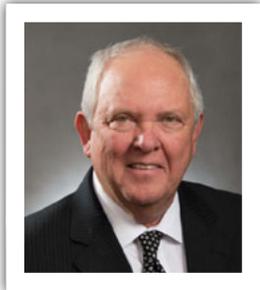




DENNIS R. ARRINGTON, PRESIDENT • DENNIS M. CONLEY, SECRETARY/TREASURER • CINDY DIEHM, VICE PRESIDENT



The President's Report | By Dennis R. Arrington

Zika. Syria. Haiti. Nice. Orlando. Charlotte. Bowie. Prince. Ali.

Add these tragedies and losses to the embarrassingly disordered

behavior in the 2016 election and it's no surprise that several media outlets declared 2016 as the "Worst. Year. Ever." The purifying fires of 2016 were sure to make 2017 the "best year ever." Unfortunately, for so many of us across the nation, this has not been the case. Houston, Puerto Rico, the Keys, Las Vegas, Sutherland Springs, TX, and the continued immaturity and irresponsible behavior in politics, just to name a few, have all revealed a year not much, if at all, better than the last.

The AP just reported that premiums for the most popular health plans under the Affordable Care Act are rising by an average 34 percent next year, with highs of 49 percent in Florida, 43 percent in Missouri, and 65 percent in Wyoming. Whether this should be attributed to market instability caused by erratic governance involving healthcare, or simply a continuation of the never ending increase to medical inflation, seems to be a question of politics. As far as your average American just struggling to pay the bills, what matters is that we simply cannot afford it. Those who qualify for subsidies will be partially shielded from these staggering hikes, but what about those who do not qualify? They will be squeezed even further. I don't intend to be so gloomy but this is the reality and it is all the more reason to appreciate the benefits provided by the ITPEU Health and Welfare Fund. The success of this fund has just become that much more important. While we all regret that the H&W Fund had to reduce some benefits, I

remain confident that the decisions by the ITPEU H&W Board of Trustees to amend benefits to weather this storm will have proven the most responsible and prudent. I hope that the Fund will regain its footing very soon and we will be able to start restoring some of the benefits.

There is a silver lining, however, to all of the terrible news which permeates our world through the non-stop 24 news cycles. The devastation in Texas and throughout the Southeast has again shown us the indomitable spirit of America. Just as with the catastrophic attack of 9/11, America proved to the world that despite all of our differences and disagreements, we pull together when we see our brothers and sisters in need. The ITPEU has also answered the call to assist by donating to relief aid through the OPEIU's Relief Fund, with an emphasis on the dire situation in Puerto Rico which is, as of the date of this publication, still without power and potable water sources.

The ITPEU is also proud to announce the hiring of two new Representatives to better assist our membership. Thomas Bohelski has been assigned to the Savannah Headquarters office and will service various locations in the Southeast. Mike Kilgo has been assigned to Las Vegas, NV, to assist in filling the hole which will be left by valued team member Sam Moffitt, who will be retiring on November 15. We are very excited to have these new members on our team and are confident that they will embody the ITPEU's model of exceptional service and dedication.

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



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After leaving the Navy, Mike Kilgo made Las Vegas his home. After working as Food and Beverage Supervisor for Mandalay Resorts, he started working as a cab driver. He immediately realized that the wages and working conditions were a major improvement over his previous non-union job. Over the last 18 years, he has been a proud and active Union member and has wanted to make a difference. For the last 4 years, Mike has also been an ITPEU shop steward. With his new position as an organizer/representative of the ITPEU, Mike is committed to working with the Union to make every effort to bring about a positive difference in the quality of life for all the drivers in the Union.

After working several political campaigns with the OPEIU, Thomas Bohelski joined the ITPEU team in September 2017. He brings excellent skills in the tech field and carries a very long history of trade unionism. We are fortunate to have him on the team and he looks forward to serving our membership in parts of GA, SC, AL and MS.

ITPEU Members Employed by H&B Food Services at Fort Gordon, GA. Pictured (L-R) Francine Walker, Thomas Bohelski (ITPEU Representative), John Brenton IV (Assistant to the ITPEU President), Natasha Gray (ITPEU Chief Shop Steward).



Sam Moffitt moved from Dayton, OH to Las Vegas, NV, in 1996. He started driving a cab for Yellow Cab Company and joined the ITPEU (then known as the ITPE) the day he started working for Yellow/Checker/Star. For the last ten years, he has been a Shop Steward, with eight of those years as Chief Shop Steward and later a part of the ITPEU office staff in the Las Vegas Branch. In 2011, he began work as an organizer with the OPEIU. He is proud of his work over the last 21 years, as are we. He thanks all of the working men and women who he has worked with over these years who have shown exceptional strength and dedication - and we thank him for the same. We wish you all the best in your retirement, Sam. You deserve it.

Although unseen by the membership, Al and Debbie Franco have been institutions of the ITPEU, working behind the scenes, for decades. Al Franco retired as Fund Administrator several years ago, while Ms. Franco remained a dedicated and skilled event coordinator for the ITPEU Fund Meetings. She announced her retirement early this year yet had faithfully remained with the Funds until a suitable replacement could be found. The Francos will be deeply missed but we wish them nothing but the best in their retirement.



Kantrea Moye checks proper meat temperature to ensure healthy and safe food for the U.S. Army in Fort Jackson, SC.



Fort Jackson, SC (L-R): Sandy Squirewell (Chief Shop Steward), Janet Anderson, Dennis R. Arrington (ITPEU President), Christine Mitchell, Robert Taylor

Fort Jackson, SC (L-R): Denise Mayshack, Lisa Edmond, Dennis R. Arrington (ITPEU President), Charlene McKinley, John Brenton IV (Assistant to the ITPEU President)



INFOARMOR®

DETECTION IS THE NEW PREVENTION

The ITPEU/OPEIU Local 4873, AFL-CIO is pleased to announce its newest membership benefit free for all members, identity protection.

Now all ITPEU/OPEIU Local 4873, AFL-CIO members will have a proactive, comprehensive defense against identity theft, all at no cost to you.

ITPEU/OPEIU Local 4873, AFL-CIO has contracted one of the nation's leading identity protection solutions, InfoArmor®, to protect members against this \$16 billion crime that impacted almost 15.4 million Americans last year.

It's important that all ITPEU/OPEIU Local 4873, AFL-CIO members sign up as soon as possible with ITPEU/OPEIU Local 4873, AFL-CIO's identity protection provider, InfoArmor, to ensure you receive all benefits available. To activate the benefits described below, sign up immediately at www.OPEIUidProtect.com. You can also activate by calling 855-990-0994. Don't delay; activate your benefits today.

If you do become a victim of identity fraud, InfoArmor's trained experts will help you to restore your identity as best as possible to what it was before the incident. This can save you hundreds of hours of your own time and productivity. It can also save you money!

Features of this benefit include:

Privacy Advocate® Remediation: Our Privacy Advocates are CITRMS® Certified experts in identity restoration. A Privacy Advocate will act as a dedicated case manager to act on behalf of the victim and resolve the issue from start to case completion.

Digital Exposure Report: This interactive, easy-to-read report summarizes what a real-time deep Internet search finds out about a subscriber, offers a Privacy Grade and tips to better secure personal information.

Internet Surveillance: Internet Surveillance constantly monitors the underground economy and dark rooms to uncover compromised, sensitive information such as Social Security numbers, wallet items and login credentials including emails and passwords.

Due to the mandate of the 2016 OPEIU Convention, regular ITPEU dues will be increased to \$34.50 per month effective January 1, 2018. The ITPEU is required to follow this mandate from the OPEIU Convention. These dues are necessary to provide you, the members, with the best possible representation; and - we believe - remain among the lowest in the Service Contract industry.

Industrial, Technical and Professional Employees Union (ITPEU)/OPEIU Local 4873 President Dennis R. Arrington recently met with stewards and janitorial and custodial employees of Siege Dae Sung who work at the GSA Federal Building in Austin, Texas. Pictured is Arrington reviewing the benefits provided by the union to all members with Shop Steward Angelica Ruiz, center, and ITPEU Director of Field Operations Lena Bailey. The Reference Guide for Members benefits booklet is available by visiting WWW.ITPEU.ORG and clicking on the "Member Resources" booklet on the home page. "I trust our members will find this online booklet as resourceful as I have,"

Arrington said. "From restaurant discounts to dental programs, the union has crafted a "members-only" benefits package that leaves no doubt it truly does pay to belong!"



During a recent visit to Texas, Dennis R. Arrington, ITPEU President, visits the membership employed by Tigua, Inc., at Federal Buildings in the Houston and Galveston areas. Lena Bailey, Director of Field Operations (not pictured), who is the ITPEU Representative for these Federal buildings, is proud to report that our members were spared physical harm from Hurricane Harvey's catastrophic flooding.



The ITPEU/OPEIU Local 4873, AFL-CIO, is pleased to report that the Nation Safe Driver Towing/Service Calls program is still a big hit with our members!

As always, all members will be entitled to up to two tows per year, valued at up to \$100 each – \$80 for the tow, plus a \$20 administrative fee paid by OPEIU. In the past, allowances were made and the tow limit could be upward of \$100 PLUS the \$20 administrative fee, making the actual value of each tow up to \$120. Going forward, the \$100 limit will be enforced, so each tow's maximum will be \$80, plus the \$20 administrative fee paid by the union, and the member will be responsible for any amount that exceeds \$80 for any tow/service call. A review of the plan's usage over the past years indicates that the average tow/service call cost is approximately \$70 plus the administrative fee, so this change is likely to affect very few members.

Our service provider, Nation Safe Drivers, informs us that our towing radius of up to 25 miles is extremely generous and much more than the industry average. Our plan's usage reports also indicate that our average tow is 15 miles or less, therefore, we are reducing our towing coverage area from 25 miles to 15 miles.



It has always been our policy that the ITPEU/OPEIU Local 4873, AFL-CIO, is not responsible for reimbursing members for calls made to other towing services, but we have been quite liberal in the past and reimbursed members who submitted receipts to my office for up to \$100. Going forward, any member who submits a receipt for service from a towing provider outside of the OPEIU network will be reimbursed \$50. It is not OPEIU policy to reimburse and that members should only use the OPEIU Towing/Service Calls Program through Nation Safe Drivers.

Finally, we are also making an effort to make the OPEIU Membership Benefits program a paperless endeavor, and have posted the towing card – along with other OPEIU benefit materials – on the OPEIU website at www.opeiu.org and on the OPEIU app, which is available for free

download at the App Store and Google Play by searching OPEIU. Please encourage your members to download the app today. Once our current stock of printed benefit materials is exhausted, we will not be reprinting. In the future, all members will be directed to the app to access their benefit materials.

We hope you don't need to use this members-only benefit but, if you do, there is further proof that it really does Pay to Belong!



The ITPEU/OPEIU Local 4873, AFL-CIO wants to Help You Live Your Healthiest Life! The ITPEU/OPEIU Local 4873, AFL-CIO is pleased to offer the first 100 members who apply by visiting www.opeiu.org the opportunity to get healthy with Weight Watchers. OPEIU will reimburse 100 members for half the cost of a new Weight Watchers Meetings and Online Plus four-month membership, a value of approximately \$100!* Weight Watchers unlimited meetings provide the face-to-face support that is often necessary to reach weight loss and health goals. You can lean on fellow members for the tips and advice you need to stick with the program, and get guidance from someone who's been there. You'll also have the anytime, anywhere access of Online Plus, digital tools that will keep you motivated.

**Based on half of the average standard monthly plan charges of \$44.95 per month, plus \$20 starter fee. OPEIU will reimburse the first 100 members half the charges of four months of membership, up to \$100. Reimbursement will be based on half of actual costs paid by the member, not to exceed \$100. Must be a new Weight Watchers membership. Offer valid only for OPEIU members in the United States and Canada.*

The advertisement features a blue and white color scheme with a circular inset image showing hands pointing at documents. The OPEIU logo is at the top, with the text "Office & Professional Employees International Union" below it. The main headline reads "FREE COLLEGE BENEFIT" in large, bold, blue letters. To the right, a yellow banner says "brings a college degree within your reach." Below this are icons for a lightbulb, target, magnifying glass, and location pin. The text continues: "OPEIU and Eastern Gateway Community College are offering you the chance to earn an online degree from an accredited school with no out-of-pocket expense. A college degree can be your pathway to new opportunities, greater responsibility, and more earning power." At the bottom, the website "FreeCollege.OPEIU.org" and phone number "888-590-9009" are listed, along with the Eastern Gateway Community College logo and the text "In Partnership With EASTERN GATEWAY COMMUNITY COLLEGE Part of the University System of Ohio".



NOTICE TO EMPLOYEES COVERED BY UNION SHOP AGREEMENTS

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

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

BENEFITS OF UNION MEMBERSHIP

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

Dues for ITPEU membership and a full voice in the Union are only \$34.50 per month as of January 1, 2018. 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 2016 and determine the percentage of those expenses which are chargeable to non members (and, thus, included in the fee) and which are nonchargeable (and therefore excluded). The accountants determined that the chargeable costs were 92.3731% of the

ITPEU's expenditures for that year (i.e., the nonchargeable costs were 7.6269%).

Applying this percentage to the \$34.50 per month dues paid by full ITPEU members, the non member fee is \$31.87 per month for the period from January 1, 2018, through December 31, 2018, provided, however, that if there is a change in the full ITPEU dues at any time during this period, the non-member fee will change, whether up or down, by the same percentage. As noted above, any employee who chooses to pay the non member fee instead of full Union dues has no voice in any ITPEU affairs.

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

FILING OF OBJECTIONS

Anyone who objects to paying membership dues (and who will, instead, pay the non member fee) must file an objection. That objection must be filed in writing with the ITPEU Dues Objection Administration, ITPEU Headquarters, 14 Chatham Center South, Unit B, Savannah, GA 31405. Any non member who is currently covered by a union shop clause and who has not yet filed an objection to paying membership dues must file that objection no later than January 31, 2018, in order to be exempt from the membership requirement for calendar year 2018. (An employee who first becomes covered by a union shop clause after December 31, 2017, 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

www.ITPEU.ORG

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