERS

John F. Conley, *President* John Brenton, III, *Secretary-Treasurer*

Vice Presidents

Elwood Hampton

T. (Ruthie) Jones

Mary Williams

LACKLAND AFB, TX

FOOD SERVICE CONTRACT

Allen Tharp and Associates at Lackland AFB, the prime Food Service Contractor, and the ITPE member/employees were subject to a performance period summary. The items outlined in the summary could have only happened with the support of the employees, our brother and sister ITPE Members.

1. MEDICAL SANITATION INSPECTIONS No facilities received less than a satisfactory evaluation.
2. CUSTOMER CRITIQUES Receiving a 99.92% satisfactory rating this puts a Capitol I'S on the level of service.

B. RESPONSIVENESS

1. Moving equipment on short notice.
2. Feeding late night Flights in excess of 170 times.
3. Several bomb threats requiring Security Forces to work through the meal period. They went without a break but not a meal.
4. Water main break in area around Amigo Inn Dining Facility. International Students were fed at Bldg. 9310 on short notice.
5. Extended hours of operation to accommodate the CISM Boxing teams.
6. Last minute changes to tours, birthday party reservations and menu changes responded to in a highly professional and expedient manner.
7. Professional and efficient manner in which new facilities were opened.

C. REACTION TO CHANGING SERVICE REQUIREMENTS

1. Changed meal hours without incident.
2. Changing location and time for field Feeding made in a smooth transition without cost to the Government.
3. "Special Olympics" Additional serving lines-operating hours were extended accomplished without cost to the government.

D. Conservation of Utilities.

Few if any lights in walk-ins or back doors have been left on. Leaking water faucets are promptly reported to maintenance for repair. Ovens are turned off or down when not in use.

E. Cashier Services

Cashier services have been provided in an excellent manner, the timeliness accuracy are indicative of the professionalism of the employees.

F. Contract Personnel

Employee's motivation, enthusiasm, pride in themselves and the facilities, in which they work has brought praise from every level of Command resulting in a 99% plus satisfaction rating from the customers.

To further substantiate the employees concern for one another, they as a group, have contributed in excess of \$1880.00 to the combined Federal Campaign. The employees have also helped to fill a pick-up truck with new toys for the "Toys For Tots" local drive.

The above could only have resulted in a joint effort of cooperation from the management team and employees, our brother and sister ITPE Members. This is a tribute to our members. Congratulations to all for a command performance!

NOTICE TO EMPLOYEES COVERED BY UNION SHOP AGREEMENTS

The Industrial Technical & Professional Employees Union, AFLCIO ("ITPE") 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 ITPE'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 ITPE 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 ITPE. 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 ITPE 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 ITPE membership and a full voice in the Union are only \$20.00 per month. 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 ITPE.

Non-Member Fee

Employees who are covered by a union shop clause but choose not to be ITPE members must pay non-member fees. These fees cover the ITPE'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 organizing, of any community service and of political activities. Also excluded from the current calculation are any publication expenses.

The ITPE had certified public accountants review its expenditures for calendar year 1997 and determine the percentage of those expenses which are chargeable to

non-members (and, thus, included in the fees and which are nonchargeable (and therefore excluded. It determined that the chargeable costs were 90.34% of the ITPE's expenditures for that year (i.e., the nonchargeable costs were 9.66%)

Applying this percentage to the \$20.00 per month dues paid by full ITPE members, **the non-member fee is \$18.00 per month** for the period of November 1, 1998, through December 31, 1999. As noted above, any employee who chooses to pay the non-member fee instead of full Union dues has no voice in any ITPE 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 must do so each year by filing an objection in accordance with the procedure set forth below.

Filing of Objections

Anyone who objects to paying membership dues (and who will, instead, pay the non-member fee) must file an objection annually. That objection must be filed in writing with the ITPE Dues Objection Administration, ITPE Headquarters, 2222 Bull Street Suite 200, Savannah, GA 31401. Any non-member who is currently covered by a union shop clause and who objects to paying membership dues for calendar year 1999 must file that objection no later than January 31, 1999. (An employee who first becomes covered by a union shop clause after December 31, 1998, and any member who resigns from full ITPE 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 III
Secretary-Treasurer





From The Washington Office

By Elwood Hampton,

ITPE Vice President/Legislative Director

You helped defeat the experts. Instead of electing a large number of Representatives and Senators, as had been predicted, that were not sympathetic and understanding to working families problems you helped elect a number that are.

Indications at this time, even though early, are that the new Congress - the 106~ which convenes in January 1999 — will be one where both political parties will attempt to work together for the benefit of all Americans.

It appears that the message from Election Day — attend to the country's business — is being taken seriously.

Only those that benefit by your not voting will tell you that your vote did not count — Your vote did count.

The Representative from your Congressional District and the Senators from your state are your elected representatives. Let them hear from you. Let them know what you think of the various issues that are of concern to you - such as the Service Contract Act, Social Security, Health and Welfare and continuity of employment when your contractor changes.

Your shop steward will give you their addresses. Please keep your Washington office informed.

ITPEU, AFL-CIO 1150 17th Street, NW Suite 605 Washington, DC 20036
Ph: (202)296-4076 • Fax: (202) 293-3175 • E-Mail: itpeno5@erols.com

Greetings From the US North East Corridor

By Elwood Hampton, ITPE Vice President/Legislative Director

We administer an area, which consists of the territory between Boston and Virginia Beach, VA

We are involved in some fifty (50) contracts and have on board Eddie Rhoden and Charles Hampton to service them and Sandra Robinson, involved in organizing assignments.

Organizing is our lifeline to our continuing existence; therefore, we urge all of our members to spread the word that without a Union they have no representation, no grievance procedure, lower wages and a minimum of benefits.

We are also involved in Political Action. The Service Contract Act which helps to protect your wages and benefits, is constantly under attack in Congress. Our members have volunteered to participate. (See following documents).

We further urge the membership to help register their fellow members to vote. We sent out reminders across the county that your vote counts.

We've also requested our members at all installations to keep in close contact with their shop steward and call us directly whenever they have any problems. We informed them that we should try to attempt to hold union meeting on every base at least every three (3) months (or sooner, if necessary).

We have great shop stewards in our area and they have been our main connection with the membership on a day to day basis. Again greetings to all, lets make 1999 even a better year for ITPEU.



Honorable Richard A. Gephardt, Minority Leader, U.S. House of Representatives and ATOS General Chairman informs Vice President Hampton and ITPEU Representative Charles Hampton that we almost made it to majority leader. We must work harder to increase our voting registration and participation next time around.



Congressman Albert Wynn-Prince George Co. MD. (l) discusses his insight with V.P. Hampton, concerning the threats of pending legislation, and urged him to request of all delegates to the ITPEU 1st. Convention to register and Vote.

More From Washington

Washington



Debra Glapion, Administrative Assistant, has been a member of the Washington Staff since April 1998. She enjoys her job of helping members regarding H&W/Pension problems and coordinating various situations with V.P. Hampton.

EPA Waterside Mall Washington, DC



Cpl. Jon W Dildy CIS Officer on Post #20 directing employees/visitors to a press briefing given by the administrator.

IRS, Andover, Mass.



Supervisor Don Ficek making calls to insure all posts and offices are secure.

Season's Greetings

EPA, Washington DC



L-R, Clyde Woods-CIS President, Tressa Tart-EPA Guard and Firmo Lopez-EPA Project Manager at an awards ceremony for Tressa for her action in apprehending a suspect for theft.

FT Dix, New Jersey



Come to a complete stop. I want to see your ID! Shop Steward, Officer Ed Saunders of West Gate Security insures all is Ship-Shape.

FT Dix, New Jersey



Food Service Worker Delfina Laboy prepares food for the lunch meal at Ft. Dix.

How Alcohol And Tobacco Effect Your Health

A. What is The Risk of Cancer From Alcohol and Tobacco?

Smoking and excessive alcohol use are risk factors for cardiovascular and lung diseases and for some forms of cancer. The risks of cancer of the mouth throat or esophagus for the smoking drinker are more than the sum of the risks posed by these drugs individually.

For example, compared with the risk for nonsmoking non-drinkers, the approximate relative risks for developing mouth and throat cancer are 7 times greater for those who use tobacco, 6 times greater for those who use alcohol and 38 times greater for those who use both tobacco and alcohol.

B. How Do Alcohol and Tobacco Increase Cancer Risk?

Approximately 4,000 chemical substances are generated by the chemical reactions that occur in the intense heat of a burning cigarette. A group of these chemicals, collectively known as tar, is carried into the lungs on inhaled smoke. The bloodstream then distributes the tar throughout the body.

Certain enzymes could mainly in the liver convert some ingredients of tar into chemicals that can cause cancer. Long term alcohol consumption can activate enzymes, greatly increasing their activity and contributing to smoking related cancers.

Very small enzymes are found not only in the liver but also in the lungs and digestive tract which are major gates of entry for tobacco smoke, the esophagus may be particularly susceptible because it lacks an efficient mechanism for removing toxic substances produced by activated minute enzymes. Consistent with these observations, alcohol has been shown to promote esophageal tumors in laboratory animals exposed simultaneously to specific components of tar. Finally alcoholics frequently exhibit deficiencies of zinc and Vitamin A, substances that confer some protection against cancer.

C. Alcohol and Tobacco - A Commentary by NIAAA Director Enoch Gordis, M.D.

Alcohol and tobacco are frequently used together, may share certain brain pathways underlying dependence and because of their numerous social and health related consequences are a continuing source of national public policy debate.

Many alcoholism treatment professionals have not actively pursued smoking cessation among their patients based on

the belief that the stress of quitting smoking while undergoing alcoholism treatment might cause relapse. As a physician who has seen the ravages caused by both alcoholism and smoking, I am pleased that we now have research evidence showing that both can be treated simultaneously without endangering alcoholism recovery.

As basic science learns more about how alcohol and nicotine act singly and together within the brain, new treatments for alcohol and nicotine dependence will follow.

CONTROL CHOLESTEROL FOR A HEALTHY HEART

Despite its bad reputation, cholesterol serves some important functions in the body: It helps make cell membranes, some hormones and vitamin D, and it helps transport fats to tissues throughout the body. But too much of this waxy substance increases risk for heart disease, the nation's number one killer. The good news is that maintaining healthy cholesterol levels may help reduce risk.

A. Where Does Cholesterol Come From?

Your liver manufactures all the cholesterol your body needs for good health. So the cholesterol contributed by your diet—mostly from animal products such as egg yolks, meat, dairy foods, poultry and some seafood—is all excess. But a diet high in saturated fat—again, primarily from animal products—is the main culprit in unhealthy cholesterol levels.

B. How Much is Too Much?

A simple blood test can indicate whether you have too much cholesterol in your blood. Experts recommend that adults have their blood cholesterol checked at least once every 2 years. The American Heart Association ranks cholesterol levels as follows:

Desirable:	Less than 200 mg/dL
Borderline:	200-239 mg/dL
High:	240/mg/dL or higher

Your doctor can interpret your cholesterol score based on your other risk factors for heart disease. If your cholesterol level is elevated, your doctor may recommend a test to determine your levels of the 2 different kinds of cholesterol: "bad" cholesterol and "good" cholesterol. Low-density lipoprotein (LDL) is known as the "bad" cholesterol because it builds up in the blood vessels. High-density lipoprotein (HDL) the "good" cholesterol helps remove cholesterol from the blood, preventing fatty buildup.

C. What Can You Do?

Some of the factors that affect your cholesterol score are beyond your control. For example, blood cholesterol levels normally begin to rise around age 20. Your genes also affect how your body produces and handles cholesterol. On the other hand lifestyle changes may help you maintain healthy cholesterol levels and reduce your risk for heart disease:

ON THE LABOR FRONT

SECURITY CLAUSES UPHELD—The U. S. Supreme Court dealt a blow to anti-union forces Nov. 3 by unanimously upholding the language used in most union security clauses. The case, *Marquez vs. Screen Actors Guild*, began when Naomi Marquez, an actress in Washington State, was denied a role because she had not paid required dues, as specified under the contract with Lakeside Productions. The language in the contract mirrored a section of the National Labor Relations Act and is used in 80 percent of all union contracts. The virulently anti-union National Right to Work organization represented Marquez.

PASS IT ON—The Professional Airways Systems Specialists/NMEBA has increased its membership by 10 percent since early September. Two months into a three-month recruiting blitz, 400 employees from the Federal Aviation Administration and Defense Department have joined the union, which represents workers who install, repair, maintain, operate and certify air traffic control and national defense equipment, and maintain the National Airspace System.

WORKERS WIN—Working families scored stunning victories on Election Day, defeating 1998's last paycheck deception measure in Oregon, turning a projected 25- to 40-seat loss in the U.S. House into a five-seat gain for working family-backed candidates, electing a governor in the most populous state and throwing out two anti-worker senators. Voters in California elected Gray Davis governor by a whopping 20 percent margin, ending 16 years of anti-worker rule by governors by Pete Wilson and George Deukmejian. Strong votes by working families knocked out Sen. Lauch Faircloth (R-N.C.). A few days later, workers won another victory when House Speaker Newt Gingrich (R-Ga.) announced he is leaving Congress. To counter anti-worker business interests, which spent nearly half-a-billion political dollars before Oct. 1 to advance their corporate agenda, working families joined the AFL-CIO's unprecedented Labor '98

grassroots, member-to-member drive to educate, motivate and mobilize the working family vote. "They've got the money, but we've got the people...and the power to elect people who'll stand up for working families when it comes to Social Security, education, health care and good jobs," AFL-CIO President John Sweeney said. The 1998 elections usher in a new era of people-powered politics. Labor '98 sent 9.5 million pieces of mail to union households, made 5.5 million personal phone calls and created 511 fliers on working family issues and distributed them to hundreds of thousands of worksites. Nearly 400 full-time coordinators worked with local unions, central labor councils and state federations on House, Senate, gubernatorial, state and local

UNIONS WORK, PRODUCTIVELY — Union shops dominate the ranks of the country's most productive workplaces, according to a recent analysis. The average unionized establishment showed productivity levels 16% higher than a "typical" firm, which was defined as a non-union shop with limited profit-sharing and without formal quality-enhancing methods. The study's authors, Lisa Lynch of Tufts University and Sandra Black of the New York Federal Reserve, say unions have the productivity advantage because most have quality-enhancing programs, union workers feel a greater stake in the companies they work for and employees can negotiate on an equal footing. *How to Compete: The Impact of the Workplace Practices and Information* is \$5 from National Bureau of Economic Research, 1050 Massachusetts Ave., Cambridge, Mass., 02138, or phone 617-868-3900

UNION CITY BY CITY

—Leaders of national, state and local unions, central labor councils constituency groups and activists met in Chicago July 31-August 2 to develop strategies for mobilization, political

action and support for organizing and worker's rights. The Union City by City conference was part of the AFL-CIO's Union Cities initiative, which includes more than 130 CLCs and their affiliates. The 400 delegates marched to the Chicago Tribune Co. building August 1 to protest the company's union busting aimed at ChicagoLand Television workers, who voted for AFTRA representation earlier this year.

PRIORITY ONE: ORGANIZING

The "first priority" of newly, and unanimously, elected RWDSU President Stuart Applebaum is to dramatically expand the union's organizing program, he told delegates at the RWDSU convention in Chicago last week. He also promised to take a tough stand if Federated Department Stores moves against workers in upcoming contract talks at Macy's. Retiring president Lenore Miller was honored with a gala tribute to close the convention.

Don't let members lose their identity

All photos submitted to the ITPE News for publication are greatly appreciated. But to enhance their importance, please include the names of all members in photos that are being submitted. Remember, this is your paper and any suggestions to improve its quality are appreciated.

If you know of any news which you would like to submit to the ITPE News for publication, or have any photos that you would like published (preferably in black and white, if possible) feel free to remit to:

ITPE News
P.O. Box 22697
Savannah, GA 31403

As a conscientious Citizen as well as an ITPE Member the Officers of your Union, the ITPE, encourage you to Register and Vote. Following are ten (10) good reasons:

10 REASONS TO VOTE

- ✓ IT IS IMPORTANT THAT WE BECOME POLITICALLY INVOLVED.
- ✓ WE HAVE A RESPONSIBILITY AS CITIZENS IN A DEMOCRATIC SOCIETY TO VOTE.
- ✓ THE DEGREE TO WHICH OUR DEMOCRACY IS FREE AND EQUAL FOR ALL OF US IS IN DIRECT PROPORTION TO THE EFFORT, WE PUT FORWARD TO MAKE IT SO.
- ✓ NO EFFORT IS TOO SMALL.
- ✓ THE FEELING OF PARTICIPATING OF BEING INVOLVED CAN ONLY BE SURPASSED WHEN WE ARE ON THE WINNING SIDE AND WE CAN ONLY WIN BY GETTING INVOLVED.
- ✓ NO ONE IS GOING TO DO FOR US WHAT WE WILL NOT DO FOR OURSELVES.
- ✓ GOING TO THE POLLS AND VOTING WILL ONLY TAKE A FEW MINUTES OF YOUR TIME. BEFORE YOU VOTE HOWEVER, YOU HAVE TO BE REGISTERED. THIS IS A ONETIME EFFORT UNLESS YOU MOVE TO A NEW DISTRICT, CITY OR STATE.
- ✓ OUR STANDARD OF LIVING WILL NOT BE AFFECTED BY WHAT SOMEONE DID IN THE OVAL OFFICE. IT WILL, HOWEVER, BE AFFECTED BY WHO IS ELECTED TO THE WHITE HOUSE, THE SENATE AND THE HOUSE OF REPRESENTATIVES.
- ✓ THE PEOPLE THAT WILL BENEFIT FINANCIALLY IF YOU MAKE LESS MONEY OR LOSE YOUR JOB WILL BE ACTIVE POLITICALLY, BY VOTING AND MAKING POLITICAL CONTRIBUTIONS.
- ✓ TO PROTECT OUR INTEREST IT IS ONLY COMMON SENSE THAT WE DO THE ONE THING WE HAVE MORE OF- - **VOTES!**

VOTE - PROTECT YOUR INTEREST

WHEN IN DOUBT CONTACT:

- ELWOOD HAMPTON
VICE PRESIDENT/LEGISLATIVE DIRECTOR 2021296-4076
- TALMAGE SIMPKINS
EXECUTIVE DIRECTOR.~AFL-CIO ~MARITIME COMMITTEE 202/835-0404



Greetings From The East Coast

By Mary Williams, Vice President

I would like to welcome all new **ITPE Members** aboard as of October 1, 1998.

Congratulations to Bernice Massey who is retiring after 31 years at Ft. Gordon, GA. She started cooking at the Base in 1967. I am wishing her a happy retirement and don't spend all your Pension money in one Place!

The East Coast is doing well at this time. If any of you members have any pictures or articles of interest that may be appreciated by the **ITPE Members**, please sent them to me.

I would like to welcome Dennis Conley, Representative aboard! He is doing a great job as a Representative.

Due to cut backs by the Government at Ft. Bragg, NC, all Full Food Service buildings were closed. They only have one Full Food Service Building in operation at this time.

Thanks to good planning by K.C.A. Corporation's Project Manager James Simmons, they were able to save all Food Sanitation Specialist by not hiring any new employees after July 15, 1998.

The affected vested Members will be entitled to their ITPE Pension Accounts under the Base Closure Provision of 120 days upon receipt of their respective applications.

I am wishing each and every ITPE Member a Merry Merry Xmas and Happy New Year and a safe one until the next issue!

MacDill AFB, Florida



L-R, ITPE Rep. Dennis Conley, Shop Stewards Diane Frugte and Darnell Miller. Diane has been an ITPE Shop Steward for many years. Not only is she always ready to serve the Dining Facility customers, but also her brother and sister Union members. Keep up the good work Diane and Darnell.

Non-union workers should pay a fair share

Editor:

Will all of the American citizens who want to pay taxes please take one step forward? What? Is there no one stepping forward? Why not?

Let's be realistic: No one likes to pay taxes. But without everybody pitching in and giving their fair share, where would our local, state and federal governments be?

If no one paid taxes, how would we pave our roads, educate our children, stop beach erosion, deter criminals, help the unfortunate during times of natural disaster such as hurricanes?

Why should anyone who doesn't pay taxes enjoy the same privileges, freedom, security and services as those of us who do accept the responsibility of paying a fair share of the tax burden?

Workers in the United States know unions are the best way to get a fair deal in the workplace. Even non-union workers tell me that without unions in the labor market their own wages would fall.

Labor law dictates that no worker can be forced to join any labor union. Nor can a worker be required to financially support any union, ideology or political activity with which he disagrees.

Workers in non-right-to-work states may only be required to pay for their fair share of the costs associated with collective bargaining and union representation provided to them.

And this may be required only if a majority of the workers wish to be represented by a union and if the employer has agreed to a union security provision.

By law, a labor union is obligated to represent all employees in a bargaining unit regardless of their friendship. Benefits provided under a union contract, such as higher wages, fringe benefits and representation at grievance and arbitration proceedings, extend to union and nonunion members alike.

Simple fairness dictates that labor unions should be allowed to negotiate union security provisions, requiring all workers to help pay for the costs associated with providing those services.

JOE WALKER



Greetings From Las Vegas

By Theatla "Ruthie" Jones, Vice President

The membership in my areas is excited about the improvements in the ITPE Benefit Plans. The Health and Welfare has a prescription drug plan which pays 75% of the cost of the prescription until the cap is hit on whichever class you work under. In addition, there are increases in some of your other benefits under the Health & Welfare Plan.

The members are also delighted with the twelve (12) scholarships being made available under the Annual Benefit Fund ("ABF"). You may apply, as well as your spouse or dependent children. Also, those of you covered by the ABF will have two (2) special paid days this December, giving you a total of fourteen (14) paid days in 1998. This does not include your sick days. You must have worked in June, July and August to qualify for those days. Also, if you are not under pro rata vacation at this time, and you are under the Annual Benefit Plan you now have pro rata vacation after completing your first year with the company.

I recently had the pleasure of going to Crowley, Louisiana, where ITPE recently organized the workers at the Crowley Garment Manufacturing plant. Also there were organizing Director, Dennis Arrington, Representative Maureen Alsheimer, and Representative Dennis Conley. The two (2) Dennises are referred to as Big "D" and little "D" by the ITPE Negotiating Committee in Crowley. I was greatly impressed by the hard working individuals at the plant. (And, the food was awesome! I experienced cuisine unlike any that I had before - yummiel!). I must say that Crowley's hospitality was indeed unique. I look forward to my next trip.

Let me take this opportunity to extend my gratitude to Mr. Roy Boyd. Mr. Boyd met me in Denver, Colorado and as usual, did an exemplary job in explaining the Health & Welfare and Pension benefits to the newly organized Peterson Custodial employees. ITPE had recently completed negotiations of the first collective bargaining agreement for these workers. The agreement became effective October 1, 1998. The employees learned that in union, there truly is strength. They are thrilled with their new pension and welfare benefits, particularly after Roy described them. I promised Roy that we would not get "snow bound" during our visit. I held true to my word until the day of departure. It snowed! However, we were successful in departing on time.

I had an emotional and gratifying experience recently with the widow of a former long time union member and friend who died in 1996. One of the members mentioned to me that the widow was experiencing financial challenges. I telephoned her to see how she was doing and if we could be of some assistance. During our conversation, I discovered that she had not applied for the death benefit. I contacted Mrs. Joan Wolfe, ITPE Health & Welfare Administrator, and she verified that the death benefit had not been requested. I then sent the necessary paperwork to the beneficiary and by the time you read this the widow will have received the check in the amount of \$15,000.00. I called and informed her of this and to let her know that she may also have monies coming to her from the Annual Benefit Fund. She asks me to convey her gratitude and heartfelt thanks to the Union for its help and support.

Mr. Pat Foley and Ms. Maureen Asheimer, ITPE Representatives from San Antonio area have been busy. Their organizing efforts in Shepard AFB, TX (Janitorial) were successful, with a collective bargaining agreement negotiated and increases effective October 1, 1998. Anderson AFB, Guam (Food Service) has also been organized, with the ITPE currently negotiating with the company for the collective

bargaining agreement.

Mr. James Foster, ITPE representative, Alton, Illinois, was successful in resolving a recent grievance filed by Union Member, Evelyn Underwood, a cook at Fort Knox, KY. Ms. Underwood's grievance related to poor ventilation, unsafe and unsanitary conditions in her work area. She took a stand to improve conditions for herself and her fellow employees. Mitchco International and government officials were quick to respond to the oversight and the discrepancies have been corrected. Way to go Mr. Foster and Ms. Underwood!

ITPE membership at Wright-Patterson AFB, in the food service facility, applaud and wish to extend their THANKS to all ITPE officials involved in resolving underpayment of ABF funds due them.

As always group, you are doing a MARVELOUS JOB!!!!

I personally want to wish each and every one of you and your families a safe, happy and joyous holiday season.

May God Bless You.!



Mrs. Mabel Miller & husband Robert Miller at her retirement Ceremony. Mrs. Miller has been at Nellis AFB for 21 yrs. (see art.) in contracting. I was an invited guest speaker at her luncheon. I have known Mrs. Miller for many years. She and I became close when I turned to her for assistance in dealing with a former contracting. Superior Service was awarded the contract.

MABEL E. MILLER

Mrs. Miller began her Civil Service career in 1972 as a library technician at Hickam AFB, HI. In 1974, she and her family moved to Las Vegas where they have lived for the past 24 years. Her first position at Nellis was secretary to the 57th Equipment Maintenance Squadron. In 1977, she accepted another secretarial position with the Internal Revenue Service. After a few months, she realized her destiny was at Nellis and returned to her position at the 57th Equipment Maintenance Squadron. In 1978, Mabel moved to the Contracting Office in where she has remained for over 21 years. While in contracting she held positions as a procurement clerk, purchasing agent, buyer, contract administrator, and finally Quality Assurance Evaluator Program Coordinator where she had a significant impact on the overall quality of contract services at Nellis. Since coming to contracting 21 years ago, Mabel has received numerous awards in recognition of her outstanding performance.

Mabel and husband Robert have two children - Cary and Gary and six grandchildren Brook, Lee, Blake, Taylor, and twins Carly and Nicole, all residing in Las Vegas.

Mabel enjoys crochet and knitting. She plans to spend her retirement nurturing and spoiling her grandchildren.

Why Join the Union?

The hidden cost of not belonging

Did you ever think how much you pay when you don't belong to a union?

Joining a union brings many benefits. Union paychecks are fatter and union jobs more secure. Union members are more likely to have grievance and arbitration procedures. Fringe benefits are more extensive—medical and dental insurance, sick pay, added holidays are just a few of the benefits that union members are more likely to receive.

Independent studies have conclusively shown this. A recent one by the University of Michigan reveals that union families have higher levels of income than comparable non-union families, have higher holdings in liquid assets, are more able to get loans, and are more likely to own a house.

You do save dues by not joining, but by saving the small amount of dues you lose the greater benefits of belonging to a union. This is the classic case of being penny wise and pound foolish.

Dues are important to a union. The more dues paying members, the stronger the union and the more complete its program. Management won't listen very seriously to a union that represents a minority of employees. But it has to listen when the union speaks for all the workers.

Have you ever heard a single football fan yelling in a stadium? Compare that to the roar when 50,000 fans filling a stadium shout in unison. Management can tell the difference. It can't hear the voice of a single employee or even a few, but it can hear, and it heeds, the united voice of the organized employees. Thus, you join and pay dues to a union to strengthen your voice so that you gain the benefits of the union. The protection and advancement that your dues buy are great. The expense of not having a union is greater.

Why wait for us to come around to snap your picture for the ITPE News? Got a camera? Use it and send us prints — black and white or color, as long as it's clear and sharp.

Alcohol & Tobacco (cont.) from pg. 8

- Read food labels and buy only those foods low in saturated fat and cholesterol.
- Limit fried foods and high-fat dairy products in your diet. Opt for skinless poultry; low-fat, low-cholesterol seafood; lean, red meat; low-fat dairy products; fruits and vegetables; breads; grains and dried beans, instead.
- **Maintain** a healthy weight.
- **Drink** filtered coffee instead of boiled.
- **Exercise** regularly to lower levels of LDL and raise levels of HDL.
- **Quit** smoking to boost levels of 1-3DI.

If these changes fail to control your cholesterol, or if you have a heart attack, your doctor may prescribe cholesterol-lowering drugs.



They Represent You So Tell Them What You Think

LEGISLATORS WILL LISTEN TO YOU

*When was the last time you wrote to tell a legislator how you felt about an issue?
Never?!*

Well, You Aren't Alone! Surveys show that 90% of American Adults have never written a letter to a Congressional representative.

But letter writing is one of the most effective and persuasive forms of lobbying because YOU, the voter, are taking the time to express your viewpoint.

Congressman Morris Udall (D-AZ), a member of Congress since 1961 says:

"...I read every letter written me by a constituent. On several occasions I can testify that a single, thoughtful, factual, persuasive letter did change my mind or cause me to initiate a review of a previous judgement."

And don't forget that letter writing can also be used to congratulate a legislator for a vote with which you agree, or as a means to politely express disapproval.

So let your legislators in Congress, the state legislature or at City Hall hear from YOU.





Greetings From The West Coast

By John Brenton, III, Secretary/Treasurer

It's that time of year again. People are coming together in the tradition of the holidays, and there is reflections of the year past.

Last year was a great year for ITPE Members. Especially those that enjoyed the Benefits provided through the ITPE Health and Welfare Fund, Pension Fund, and the Annual Benefit Fund.

The increased Benefits in the ITPE Health and Welfare Fund were dramatic for the contracts paying at one dollar twenty-five cents (\$ 1.25) and again at the one dollar thirty-nine cent rate (\$ 1.39).

The Membership has had its say! For the past few months the ITPE Representatives have been polling each contract to see what Benefit or Benefits the members would like to see increased or implemented. The overwhelming majority of members have cast their vote for a Prescription Drug Benefit.

At a recent Committee meeting of the ITPE Health and Welfare Fund, due to the voice of the membership expressed by President John Conley, the ITPE Health and Welfare Fund will be starting a Prescription Drug Benefit on contracts contributing at the rate of one dollar thirty-nine cents (\$ 1.39). It will be small at first but it will grow as all Benefits under this plan have.

The Pension Plan, it is always a good time to visit a facility after they have received their Pension Statements. Do you know, there are members with accounts in excess of twenty-five thousand dollars (\$ 25,000.00)



USCG Kodiak, AK

L-R, Dennis Miller CEO for new company White Gloves, Jimmy Himez ITPE member and cook was promoted to project manager. Congratulations Jimmy. Tony on right is the White Glove project manager for San Diego.



Fairchild AFB, WA

Project Manager Sophia Riddle discussing the ABF with ITPE Rep. Pat Hasard (standing). Sophia previously worked at Tyndal AFB, FL and is familiar with the ITPE scholarships and the ABF. Her daughter Bridgett is a recipient of one of the ITPE H&W scholarships.

Ft. Richardson, AK



Shop Steward Treana Livingston holding Voting poster at Ft. Richardson Hosp. Clinic. These ITPE members work on the custodial contract.

The Annual Benefit Fund had a great year also. For the first time in six (6) years the Special Benefit will be paid in December. Also, the A.B.F. has started the Educational Benefit. What makes the Educational Benefit so unique is the fact that this Benefit is geared towards the members as well as their de~endents. I was there when the man from Princeton Testing Service

was interviewed. He thought he had it easy until we mentioned that this Benefit was to be used by the members. A new set of criteria had to be put in place and we're hoping to provide the first Benefit by the first of the year.

Remember: If you don't apply you can't win.

In September, I was at Hill Air Force Base, Utah. As I walked through there was Marla Burns. Marla (then Marla Graham) had left Hill Air Force Base five years ago to start and raise a family. It was great to see her again as she played a very active role in the 1992 Negotiations. I asked Marla why she was back working at Hill Air Force Base. Her answer made me proud of this organization. She told me that because Utah was a Right to Work State it was hard~ind a Union job. That she wanted a Union job with Union protection and Union Benefits, and with three (3) children now she sure needs Medical Benefits and the ITPE has them.

It is always wonderful to see the membership, its even more wonderful to see members who come back. Hoping you have Q ~ a Blessed Holiday~

Ft. Lewis, WA



ITPE Shop Stewards Young Bell and Benedetto Blakeney are all amiles on learning of the new benefits contemplated as Annual Benefit Fund participants.

ITPE workin' people

We were never people to eavesdrop when someone was having a chat. But, late one night as we came through the door we were doing just that. Grandma was talking to our youngest son as he sat on the kitchen floor. So we stopped quickly to listen just outside the back screen door.

Seems she's heard some kids all bragging about their parent's jobs; How they all were big executives . . . and then they asked our Bob. "What fine careers do your parents have?" their queries all began. Bob mumbled as he looked away, "They're just a workin' woman and man."

Grandma waited 'til they all had left then called our young boy in. She said, "I have something to tell you, son," as she kissed his dimpled chin. "You said your parents are just working people, and what you said was true. But I doubt if you know what that really means so I'll explain it to you."

In all the sprawling industries that make our country great,

In all the ITPE' galleys where meals are never late . . .
In laundry rooms or sculleries remember this my son,
It takes common working people to get the big job done!"

If all the bosses left their desks and knocked off for a year,

The wheels of industry still could turn - running in high gear,
Without people like your mom and dad, that industry can't run.

It takes common working people to get the big jobs done!"

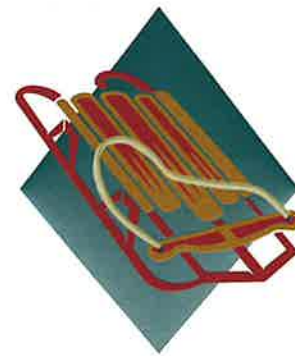
We choked back our tears, cleared our throats as we came through the door.

Our young sons eyes lit up for joy as he jumped off the floor.

He gave us a hug as he said, "Hey, I'm so proud to be your son . . .

'Cause you're the people . . . the working people who get the big jobs done!

with thanks to Ed Peterman, AFL-CIO Community Services Newsletter.



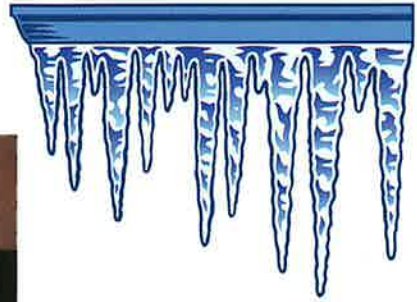
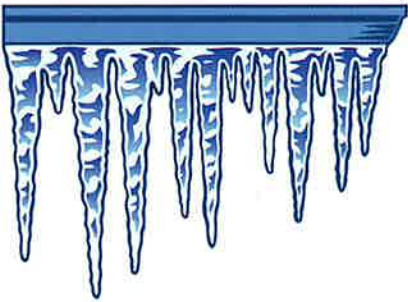
"HAPPY FRANKLIN"



On behalf of the ITPE Health and Welfare/Pension Plan participants, we wish to thank Happy Franklin for the many years of dedication and service he has contributed in making those Funds a tremendous success. Happy Franklin was one of the first contractors to participate in the Health and Welfare Fund in 1971. One of the first employer Trustees and employer Co-Chairman.

Happy retired at the Board of Trustees Meeting held on April 23, 1998 in San Francisco, California. We wish you a long enjoyable retirement Happy. In closing, we welcome the new employer funds CoChairmen. Harold Gelber on the ITPE Health & Welfare Fund and Jerry Bowden on the ITPE Pension Fund. Both of whom have been tutored by Happy Franklin.

Also from Las Vegas



Nellis AFB, Las Vegas, NV. Food service employees show up at a recent Union meeting. VP Ruthie Jones says they are all informed of their Union benefits and are very supportive of their Union.



L-R, ITPE Shop Steward Evelyn Underwood, Nelda Davis, Damonio Pallumo, Elizabeth White and Bertha Brookins.

Congratulations to SS Evelyn Underwood who filed a grievance regarding a broken toilet seat, poor ventilation, unsafe and unsanitary conditions in her work area. She took a stand for what is right, to improve those conditions. Mitchco International, along with government offices at Ft. Knox, KY, were quick to respond to the problems and appropriately corrected them.



Shop Steward Jose Navarete (front left) with food service employees at Schriever AFB, CO., they all are happy smiling ITPE members.



Food service employees relax before a meeting at Nellis AFB, Las Vegas, NV.



ITPE Members Ruthie Allen and Ms. Adams (front) man the serving line at a picnic for AF Personnel at Barksdale AFB.

Aloha from Hawaii

Continuation of the report of John Brenton



Left, ITPE Pres John Conley with the General Atsu Gilcrest and Sec.-Tres. John Brenton. Atsu may be short in stature, but her 15 years of hard work and dedication have earned her the title The General. Above, L-R Joseph Salangdron, J. Brenton, J. Conley and Mr. Barricaro are all smiles. Right, ITPE members (l-r) Jeannie Yamura and Rose Opriano at Schofield Barracks both love their jobs and their Union.



Left, Shop Steward Lynn Rusenko with Sec. Tres. John Brenton at Ft. Shafter. Right, L-R ITPE President John Conley listens intently to ITPE member Willie Singleton-SS Lynn Rusenko and Sec. Tres. John Brenton.



Below, L-R ITPE Pres. J. Conley, Shop Steward Delores Hall, E. Hampton, and J. Brenton. Delores sends a message to all ITPE members, Imva Kamehameha (Go Forward). Thank You Delores.



Left, Gareth Amida working in the Schofield Barracks scully. Right, L-R, ITPE VP, Elwood Hampton passes some time talking with ITPE members Edwin Felix and Marilou Rodriguez at Schofield Barracks.

ALSO:

ITPE Representative Pat Hasard recently returned from servicing ITPE contracts in Alaska. Pat reports that everything is going well in Alaska. She also reported running into the first snow of the season on her way to Delta Junction. That journey took her past the Alaska Pipeline, also seeing moose, caribou and many other animals.



Benefit Plan Increases During The Year

TO: ALL Participants of the ITPE Annual Benefit Plan

ABF

I We are please to announce that, the Board of Trustees of the ITPE Annual Benefit plan have approved the following new benefits for participants of the plan:

- Two 4-year scholarships for study at a college or university in amounts up to \$10,000 in each of the four years.
- Two 2-year scholarships for study at a community or junior college in amounts up to \$ 5,000 in each of the two years.

Eight awards for up to two years for study at a vocational/technical school or institute in amounts up to \$ 3,500 per year of study.

The Trustees also approved retroactive to June 18, 1998, the payment of pro-rata vacation benefits to all participants who have at least one year of service and whose employment terminates prior to the next employment anniversary date.

In addition, the Plan will provide a special benefit of two-days pay, in December 1998, to those employees eligible to receive a holiday or sick leave benefit as of September 1, 1998, based on the contributions made on the behalf of the employee during months of June, July and August of 1998.

We are pleased that this has been achieved and know that it reflects our continued desire to enhance the welfare of the Plan's participants.

Applications and the instructional letter will soon be available through all Union Branch Offices and the Shop Stewards, as well as Erisa Systems at 100 Crossways Park West, Suite 200, Woodbury, New York 11797.

H & W

II Increases in the ITPE Health and Welfare Benefit Plans effective October 1, 1998.

For those participants covered by the \$1.25 rate:

Death Benefits and A D & D increased by \$ 2000.00

<u>Death Benefit</u>	<u>A D & D</u>
Class I \$ 4000.00	\$ 4000.00
Class II \$ 5000.00	\$ 5000.00
Class III \$ 7000.00	\$ 7000.00
Class IV \$ 8000.00	\$ 8000.00

Dependent Death Benefit

Class I \$ 3000.00
Class II \$ 4000.00
Class III \$ 5000.00
Class IV \$ 6000.00

Infants ten (10) days to six (6) months \$1000.00

Anesthesia Benefits increase to:

Class I \$ 500.00
Class II \$ 500.00
Class III \$ 700.00
Class IV \$ 700.00

In addition to the above for those participants covered under the \$1.39 rate.

Add: Diagnostic X-Ray & Lab \$ 600.00 per year for all Classes.
Add: Prescription Drug Family maximum per year

Class I	\$175.00
Class II	\$175.00
Class III	\$ 250.00
Class IV	\$ 250.00

Payment will be made at 75 % of charges. Payment made only on prescription drugs prescribed by Doctor or Dentist.



A Word Of Thanks

ITPE Scholarship Program

Dear Sirs:

I am writing to again express my gratitude for the ITPE scholarship. I was a recipient of the scholarship from 1988 - 1992. When I graduated from physical therapy school at the University of Connecticut, I was debt free and able to pursue the career avenue of my choice. I began my career as a traveling physical therapist. This means I worked for 3 - 6 months at a time in one particular location. After this I could either extend the contract, or move on to another assignment. My assignments included everything from acute care hospitals, to rehabilitation hospitals, to nursing homes and outpatient orthopaedic facilities. I worked in various areas including: Bowling Green, Kentucky; Shreveport, Louisiana; Williamsburg and Richmond, Virginia; Bridgeport, Derby, and New Haven, Connecticut. As you can tell, I did quite a lot of traveling. In addition, this type of work allowed free time off between assignments. I was able to travel to Washington, Oregon, Utah, Arizona, Mexico, and Europe on vacation.

Life is less exciting, but more stable for me now. I have been working as the clinical manager in an outpatient orthopaedic practice (Sports Therapy and Rehabilitation) for over a year. I am working on my Master of Science in orthopaedic physical therapy at Quinnipiac College in Hamden, Connecticut. I have bought a home in the same city.

I have had wonderful, rewarding career and personal opportunities in the past 6 years. Many of them can be traced back to successful college years. This is directly related to the award I received from the ITPE scholarship. Without this much-needed scholarship, I would probably have been as successful, but it definitely would have been a longer and less pleasant journey. I encourage you to continue giving this award. The gift of education is priceless.

Sincerely,

Valerie Dawn Williamson, RPT

* Valerie is the daughter of long time ITPE Member and Chief Shop Steward Sadie Williamson at the USN SUB Base, Groton, Connecticut. Congratulations to Sadie and Valerie.



Continued from page 3.

not be imposed for more than twelve (12) months (eighteen (18) months for a late enrollee). The twelve month (or eighteen month) exclusion period is reduced by your prior health coverage. You are entitled to a certificate that will show evidence of your prior health coverage.

If you buy health insurance other than through an employer group health plan, a certificate of prior coverage may help you obtain coverage without a preexisting condition exclusion. Bear in mind that this law has some limitations. You must act promptly to reap any benefit under this law. You must not go without health coverage for a period over sixty-three (63) days or you lose the right to have the preexisting conditions clause eliminated. To be safe, it is recommended that you pick up your coverage under COBRA and keep it in force until you are eligible for benefits under your new plan, if possible.

Should any of you have need of more information concerning this, you may get additional information as well as your "Certificate of Group Health Coverage~ from your ITPE

Health and Welfare Fund Administratrix. The Administratrix, Mrs. Joan Wolfe, will gladly provide you the necessary materials to get the information you need.

I wish you all a Happy Holiday Season! Remember that the Holiday Season is also a season of Accidents. Make this Holiday Season a happy one by practicing safety on and off the job.

Very truly yours~

Roy J. Boyd

ITPE Funds Rep.



ITPE

BRANCH OFFICES

Listed below are branch offices of the ITPE Union. These offices are spread throughout the United States and you should know the closest one to you. Get to know your Shop Steward and your Union Representatives by name. Get to know the phone number of the Union office that is closest to you and above all make sure you go to your Union meetings when they are held in your area. In true Union spirit, an informed member is the best member.

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618-462-0440

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720 E. Charleston Blvd.
Suite 202
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702-384-7171

NEW YORK, NY 10003
360 West 31st St. - 10th Fl.
ITPE REPRESENTATIVE
Enrico Esopa
212-244-4000

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Charles Hampton
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Dennis Arrington
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Roy Boyd
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Talmage Simpkins, Executive Director
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ITPE Health and Welfare Plan
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Savannah, GA 31405
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Savannah, GA 31403-3679
Joan Wolfe, Administrator
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ITPE Pension Plan
ITPE Annual Benefit Plan, ERISA Systems
100 Crossways Park West, Suite 200
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Albert Franco
Administrator
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