



Five \$20,000 scholarships to be awarded

At the last ITPE-NMU Welfare Plan Trustee meeting a new benefit was provided for all employees who are par-

ticipants in our Welfare Plan. The Trustees have established an ITPE-NMU Shannon J. Wall Scholarship Pro-

gram for members and their children.

Under the Scholarship Program, five \$20,000 scholarships will be awarded each year. That is, the five winners will receive \$5,000 per year for four years as long as they stay in college and keep their grades up to the required standards.

There will be more information, along with applications, in the next ITPE-News edition. Members should make sure all fellow members are made aware of the Scholarship program, and look for information in the next edition of the newsletter.

Education is very important to the welfare of the younger generation. The Union hopes that by establishing the ITPE-NMU Shannon J. Wall Scholarship Program, that members and their children will be able to go to a college of their own choice and that the ITPE Welfare Plan plays an important part in helping provide this education.

In the meantime, members are urged to keep on the lookout for further information on all the particulars and have eligible children contact his or her high school guidance counselor as to how to prepare for college entry exams.



REVIEW NEW AGREEMENT. Some of the Shop Stewards at the ITPE-NMU installation in Ft. McClellan, AL, get acquainted with the new agreement signed with Atlantic Personnel, as NMU Legislative Director Elwood Hampton (center), Mobile Agent Charles A. Mills (right) and ITPE Organizer Jim Coston (left) look on. Seated from left to right are Stewards Robert Kitchen, Connie Arnold, Edith McLeory, L. Delk and Margaret Pate.

Wear your Union pin

Employers may not interfere with the right of employees to wear union buttons and pins while on the job so long as there is no disruption to efficiency and to productivity, or harm to customer relations.

The U.S. District Court for Eastern New York granted an injunction requested by the Transport Workers Union on the ground that an attempt by American Airlines to prohibit the wearing of union buttons during an organizing campaign interfered with employee rights under the Railway Labor Act.



BREAK TIME IN SAN ANTONIO. Johnny Inscore (left) is just one of the many excellent drivers in the Motor Pool unit served by ITPE-NMU at Brooks AFB, TX.

Beneficiary cards protect your family

A reminder to all ITPE-NMU members: make sure that you have submitted your beneficiary card in order to protect your family and loved ones.

This card can be obtained from your Shop Steward or any Union official. The address to mail this beneficiary card is ERISA Systems, P.O. Box 36, Syosset, N.Y. 11791.

ITPE-NMU backs Sanderson Farms strikers

A rally to support the efforts of the striking workers of Sanderson Farms, a chicken processing plant in Laurel, Mississippi, brought out many of the big guns of labor last month.

The struggle by these members of the International Chemical Workers Union (ICWU) against "15th century working conditions" at the plant, has kicked up a storm of protest throughout the ranks of labor.

A contingent of ITPE-NMU workers from Alabama and some from nearby Keesler AFB in Mississippi joined the ranks of civil rights groups and others to show support for the Sanderson Farms workers.

Led by Legislative Director Elwood Hampton and Agent Charles Mills of Mobile, the NMU members joined the march and rally for human dignity. One group rode a bus from Columbus, MI, for seven hours to reach Laurel. Sanderson Farms workers have been on strike since February 27, 1979. They first organized in 1972, but conditions did not change. Finally they struck for a new contract when the company refused to consider their grievances.

Most of the strikers are black,

although a small number of white workers have joined them. Almost all of them are women.

Sponsors of the rally and march in Laurel hoped to inform a wider segment of the public of the plight of the striking workers who have since been replaced by

Joe Sanderson, owner of the plant.

A boycott of the chicken products sold under the brand names of Miss Goldy and Southern Beauty has picked up momentum and the union hopes the pinch will bring Sanderson back to the bargaining table.



NMU representation in the Laurel, Mississippi march in support of the Sanderson Farms strikers included this group and others from the Port of Mobile, Keesler AFB and Columbus (MS) AFB. This contingent is shown prior to assembling for march led by Mobile Agent Charles Mills (left) and Regional Rep. Elwood Hampton (right).

New benefits cover sickness and vision

New benefits were established at our last ITPE Welfare Plan meeting. Effective June 1, 1980 dependents will now be eligible for vision care. You can now take your dependent for an eye examination and/or glasses if needed and our ITPE Welfare Plan will pay the same benefits as each member is currently entitled to.

Also effective June 1, 1980, a new sickness benefit was provided and as soon as the scheduled benefit rate is completely written up it will be made available to all participants.

New ITPE Welfare Plan booklets will be printed up shortly and as soon as they are available make sure you get a copy. If your Shop Steward or Union official servicing your particular area runs short, you can get one by writing to:

ITPE-NMU Welfare Plan
P.O. Box 10086
Savannah, GA. 31402
KNOW WHAT YOU ARE
ENTITLED TO—NOW.

ICWU president thanks NMU for support

To President Wall, June 2—Your generous contribution to the Committee for Justice in Mississippi played an important role in helping our Union conduct a very successful march-rally on May 17 in Laurel, MI in support of 200 courageous members of our Union who have been on strike for the past 15 months.

We are much appreciative of your involvement and I simply wanted to thank you on behalf of our International Union and the strikers who are determined to continue their struggle until they win their basic human rights.—
Frank D. Martino, President, International Chemical Workers Union.

ITPE news

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SOLID SERVICE. ITPE members at dining facility in Fort Meade, MD employed by Atlantic Personnel Service, Inc. render the best service possible.



BELVOIR BOOSTERS. Among the hard workers at Fort Belvoir, VA installation are Ethelene Thomas, Verna Meade and Donnie Hines.

ITPE members work hard under NMU umbrella



FLORIDA SUNSHINE. Meet Shop Stewards Lillian Marinson and Ruby Sanders from ITPE installation in Pensacola, FL.



POW-WOW AT MAXWELL. Some of the ITPE-NMU members at Maxwell Air Force Base, GA meet with Organizer Jim Coston (front row, center).



ALL SMILES. Shop Steward Kenny Brown (right) keeps manager and staff at Andrews Air Force Base, MD happy.



SPICK AND SPAN. Mess Attendants at Ft. Belvoir, VA keep everything clean as a whistle. In front row (left to right) are Verna Meade, In Su Briggs, Donnie Hines and Maria David. In back row are Shop Steward Charlie Mixon and Ethelene Thomas.

Consultants employ various tactics in Union-busting and decertifications

There is a new trend in union-busting. Consultants are more and more involved in collective bargaining as well as organizing. This is true not only in situations following an election, but also occurs frequently in long established labor-management relationships.

The union-busters become one part of a strategy aimed at destroying collective bargaining.

You can often spot a union-busting or a decertification attempt before it comes. There are a variety of warning signs. Any one of these signs may not be a problem. Several of them taken together may be cause for serious concern. Here are some of the warning signs:

1) Change in personnel directors. What is his background?

2) New ownership. The company is now part of a bigger conglomerate. What is their collective bargaining history? Anti-union?

3) The old man has stepped down. His son or a new manager has taken over the company.

4) Withdrawal from the multi-employer agreement. This is often a necessary first step to a decert. Otherwise, the whole bargaining unit at all locations and with all employers has to be decerted as a group.

5) Wage rates at non-union locations are the same, nearly the same, or higher. A first step toward trying to show people they don't need a union to get better wages. If successful of course, in the decert, all the employees will get less in the future.

6) Grievances are stalled. The company is refusing to settle problems, and the union grievance procedure is grinding to a halt. Employees are solving problems, if solved at all, outside the union structure.

7) Seniority under attack through changes in jobs, new classification systems or major changes proposed in contract language or interpretation.

8) Small meetings of employees or opinion surveys to "get their ideas" or "to solve problems" or "improve communications."

9) Large numbers of new employees being hired. Expanded work force, or additional shifts, or just through turnover, there are many new faces. Many may not know about the union. Some may not speak English or are undocumented workers subject to employer intimidation.

10) Foremen have changed. They used to be promoted from within. Now supervisors come from the outside. In some industries foremen may have been in the Union but now are dropping out.

11) Take-aways. The company is proposing major changes. The attack may come on seniority, or it may be

aimed at union security, or, in some cases, wage rates, or all of these items.

12) Leadership for the company. An effort is being made by management to cultivate some leaders among the employees that will be loyal to them—to serve as future leaders of a decert petition drive, or back-to-work movement.

13) An "independent" union appears on the scene. Some consultants specialize in providing so-called "independent" or company unions to employers. It may be used in a decert election following a long strike—recruiting from the scabs and those who returned to work during the strike.

If you feel a decertification or union-busting attempt is being made where you work don't hesitate to contact your Shop Steward or Union official immediately.

Union opens 2 new branches

Two new Branch offices in Omaha, Nebraska, and Carson City, Nevada, have been opened by the Union to service the membership and to serve as bases for shoreside organizing activities.

In announcing the move, President Wall said: "The organizing activity in these areas and the number of new members of the organization from these areas, as well as the inaccessibility of present Branch offices to these members justifies the action we have taken."

One of the two branches, the Omaha Branch, was established principally to serve the growing ITPE-NMU drive to organize unorganized meat industry workers in the midwest as well as riverboat personnel along the Missouri and its tributaries.

Headed up by Patrolman Ray Zaparowski, the Branch address is 2615 Harney Street, Omaha, Nebraska 68131. The telephone number is (402) 342-0260.



NMU LITTLE LEAGUERS. NMU Organizer Juan Acety (background, right) poses with children of members of the NMU Shoreside Division, ITPE-NMU, in Puerto Rico, after the Union made a donation of brand-new uniforms to this heavy-hitting lineup of "Cubs" in the municipality of Caguas, home of over 300 NMU members.



NOBODY KNOX THEM. Jeraldine Braden and Erma Jann are two hard working ITPE-NMU employees at Fort Knox installation.



ON THE LINE. Dining room employee at Andrews Air Force Base, MD really knows how to dish it out.

Members render best service at ITPE-NMU installations



INTERESTED PARTY. Members at Fort McCellan, AL installation await Union meeting.



GOOD COOKERS. Cooks Erma Poecker and Pam McMannis prepare delicious food for troops stationed at Chanute Air Force Base, IL.



NO BEEFS HERE. Shop Steward Clara Adams enjoys pleasant moment as she confers with Canteen hostess at Brunswick GA. plant.

NMU BRANCH OFFICES

Listed below are branch offices of the NMU. These offices are spread throughout our United States and you should know the closest one to you. Get

to know your Shop Steward and your Union Representative 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.

BALTIMORE, MD 21205

2324 McElderry Street
Tel.: 301-276-1443
Louis Averella, Agent

BOSTON, MA 02210

7 Melcher Street
Tel.: 617-LI 2-0546
Robert F. Healy, Agent

CHARLESTON, SC 29402

16 Market Street
Tel.: 803-RA 3-4547
Duke Duarte, Patrolman

JACKSONVILLE, FL 32202

221 West Union Street
Tel.: 904-EL 6-0277
Ralph Goodson, Patrolman

NEW YORK, NY 10011

346 West 17th Street
Tel.: 212 620-5742
Andrew Rich, Regional Representative

NORFOLK, VA 23510

523 East Bute Street
Tel.: 804-MA 7-7708
James Q. Rice, Agent
Jack Barry,
ITPE Representative
Tel.: 804-627-0902

PHILADELPHIA, PA 19123

500-06 No. Sixth Street
Tel.: 215-574-0590
Reynold Pilgrim, Agent

SAVANNAH, GA 31412

502 East Broughton Street
Tel.: 912-232-6181
John F. Conley, Agent

SAN FRANCISCO, CA 94111

91 Drumm Street
Tel.: 415-989-6905
ITPE-NMU,
Tel.: 415-391-4315
James McKinley, Regional Representative
Henry Dooley,
ITPE Representative
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385 West 18th Street
Tel.: 213-832-0295
Gordon Humphrey, Agent

SEATTLE, WA 98121

2015 Third Avenue
Tel.: 206-624-2261
John Skriba, Agent

CARSON CITY, NV. 89701

300 Hot Springs Road
Suite 21
Tel.: 702-882-0150
Carl Brooks, Agent

OMAHA, NE. 68131

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Agent

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Edward Minocchi, Agent
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ITPE Representative
Tel.: 713-762-2692

MOBILE, AL 36601

111 Canal Street
Tel.: 205-HE 2-2797
Charles Mills, Agent

NEW ORLEANS, LA 70130

2731 Tchoupitoulas Street
Tel.: 504-TW 9-0841
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Regional Representative

PORT ARTHUR, TX 77640

246 7th Street
Tel.: 713-YU 2-9449
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TAMPA, FL 33606

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DETROIT, MI 48216

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Tel.: 313-496-0166
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LUDINGTON, MI 49431

406 South James Street
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Max Sykalski, Agent

JOLIET, IL 60435

310 North Ottawa Street
Tel.: 815-722-8411
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