

ITPE news

NATIONAL MARITIME UNION OF AMERICA, AFL-CIO

VOL. 4 No. 4

Industrial, Technical and Professional Employees Division



DEC. 1982

SEASON'S GREETINGS

MAY all the joy of this Holiday Season bring all of us closer together and may the joy spread to all your families and friends of the National Maritime Union. And may this joy of peace, happiness and prosperity be yours throughout the coming year and for many more years to come.



James F. Paterson
Vice President



Shannon J. Wall
President



Rene Lioeanjie
Vice President



Thomas Martinez
Secretary-Treasurer



Louis Parise
Vice President

NMU celebrates 45th anniversary



Joe Curran Memorial Plaque issued to each NMU hall around the country to mark Union's 45th anniversary is presented by the National Council to two Agents who were "on board from the beginning": Charlie Mills and Jim Rice. From left, Vice President Rene Lioeanjie, Mobile Agent Mills, Secretary-Treasurer Tom Martinez, President Shannon Wall, Vice President Pat Paterson, Norfolk Agent Rice, and Vice President Lou Parise.

5 unions back Aquaslide strike



ITPE Organizer Humberto Garcia (foreground) rallies strike supporters for workers employed by Aquaslide 'n Dive by shouting "¡Viva la huelga!"

Representatives from five unions and the Rio Grande Valley Central Labor Council in Texas joined NMU organizers in a solidarity march October 2 in support of 500 Aquaslide 'N Dive workers who have been on strike for more than 153 days in Brownsville, TX.

NMU-ITPE has been attempting to negotiate with the pool accessory manufacturing company during the five-month strike, but management has refused to bargain collectively with the federally certified unit of workers.

An enthusiastic contingent of NMU members led by Corpus Christi Patrolman Nero Threet made the 165-mile trip to Brownsville and were deeply moved by the gutsy spirit and steadfast resolve of strike leader/ITPE Organizer Humberto Garcia and the striking workers.

True, the long, hard months of "doing without" have taken their toll on members such as Baldemar Aguirre, Manuel Escalante, Heriberto Guordado, Reynaldo Vasquez, Saul Hidalgo, Guadalupe Prado, Francisco Demetrio, Juan Francisco Nieto, Marcelo Degollado, Manuel Escalante, Manuel Aguirre, Jose Morales and Jose Gomez, to name a few, but their spirit remains unbroken.

"We are tired of working for minimum wage for 11 years and that is why we march!", shouted Garcia as he led more than 500 strike supporters in a strong display of labor strength and unity through the streets of Brownsville.

According to NMU Attorney Michael Solar, a partner in the Houston law firm of Schechter, Eisemman and Solar, Aquaslide may soon be forced to bargain with the Union

since the company has exhausted about all of its appeals.

Other unions with members marching in the rally were the United Farm Workers, United Auto Workers,

the International Longshoremen's Association, United Steel Workers Association, Local 8135 and the International Brotherhood of Electrical Workers, Local 278.



NMU contingent shapes up in front of Washington Plaza in Brownsville, TX, as solidarity march is about to begin.

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NATIONAL MARITIME UNION OF AMERICA, AFL-CIO

December, 1982



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National Officers

Shannon J. Wall, *President*

Thomas Martinez, *Secretary-Treasurer*

Vice Presidents

Reñe Lioeanjie

Louis Parise

James F. Paterson

Kenneth Palinkas
Staff Writer

Robert Amon
Editor

Bette Metzler
Staff Writer

Notice to all NMU members of Nominations for General Election

Please take notice that pursuant to the NMU Constitution the Nomination of Officers for General Election will be held beginning December 31, 1982, subject to the following provisions:

1. The following officers will be elected:

NATIONAL OFFICERS

National President
National Secretary-Treasurer
3 Vice Presidents

AGENTS

Baltimore	Galveston
Boston	Houston
Charleston	Jacksonville
Chicago	Mobile
Detroit	New Orleans

AGENTS (cont.)

New York	San Francisco
Norfolk	San Juan
Philadelphia	San Pedro
Pittsburgh	Savannah
Port Arthur	Seattle
St. Louis	

PATROLMEN

Boston1	New York5
Chicago1	Norfolk1
Corpus Christi .1	Panama1
Galveston1	Philadelphia...1
Houston1	Port Arthur...1
New Orleans .2	St. Louis1

PATROLMEN (cont.)

San Francisco .2	Seattle1
San Pedro1	Tampa1

2. Candidates shall file their nomination papers during the months of January and February, 1983. All nominations must be on forms provided by the Union. Forms will be available at all Union offices commencing December 31, 1982.

3. Voting shall take place during the months of April and May, 1983.

Statement of policy by NMU National Office re union publications during election period

The NMU National Office meeting of November 23, 1982 reaffirmed the policies affecting The NMU PILOT and other publications of the Union during the period of nomination and election of officers. This is to ensure enforcement of the Constitutional ban against electioneering while fulfilling the responsibility of The PILOT and other publications to inform the membership and assist the Union cause. The following will be effective beginning with the January 1983 issue of The PILOT and continuing through the May 1983 issue of The PILOT.

1. VOICE OF THE MEMBERSHIP:

Nothing will be printed in the Voice of the Membership section of The PILOT by any candidate or which reflects on the election or on the qualifications or ability of any candidate.

2. OFFICER REPORTS:

There will be no signed reports by National or Branch officers from January 1983 through May 1983. However, officers will continue to submit reports to The PILOT for

the purpose of informing the membership of activity, issues and conditions in their area of responsibility. These will be carried without by-line and edited as necessary to assure that the objectives of this statement of policy are fulfilled.

3. NEWS HANDLING

The PILOT will contain no material which may be construed to have the purpose of influencing the Union election. However, The PILOT will fulfill its responsibility to inform the membership through news items, feature articles and pictures, and will be guided solely by legitimate standards of news evaluation and reporting, governed strictly by the objectives of this policy.

4. "PILOT" ELECTION SUPPLEMENT:

The only issue of The PILOT published in March 1983 will be the Special Election Supplement which will be distributed to all branches prior to the start of voting, in accordance with Article X, Section 2 of the NMU Constitution.

NMU nomination and election procedures

Sections of NMU Constitution governing nomination and election of officers

ARTICLE IX

QUALIFICATIONS OF OFFICERS

Section 1 — Eligibility: Any member who (1) has been an active member in good standing for the three years immediately preceding nomination, and (2) can show

proof of three years employment with NMU contract employers, provided that time spent by members holding office in the Union or engaged in official Union business shall be considered as employment time for the purpose of this section, shall be eligible to hold elective office in the NATIONAL

MARITIME UNION.

Sec. 2 — Coast Guard discharges, pay vouchers, NMU Pension & Welfare Plan records, and letters from employers shall be deemed evidence of sailing time or employment time.

Sec. 3 — Restrictions Upon
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NMU nomination and election procedures

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Eligibility: (a) No member shall be eligible to hold any office in the NMU who, within five years immediately preceding the date on which he seeks to qualify for office in the NMU, was found guilty by a court of competent jurisdiction of a felony, provided that the conviction is unrelated to legitimate trade union activities.

(b) No member shall be eligible to hold office in the NMU who was found guilty by any labor organization of anti-union activities.

(c) Any question concerning the meaning or application of (a) and (b) of this section shall be resolved by the National Council, or between meetings of the National Council, by the National Office.

Sec. 4 — Strike Records: A candidate for office must have a clear strike record, such record to be determined by the National Office.

ARTICLE X

NOMINATIONS OF OFFICERS

Section 1 — Nomination: Candidates for office shall be nominated by means of signed endorsements obtained from members in good standing.

Sec. 2 — Evidence of Qualifications; Verification: (a) Every candidate shall submit the following documents on official forms which may be obtained from the Union at any Branch Office or by writing to the National Secretary-Treasurer, such forms to be available no later than the first day of January of the election year:

(1) An endorsement signed by no less than fifty (50) members in good standing, if a candidate for National Office, or an endorsement signed by no less than twenty-five (25) members in good standing if a candidate for any other office.

(2) The candidate's written acceptance.

(3) A signed application for a bond.

(4) An affidavit asserting that the candidate has not been convicted of a crime as defined in Article IX, Section 3, of this Constitution in

five years preceding nomination. Any question concerning the meaning or application of this provision shall be resolved by the National Office or the National Council.

(5) Two copies of a 2" x 2" recent full face photograph.

(6) Evidence of employment under NMU contract as required by Article IX, Section 1.

(7) If the candidate so desires, a statement to be printed in the special PILOT supplement containing the candidate's Union record and any other relevant information. Such statement shall not exceed 100 words and shall not contain any libelous or defamatory material. All such libelous or defamatory material shall be deleted before publication. The National Office in consultation with Union Counsel shall be the sole judge of what is to be deleted. Such statement, together with a photograph of the candidate and the assigned number on the ballot, shall be published in the special PILOT supplement which shall be made available to the members of the Union prior to and during the voting period.

(b) A candidate may submit the foregoing documents for verification to a Branch Office Verification Committee or may file them directly with the National Secretary-Treasurer.

(1) Candidates submitting their documents to a Branch Office Verification Committee may do so at any time during the normal branch business hours during the months of January or February of the election year. The Branch Office Verification Committee shall consist of any elected officer and two members in good standing. The Branch Office Verification Committee shall review the candidate's nomination documents and shall assist him or her in correcting any deficiencies therein. Upon examining the candidate's nomination documents and being satisfied that the candidate has satisfied the qualifications for the office for which the candidate is running, the Branch Office Verification Committee shall promptly execute

and cause to be delivered to the National Secretary-Treasurer a Certificate of Verification signed by the members of the Committee.

(2) Candidates who have submitted their documents to a Branch Office Verification Committee shall file with the National Secretary-Treasurer a duplicate copy of the signed Certificate of Verification together with all the other documents referred to in Section 2(a) of this Article by personally delivering same to the National Secretary-Treasurer no later than February 28 of the election year, or by mailing same to said officer at the National Headquarters by registered mail postmarked no later than February 28 of the election year.

(3) Candidates filing their documents directly with the National Secretary-Treasurer shall submit all the documents referred to in Section 2(a) of this Article either by personally delivering same to the National Secretary-Treasurer no later than February 14 of the election year or by mailing same to said officer at the National Headquarters by registered mail postmarked no later than February 14 of the election year. The National Secretary-Treasurer shall cause the documents so submitted to be verified and shall report thereon directly to the National Office as required by Section 3 of this Article.

Sec. 3 — Report by National Secretary-Treasurer: Upon receipt of the nomination documents referred to in this Article, the National Secretary-Treasurer shall review them and report to the National Office as to whether or not they are in order. The National Secretary-Treasurer shall submit to the National Office at any regular or special meeting all the Branch Certificates of Verification, nomination documents and the accompanying registered mail envelopes which have been received from the candidate.

Sec. 4 — Action by National Office: The National Office shall be the ultimate judge of the qualifications of each candidate. It shall re-

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NMU nomination and election procedures

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view the report submitted by the National Secretary-Treasurer and if a candidate's documents are found to be in order, shall declare the candidate to be nominated, and if it finds that a candidate's documents are not in order or that the candidate is not eligible to run for office, it shall advise the candidate of its reason for such finding.

Sec. 5 — False Information: Any member who submits false information as to qualifications to run for office shall be charged with a violation of this Constitution and tried in accordance with Article XX. If found guilty, the penalty shall be expulsion from membership.

ARTICLE XI OFFICERS AND TERM OF OFFICE

Section 1 — National Officers: National Officers of the NMU shall consist of:

- (1) National President
- (2) National Secretary-Treasurer
- (3) Three Vice-Presidents

Sec. 2 — Other Officers: The other officers shall consist of:

- (1) An Agent for each Branch Office.
- (2) Patrolmen as numerically and geographically determined by the National Office.

Sec. 3 — Term of Office: All officers shall be elected for a term of five years to commence as soon as practicable after certification of the election results.

ARTICLE XII GENERAL ELECTIONS

Section 1 — Supervision: All NMU elections shall be supervised and conducted by an independent impartial organization (IIO) designated by the National Council commencing with the preparation of the ballots and ending with the certification of results to the National Office.

The letter "IIO" wherever used in this Constitution, shall refer to the independent impartial organization which may be designated

by the National Council to supervise and conduct elections.

Sec. 2 — Distribution of Ballots: Under the supervision and direction of the "IIO" the National Office shall prepare printed ballots and cause them to be distributed to all offices of the Union where voting is to be conducted and to all members requesting absentee ballots as provided for in this Article.

Sec. 3 — Proposed Amendments to the Constitution: In addition to including the names of all nominees, the ballots may contain any proposed amendments to this Constitution as may have been processed under Article XXVI.

Sec. 4 — Conducting the Election: The "IIO" shall conduct the voting in the New York Headquarters, the Branch Offices and at plants, shops or installations in those areas which are inaccessible to the local Branch Office. Whenever voting is to take place outside of the New York Headquarters the election shall be conducted by the officer in charge of the office, or a designee, acting under the supervision and instruction of the "IIO" provided, however, that any person so conducting the election may not be a candidate in the election.

Sec. 5 — Date and Place of Voting: (a) Voting shall commence at 9 A.M. April 1st and continue through May 31st. Voting hours shall be from 9 A.M. to 4 P.M., Monday through Friday, inclusive. The "IIO," in consultation with the National Office, may adjust the voting hours and provide for voting on weekends in those areas where a substantial portion of the membership is unable to vote during the regular voting hours. Where voting is to be conducted at plants, shops or installations in those areas which are inaccessible to the local branch office the "IIO" may curtail the voting period provided that reasonable notice is given and every member eligible to vote has a reasonable opportunity to do so.

(b) **Electioneering:** (1) There shall be no electioneering in any of the polling places during the election period. Polling places are

deemed to include the building in which the balloting is being conducted.

(2) The personal column in The PILOT of any officer of the Union shall not be used for electioneering purposes.

Sec. 6 — Voting Procedure: (a) Ballots may be obtained either in person at offices of the Union designated as polling places or by absentee ballots as provided in this Article.

(b) Voting at designated polling places shall be conducted in the following manner:

(1) The member shall present a membership book or card to the person conducting the election in order to establish good standing, and sign his or her name and membership number in a bound registration book. The individual conducting the voting shall deliver a ballot to the member and a numbered envelope which shall be stamped and addressed to a safety vault in a New York City bank designated by the National Office. The individual conducting the voting shall then stamp the voter's membership book. Upon receiving a ballot, the member shall fill out a voting card indicating name, book number and permanent home address. The voting cards shall be mailed to the "IIO" by the person conducting the voting at the end of each voting day. Upon receiving a ballot, the voter shall secretly mark the ballot and enclose same in the envelope provided for that purpose and deposit it in the nearest Post Office Box. Ballots which are not marked in polling places designated by the "IIO" shall be deemed void.

(2) At the close of each voting day, the person conducting the voting shall mail to the National Secretary-Treasurer a form or card indicating the numbers of the envelopes in which each ballot was enclosed, and the number of spoiled or voided ballots. Within twenty-four hours after completion of the balloting in said Branch Offices, or other location, the person conducting the balloting shall forward to the National

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ITPE members at Dover Air Force Base include (seated at left) Shop Steward Oanh Schafer, and (left to right) Sirmsong Klebart, Bi Yun Mike, Margaret Gibhart, Prieya Mathias, Debbie Belcher, James Gilbert, Nancy Mulford, Mirna Richard, Maria Laurita, Ruth Ann Coley, Marsha Scott and Theresa Pumphrey, seen here with ITPE Area Representative Angelina Jones (seated at right).

Dover AFB tops in airlift command food service

Proud to be ITPE members



Floors in the messhall shine bright due to mopping done by members Judy Lane and Suk He.



Carpeting in messhall is vacuumed by hard-working member Nancy Mulford as Ruth Ann Coley wipes napkin holders sparkling clean.



Shop Steward Oanh Schafer (left) handles Union business at Dover AFB and keeps members Paz Hatch and Mirna Richard happy Union people.

Dover Air Force Base, located in Dover, Delaware, is the largest cargo base in the U.S. The base has been named tops in food service in the airlift command and next year, ITPE members there will compete in the Hennessey Awards competition for best dining facility in the U.S.

The food service facility at Dover is one of the most modern in the country. Its mirrored walls and modern wood tables and chairs keep it on par with any renowned eatery in the U.S. as far as ambiance is concerned. Air Force members will tell you that the difference between a fancy, expensive restaurant and the dining facility at Dover is that the food is better at Dover.



Scullery work is performed by members Jimmy Gilbert and Sirmsong Klebart at the Dover dining facility.



ITPE Representative Angelina Jones (center) joins ITPE cashier Marsha Scott and member Debbie Belcher.

NMU nomination and election procedures

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Secretary-Treasurer, by certified mail, all unused or voided ballots together with the bound registration book used in the office.

(c) Any member wishing an absentee ballot may obtain same in the following manner:

(1) On or before March 15 of the election year an absentee ballot must be requested from the office of the National Secretary-Treasurer in writing either by letter or an official form which will be available in all Branch Offices. Such request shall state where the member wishes the official ballot sent.

(2) The request for an absentee ballot must be accompanied by the member's book, which will be stamped and returned to the member together with the ballot.

(3) Accompanying the ballot sent to the member will be instructions as to the procedure for mailing the ballot.

(4) All absentee ballots must be received no later than June 5 of the election year. Absentee ballots received after that date will not be counted.

(5) The National Secretary-Treasurer shall, on the first business day after March 15th of the election year, transmit to the "IIO" all authenticated requests for absentee ballots along with members' books for prompt mailing by "IIO" of such ballots.

(d) Any member who is confined to a hospital at any time during the voting period may upon request receive a ballot by submitting his or her membership book to the National Secretary-Treasurer for appropriate recording. The National Secretary-Treasurer shall thereupon refer the request to "IIO" in accordance with the procedure in effect for absentee balloting.

Sec. 7 — Judges of Elections: During the last week in May there shall be elected at a joint meeting in New York three members in good standing to serve as judges of the election in conjunction with the "IIO."

Sec. 8 — Delivery of Ballots: A representative of the "IIO" together with the judges of the elec-

tion shall if possible meet no later than the 5th day of June in an election year and shall promptly proceed to the safe deposit vault to which the ballots have been mailed and claim delivery of same. All ballots shall be counted at a location or locations satisfactory to the "IIO" in the presence of the election judges and any and all nominees who may desire to be present.

Sec. 9 — Checking of Registration: The National Secretary-Treasurer or duly authorized representative, shall deliver to the "IIO" the bound registration books which shall be checked against the number of ballots cast in each Branch Office.

Sec. 10 — Counting of Ballots: Promptly after receiving the bound registration books the "IIO," by its duly authorized representatives, shall proceed with the counting of the ballots and the vote taken on any constitutional amendments. Promptly following the completion of the count the "IIO" shall certify in writing the results of the election to the National Office. At the same time the "IIO" shall declare each candidate who receives the highest number of votes for a particular office as being duly elected to that office. The certification and declaration of election shall be attested to by the judges of the election. Where amendments or propositions to the Constitution have been submitted to the membership, the "IIO" shall declare whether the amendment or proposition was adopted or rejected.

Sec. 11 — Preservation of Ballots: Upon the delivery of the certification of the election results the "IIO," by its duly designated representative, shall deliver to such accredited safe deposit vault as may be designated by the National Secretary-Treasurer all ballots and bound registration books then in its possession, in sealed packages where they shall remain for a period of one year under its exclusive custody and control. In the event a recount is ordered by a majority of the members voting at membership meetings in two-

thirds (2/3) of the Branch Offices of the Union, the sealed ballots and bound registration books then on deposit in the vault shall be utilized by the "IIO" for a recount. No recount shall be made unless ordered within two months from the date of certification. Upon completion of the recount the ballots and books shall be returned to the vault in sealed packages where they shall be kept for the balance of the one-year period and then destroyed upon written approval by the National Secretary-Treasurer.

Sec. 12 — Publication of Results: The certification of the election results shall be published in The PILOT. Copies of the certification shall also be promptly dispatched to all Branch Offices.

Sec. 13 — Election Rules: All rules and regulations governing the conduct of election shall be permanently posted at each polling place while the polls are open.

Sec. 14 — Investigations: The "IIO" shall have authority to make any investigations either before or after completion of the count for the purpose of insuring a fair and honest election.

Sec. 15 — Violation of Election Rules: (a) Any officer, candidate, or member of the Union, who violates any section of this Article, or makes any false or fraudulent statement relating thereto may, after trial in accordance with this Constitution, be subject to expulsion from membership.

(b) Any member of the Union who votes more than once at any election shall, after trial in accordance with this Constitution, be subject to expulsion from membership.

Sec. 16 — Taking Office: Candidates certified as having been elected shall take office immediately.

Sec. 17 — Transfer and Layoff of Officers: Between elections the National Council shall have the authority to reassign and layoff officers in accordance with the needs of the Union.

Sec. 18 — Appeals by Candidates from Results of Elections: Appeals by candidates from the re-

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Congressman Phillip Burton (California Democrat) discusses his new bill to protect the job security of ITPE members when a new boss takes over a government contract. Burton, longtime friend of labor, voted right on the maritime reform legislation and to defeat a proposal threatening seamen's legal rights. From left, Savannah Agent John Conley, AFL-CIO Maritime Committee Executive Director Talmage Simpkins, Congressman Burton, Vice President Louis Parise and Legislative Representative Elwood Hampton.

Bill seeks job security for ITPE members

A bill to protect employees who work for government contractors against being fired or otherwise discriminated against when a new boss takes over the contract has been introduced by Congressman Phillip Burton (Dem., CA).

NMU Vice President Louis Parise said passage of HR 7078 is vital to

many of the nearly 13,000 ITPE-NMU members currently working under the Service Contract Act.

Congressman Burton, a longtime friend of labor, says his proposed legislation would safeguard the rights of workers who are frequently dumped from their jobs by contractors and subcontractors who take

over a government contract from prior contractors without regard to the employees' seniority status.

The bill prohibits refusal by the new boss to hire any employee of the old boss without good cause and protects the tenure of employees covered under the Service Contract Act.

NMU nomination and election procedures

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sults of any election of officers may be made no later than the 7th day after publication in The PILOT. Such appeals shall be in affidavit form and must specifically state the exact nature and details of the appeal. This appeal shall be sent by registered mail addressed to the National Secretary-Treasurer of the Union who shall then notify the judges of election and the "IIO" within 48 hours of the receipt of said appeal. The judges of election in conjunction with the "IIO" shall then meet within 7 days after notification of the appeal and shall designate a time and place for the hearing which must take place within the following 2 weeks. The decision of the judges

of election and the "IIO" must be filed with the National Secretary-Treasurer and the candidate by registered mail within 7 days after the conclusion of the hearing. Appeal from said decision may be made to the National Office within

7 days after receipt of the said decision. The National Office, in the event of an appeal, shall review the record within 15 days after notice of appeal. The decision of the National Office shall be final and binding.

NOMINATION

Nominations shall be filed by candidates during the months of January and February, 1983, on forms provided by the Union beginning December 31, 1982, and

VOTING

Voting shall take place during the months of April and May, 1983.

Summary Annual Report ITPE-NMU WELFARE PLAN

This is a summary of the annual report of the ITPE-NMU Welfare Plan, Employer Identification Number 58-1236802, which provides life insurance and disability protection for participants, for the year ending June 30, 1982. The annual report has been filed with the Internal Revenue Service, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Insurance Information

The plan has contracts with Georgia International Life Insurance Company to pay certain death, disability, hospital expense and medical expense claims incurred under the terms of the plan. The total premiums paid for the plan year ending June 30, 1982, were \$4,330,348.

Because they are so called "experience-rated" contracts, the premium costs are affected by, among other things, the number and size of claims. Of the total insurance premiums paid for the plan year ending June 30, 1982, the premiums paid under such "experience-rated" contracts were \$4,330,348 and the total of all benefit claims paid under these experience-rated contracts during the plan year was \$3,681,544.

Basic Financial Statement

The value of plan assets, after subcontracting liabilities of the plan was \$1,680,481 as of the end of the plan year, compared to \$2,142,920 as of the beginning of the plan year. During the year the plan experienced a decrease in its net assets of \$462,439. This decrease included unrealized appreciation and depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. During the plan year, the plan had total income of \$4,134,399 including employer contributions of \$3,855,229, earnings from investments of \$267,749, delinquent reporting penalties of \$12,003, and a realized loss on the sale of equipment of \$582.

Plan expenses were \$4,611,024. These expenses included \$244,076 in administrative expenses, \$4,330,348 in insurance premiums for plan benefits, and \$35,913 for scholarships.

Your Rights to Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

1. an accountant's report;
2. assets held for investment;
3. transactions between the plan and parties in interest (that is, persons who have certain relationships with the plan);
4. transactions in excess of 3 percent of plan assets; and
5. insurance information including sales commissions paid by insurance carriers.

To obtain a copy of the full annual report, or any part thereof, write or call: Board of Trustees, ITPE-NMU Welfare Plan, c/o Joan Gross, the plan's Contract Administratrix, 821 East Sixty-Fifth Street, Savannah, Georgia 31405. The telephone number is (912) 352-7169. The charge to cover copying costs will be \$.25 for the full annual report, or \$.025 per page for any part thereof.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the office of the plan, located at 821 East Sixty-Fifth Street, Savannah, Georgia 31405, and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to Public Disclosure Room, N4677, Pension and Welfare Benefit Programs, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20216.

Barksdale welcomes new shop steward

Maria Leonor Murphy was elected as Shop Steward for the East Bayou dining facility at Barksdale AFB, Louisiana.

Maria is very active in community work with handicapped people, involved in various parent organizations in the local schools, is a member of the Air Force Sergeants Association, Air Force Association, National Association for Cosmetology Instructors and holds an honorary lifetime membership in the International Hairdressers Association.

"Working with and for the people has always been very rewarding to me, the friends you make along the way are very important," she is quoted as saying.

Besides taking classes in between her jobs and activities, Mrs. Murphy enjoys quilting, reading, refinishing small furniture items, and a favorite of hers is "junking," (flea-markets, garage sales) in search of rustic and collectible items. She also enjoys cooking and baking for family & friends.

Maria invites union members to call her or stop by to see her so she can better serve the employees to get to know everyone, so she can better serve them. She intends to have an open door policy. It's important to have this type of policy to accommodate all shifts. Employees need to know what their union has to offer.



ITPE IN THE DEEP SOUTH. These ITPE members are currently employed at the Gulfport-Biloxi bases in Gulfport, MI. They include G. Floyd, J. Bellais, B. Lutz, B. Touchstone, L. Parent, K. Telley, S. Whorley, L. McGlothlin, B. Jones, C. Tribble, O. Goodwin, M. Smith and C. Cook, seen here with NMU Savannah Agent and ITPE Area Representative John Conley and NMU Mobile Agent and ITPE Representative Charles Mills.

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.



NMU organizing drive is planned out in National Office by Vice President Louis Parise (right), Legislative Director Elwood Hampton, who works closely on all organizing activities, and NMU Organizer Henry Dooley, who heads NMU-SIU joint organizing campaign.

NMU BRANCH OFFICES

Listed below are branch offices of the NMU. 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 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. In true NMU spirit, an informed member is the best member.

BALTIMORE, MD 21205
2324 McElderry Street
Tel.: 301-276-1443
Guido Vecchio, 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
ITPE REPRESENTATIVE
Carrie Gresham
Tel.: 804-627-0902

PHILADELPHIA, PA 19123
500-06 No. Sixth Street
Tel.: 215-574-0590
Reynold Pilgrim, Agent

SAVANNAH, GA 31401
19 East Perry St.
Tel.: 912-232-6181
John F. Conley, Agent

SAN FRANCISCO, CA 94111
91 Drumm Street
Tel.: 415-989-6905
James McKinley, Regional Representative

ITPE REPRESENTATIVE
Henry Dooley
Tel.: 415-391-4315

SAN PEDRO, CA 90731
385 West 18th Street
Tel.: 213-832-4246
Gordon Humphrey, Agent

ODAW DIVISION
Carl Brooks, Agent
Tel.: 213-832-4537

SEATTLE, WA 98121
2015 Third Avenue
Tel.: 206-624-2261
John Skriba, Agent

BROWNSVILLE, TX 78521
3505 Boca Chica Blvd.
Suite 163D Intern. Plaza
Tel.: 512-546-3837
Humberto Garcia
ITPE-Organizer

OMAHA, NE 68102
319 So. 17th St., Suite 440
Tel.: 402-342-0260
Ray Zaporowski, Patrolman

CORPUS CHRISTI, TX 78401
1724 North Mesquite Street
Tel.: 512-884-3546
Woodrow Nayer, Agent

HOUSTON, TX 77012
8329 Lawndale
Tel.: 713-WA 8-3381

GALVESTON, TX 77550
1906 Mechanic Street
Tel.: 713-SO 2-9669
Edward Minocchi, Agent
ITPE REPRESENTATIVE
Ralph Smith,
Tel.: 713-762-9874

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
John Sheehan,
Regional Representative

PORT ARTHUR, TX 77640
246 7th Street
Tel.: 713-YU 2-9449
Charles Walker, Agent

TAMPA, FL 33603
414 So. Magnolia Ave.
Tel.: 813-254-1395
Thomas Gavagan,
Patrolman

CHICAGO, IL 60617
10011 So. Torrence Ave.
Tel.: 312-721-6900
Louis Lucci, Regional Representative

DETROIT, MI 48216
3600 West Fort Street
Tel.: 313-496-0166
William Olsen, Agent

LUDINGTON, MI 49431
406 South James Street
Tel.: 616-VI 3-2765
Max Sykalski, Agent

JOLIET, IL 60435
310 North Ottawa Street
Tel.: 815-722-8411
Robert Collilieux,
Patrolman

PITTSBURGH, PA 15222
239 Fourth Avenue
Tel.: 412-471-7745
Mario A. Roso, Agent

ST. LOUIS, MO 63101
706 Chestnut Street
Tel.: 314-231-5944
George Matz, Agent

PADUCAH, KY
ITPE REPRESENTATIVE
Jack Warner
Tel.: 502-443-6768

PANAMA
PO Box 2081
Balboa, CZ
Tel.: 52-2937; 52-5627

PUERTO RICO
PO Box 14546 B. Obrero Sta.
Santurce, PR 00916
Tel.: 809-727-0690
Robert White, Agent

WASHINGTON, DC
ITPE OFFICE
100 Indiana Ave. NW
Wash, D.C. 20001
Tel.: 202-347-5980
ITPE REPRESENTATIVES
Angelina Jones

AFL-CIO Maritime Committee 100 Indiana Ave., NW
Washington, DC 20001 Tel.: 202-347-5980
Talmage Simpkins, Executive Director
Elwood Hampton, Legislative Director

NMU Counsel, Phillips & Cappiello (Ned R. Phillips,
George J. Cappiello, Jr. Sidney Kalban)
346 West 17th Street, New York, NY 10011
Tel.: 212-929-8410

ITPE-NMU Welfare Plan P.O. Box 23679
Savannah, GA 31403-3679 Tel.: 912-352-7169
Joan Gross, Administrator

ITPE-NMU Pension Plan ERISA Systems
P.O. Box 59, Jericho, NY 11753 516-822-2861
Albert Franco, Edward Montague,
Co-Administrators