

ITPE news

NATIONAL MARITIME UNION OF AMERICA, AFL-CIO

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Industrial, Technical and Professional Employees Division



October, 1984

President's Report to 19th Convention



President Shannon J. Wall

AS WE PREPARE to open another NMU National Convention, our 19th since the Union was founded in 1937, we find ourselves confronting the hard reality that the cards being dealt at the

collective bargaining tables these days are not likely to bring out any of the big pots labor saw in the past. The worldwide economic downturn has dealt management some of the high cards it has long looked for. In industries all along the line they are laying down big bets on being able to hold down and even cut back labor costs and to retain tight control over the allocation of returns on investments in automation and new equipment. In maritime, this basically adds up to fewer, but enormously larger ships, and smaller crews.

We have seen Government deregulation policies, first spawned during the Carter Administration, devastate not only such heavily-unionized industries as the airlines, trucking, steel, and automobiles, but also the white collar fields such as banking where a record number of institutions

are going bust.

All unions have their backs to the wall these days. Did you ever think to see the time when pilots would agree to fly three days and handle baggage or sell tickets on the other two days as they do at some new non-union airlines?

A similar case in point is the incredible government breakup this year of AT&T. By next year, 11,000 telephone employees, who thought they worked at some of the country's most secure jobs, will be laid off; 24,000 others are taking early retirements.

This wholesale divestiture is just one of a pattern of changes that pose serious implications for the entire labor movement. As happened in the airlines, trucking, steel, you name it, customers must now choose between

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Labor-management confab takes place in Seattle, WA. From left to right are Shop Steward Han Kim, Fort Lewis; James T. Hughes, Western Representative, Region X, U.S. Department of Labor; NMU Vice President Louis Parise; Don Newsom, President Renaissance, Inc.; Pat Hasard, ITPE Shop Steward, McCord AFB; Jodie Williams, Project Manager, Fairchild AFB; NMU Seattle Agent Mike Skriba; ITPE member Dvon McLaurin, McCord AFB; ITPE Seattle Representative Tom Wynne; Colleen Rettig, Assistant Project Manager; and David Wade, Project Manager, McCord AFB. ITPE Northwest members are union loyalists. Joining Seattle Delegation in photo are ITPE Representative Joan Abbey (standing, 2nd from right), and Shop Stewards Judy Ng (right) and Jim Ross (kneeling) both from Puget Sound Naval Shipyard.

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ing one of the new cut-rate non-union long distance telephone companies or stay with AT&T and Western Union. The latter alone employ union people who have primarily been responsible for providing the United States with the world's best telephone system. Our gut feeling is that in the long run the country will be sorry that one judge decided to fix the telephone system when most people didn't believe it was broken. Of course, such developments come as no surprise to NMU. Over the years, we've survived the same kind of union-busting attacks from the left-Hartley, Landrum-Griffin and right-to-work laws and came out stronger. But the fight never stops. And the battles take place these days, not so much on the picket lines, but in the law courts. And the outcome of these complicated legal fights result in decisions affecting how we eat, pay our rent and live out our old age. We made good progress on bringing union wages, benefits and conditions to our shoreside ITPE members. Now we are battling to block new government regulations that would undercut our shoreside members by undercutting the wages and other protections of the Service Contract Act under which they work.

ORGANIZING

The Industrial, Technical and Professional Employees Division (ITPE-NMU) has made great strides since the last NMU Convention in 1980. This was achieved by providing the best representation possible for food service and custodial workers in the service contract field throughout the country.

In addition to expanding into the hospital, construction and taxicab industries, ITPE-NMU was successful in organizing workers at food processing plants in Alaska and has organized the unorganized in the Rio Grande Valley. The current dues-paying membership has swelled to nearly 14,000 members.

Because the ITPE-NMU Division represents a dynamic organization geared towards the protection of jobs with the best possible wages and benefits in mind, many independent workers have since affiliated with

Win \$3,500 ITPE firing beef

An ITPE-NMU member employed at Seymour Johnson Air Force Base in North Carolina, has been reinstated to her job with \$3,500 back pay and full seniority in an arbitration action filed by the Union.

The dispute arose when a new dining room contractor refused to allow Melinda Reigel to return to the cashier job she held for three years prior to her promotion to supervisor.

She had resigned the supervisor's post in a disagreement with the new

project manager, the contractor's sister-in-law. Noting that the ITPE member, a former shop steward, had been a capable, conscientious and loyal employee, Arbitrator George L. Powell directed Grant's Food Service to live up to the ITPE agreement which allows a unit employee who has been promoted to supervisor to return to the unit within the first nine months as a supervisor.

The ITPE-NMU Division was represented by Sidney Kalban of Phillips & Capiello, NMU counsel.

ITPE-NMU. Since the last NMU Convention, the Dentists, Doctors and Related Professionals Union (DDPRU); the National Chiropractic Union; the Obreros Unidos Independientes; and the Association of British Professional Divers have all affiliated with ITPE-NMU.

More than 500 employees of the Gemini Food service unit at Fort Gordon, GA, made the most progressive Union in the service contract field, ITPE-NMU, the winner in a run-off election held between ITPE-NMU and another union on December 12, 1980.

In 1981, ITPE-NMU was successful in bringing 460 workers employed by Aquaslide 'N Dive, the largest manufacturers of swimming pools and plastic accessories in the world, under the ITPE umbrella. Also, 250 workers employed by Omni Fabricating, Inc., where dredges, riverboats, fishing boats and small boats for offshore drilling work are made,

voted to join ITPE. It marked the first time in union history that workers have been organized in the anti-union Rio Grande Valley.


However, it was a long and winding road for the Aquaslide 'N Dive workers. They went out in a two and a half year strike, but, backed all the way by the union, achieved victory in the end. The company finally agreed to bargain with the Brownsville, TX employees. On-going contract negotiations began in January.

The year 1981 also saw more than 300 employees at Fort Lee, Virginia, vote for ITPE representation and benefits for food service personnel.

In February, 1983, more than 1,400 cab drivers employed by the Yellow Checker, Nellis, Henderson and Ace cab companies in Las Vegas, Nevada voted to join ITPE-NMU for improved working conditions, better pay, and a top package of pension and welfare benefits. Last year, an agreement was

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Gutsy Union spirit wins back jobs, Nearly \$70,000 for Aquaslide workers

Twenty-six laid-off ITPE workers employed at Aquaslide 'N Dive, a pool accessory manufacturing plant located in Brownsville, TX, have been reinstated with full seniority to their jobs, with back pay for 28 members totaling nearly \$70,000, thanks to staunch Union representation.

ITPE Representative Humberto Garcia led the Union's legal battle against the company before the National Labor Relations Board, under the direction of NMU President Shannon J. Wall, Secretary-Treasurer Thomas Martinez, Vice President Louis Parise, in charge of organizing, and Area II Coordinator John Conley.

The twenty-eight members who received back pay are Alberto Barrera, Reymundo Reyes, Heriberto Gualardo, Jose C. Cardenas, Julian Aleman, Jose C. Gomez, Juan Nieto, Reymundo Soto, Crisforo Gonzalez, Simon Lauren, Joel Moreno, David Robelle, Jorge Martinez, Javier Saucedo, Fidencio Barrera, Javier Soto, Javier Noriega, Benito Aguilera, Rolando Escobedo, Gilberto Vela, Everado Herrera, Moises Mendoza, Esteban Martin, Irene Nino, Armando Vidal, Simon S. Rodriguez, Baldemar Aguirre, and Daniel Garza.



ITPE Brownsville Representative Humberto Garcia (center) with ITPE members Baldemar Aguirre (left) and Daniel Garza.



ITPE Aquaslide employees hold general Union meeting.

ITPE family keeps on growing



Area II Coordinator J. Conley poses with Mary Parr, newly elected as Shop Steward, and Yolanta Keozka at Tyndall AFB, FL. Yolanta, coming originally from Poland, is a firm believer in Solidarity. On behalf of all the ITPE-NMU members everywhere, we sincerely welcome our new brothers and sisters at Tyndall.



Approximately thirty-five (35) new ITPE-NMU members listen intently as Area II Coordinator J. Conley and ITPE-NMU Health & Welfare Fund Representative Roy Boyd apprise them of the benefits they will enjoy under the newly negotiated CBA covering the food service members at the Berg-Liles Dining Facility, Tyndall AFB, FL.

ITPE spotlight on the Presidio

In 1769, Don Gaspar de Portola, representative of the Crown, and Junipero Serra, representative of the Cross, set forth on an expedition to establish three Spanish settlements in the remote land called Alta California. Father Serra's duty was the saving of Indian souls. Portola's duty was more materialistic — the protection of Spain's interests against the threat of a Russian presence on the Pacific Coast. Who was it who said "the more things change, the more they remain the same"?

By 1770, the expedition moving

both by land and sea reached Monterey. On June 3 of that year, the Mission and the Army Base (the Presidio) were founded. The Bay was named after the Count of Montevideo (an early patron of Spanish Explorers), and the priests christened the countryside Carmelo, after Mt. Carmel in the Holy Land. If you walk in the Presidio today along its grassy slopes overlooking Fisherman's Wharf, you'll find a statue of Father Serra beside a small stone boat. It was erected a century ago as a monument to the founding of the Mission and the Presidio.

In 1771 the Mission and the Presidio parted company, the mission moving over the hills and six miles away to a site near what is now Carmel, California. The move was prompted partly by the need for better farm land and partly by a desire to protect the local Indians from the rough troops of the small Army garrison, The Presidio.

The Presidio still stands at its original location and through the years has housed and trained troops of every corps of the Army. Today it functions almost exclusively as a Green Beret operation, logistically as the Defense Language School, where Green Berets study not only foreign language, but also the culture, habitat and customs of the lands where they may be sent in the performance of their duties.

ITPE operates the two dining halls on this facility, and most of our people have been there for many years. They are proud that they contribute some small part to this historic Army Base. The ITPE membership here hopes that all of you will have the opportunity to someday visit both the Mission and the Presidio, monuments to the Hispanic heritage.



Members at the Presidio Monterey Defense Language School include (from left) new Shop Steward Brenda Hayman, Pot and Pan Manager Brooks and Shift Leader Barbara Parker.

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reached between ABC Union Cab Company, Inc., Vegas-Western Cab Inc. and the ANLV Cab Company and ITPE-NMU. The settlement entitled some 500 cab drivers more than \$50,000 in back pay.

In August, 1982, food service employees of Dermott Food Services, Inc. at Kings Point Maritime Academy in New York voted overwhelmingly for ITPE-NMU representation. What is heartening about this installation is the demonstration of ITPE-NMU pride there. Members had been paying their union dues even though they were not being paid under a union-negotiated contract. This was because the company had refused to agree to a contract that would protect the rights and benefits of the workers for more than a year.

Midwest membership grows

In a business where the number of companies involved in beef packing decreased 35 percent from 1969 to 1979, ITPE-NMU continued to make significant gains for employees of Meats of the West and Eastern Market Beef, Detroit, MI, Dubuque Packing, Mankato, KS, and CHP of Omaha, NE. Industrial Parts and Rebuilding and Chrome Crankshaft are among the companies now organized in the Mid-West by ITPE-NMU.

Earlier this year, the Union was successful in thwarting attempts by the United Food and Commercial Workers to raid the Land O'Lakes plant in Oakland, Iowa, which since 1968 has had a bargaining relationship with the meatpackers union which affiliated with ITPE-NMU back in 1979.

A district judge ruled the sale of Land O'Lakes to Excel Corporation unlawful since it was in violation of antitrust statutes. Ownership and

control of the plant was returned to Land O'Lakes. ITPE-NMU's bargaining relationship was found to have survived the sale to Excel and subsequent return to Land O'Lakes. An impartial umpire determined that the UFCW was in violation of Article XX, Section 2, of the AFL-CIO Constitution.

On the legislative front, ITPE-NMU spearheaded the drive for a tightening of Service Contract Act regulations to protect workers' fringe benefits and to insure timely payments to service employees receiving Pension and Welfare Plan benefits. The Union proposed tightening Labor Department regulations so that sufficient contract funds (government funds which the employer or contractor receives) can be impounded when the delinquent contractor fails to meet his obligations for even one month. Funds withheld are then directly paid to the trust funds providing fringe benefits to the affected em-

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Voice of the ITPE membership

Stalwart ITPE union member



Sadie Harden

Sadie Harden is Shop Steward at Sierra Army Depot in Herlong, CA. Herlong is 50 miles from Reno, NV. and 75 miles from Susanville, CA. Sadie has been in Herlong since 1952. She and her husband have raised eight children on this base. It is always a pleasure to visit Sadie and the employees at Sierra Army Depot. We have good meetings and friendly conversations after our meetings. I have a special name that I, Tana Harris, call Sadie, that is "Mama Sadie," she always gives a big smile when I call her my special name. Sadie is one of our oldest and finest Shop Stewards. Thanks Sadie. — Tana Harris, ITPE Representative.

Thanks Wall for Scholarship

To NMU President Shannon J. Wall — I wish I could have the opportunity to thank you and every person who works for you and your union. I received the ITPE-NMU Happy I. Franklin Scholarship, which will pay up to \$5,000 for each of four academic years of college — provided I maintain said standards such as adequate GPA and the minimum number of credit hours to be considered a full-time student. Also, it is to my understanding, that the scholarship can be transferred to any college-board approved college or university in the world. I say "in the world" because the University of Maryland has institutions all over the world.

Again, words cannot express how happy and relieved I am because now

part of my financial worries are over. I feel it is a great honor to represent your company through a scholarship. As I pursue my long awaited dreams of a super career, I shall remember who made it possible. You shall hear from your soon-to-be Freshman while I progress down the road of higher education. — Diane Shaffer.

Welcome addition to ITPE family



Shop Steward Beverly Boyd from Satellite Test Center, Sunnyvale, Ca., with her new grandson, Dominic Terrell Boyd.

Dominic Terrell Boyd was born at Alta Bates Hospital on Tuesday, Feb. 7, 1984. Dominic weighed in at 2 lbs. 2 ounces, and he was 18 inches long. It was touch and go after six months of fighting for his life, but like the true ITPE-NMU baby that he is, he has gained weight and has been taken off of the oxygen that was supplied to him daily.

Dominic now weighs 10 lbs 4 oz, and is 23 inches long. His grandmother is Shop Steward Beverly Boyd at the Satellite Test Center in Sunnyvale, Ca. She is employed as a Floor Stripper and Waxer. Her employer is Arrow Janitorial Services. Beverly is a very interested and reliable Shop Steward.

Promise to make ITPE-NMU proud

To the members of the ITPE-NMU—Thank you for awarding me the Shannon J. Wall — Happy I. Franklin Scholarship. It is truly a very generous one and will provide me with the means to acquire my college education.

Having had a few part time jobs, I know the value of each and every dollar earned with hard work. Sharing the product of your labor and time to fund a scholarship program reveals the great caring and the generosity in you and your union. At Meredith College I will pursue a bachelor of science degree in mathematics and would like a career in the world of business. I hope that one day I will be associated with an organization such as yours that supports people with the desire to learn.

Again thank you. I promise to make you proud to have chosen me as a recipient of the ITPE — NMU Shannon J. Wall — Happy I. Franklin Scholarship. — Susan L. Haines

Union son shines



Leo Gacusan, Jr.

Leonardo M. Gacusan, Jr., son of Mr. and Mrs. Leonardo A. Gacusan, Sr. of 1329 Elsona Ct., Sunnyvale, CA, graduated from the United States Naval Academy on Wednesday, May 23, 1984, and was commissioned Ensign in the United States Navy.

At the Naval Academy, Gacusan experienced four years of intensive academic, physical and professional training culminating with a bachelor of science degree in Physical Science.

Leo Gacusan, Sr., is an ITPE Shop Steward at Satellite Test Center, Fonex Systems in California.



Shop Steward Raymond Hale and Marie Petal at Sherman Field are 100% ITPE.



Shop Stewards Nancy Jackson and Odessa Smith boast 100% membership in Building 1080. From left, Marshall, Monroe, Russell, Jackson, Huff, Nelson,



True blue unionist Fanny Schwerr.

Florida ITPE members keep 'em flying at Pensacola and Sherman air fields



ITPE boosters Lewis, Marshall, Jackson, Smith, Monroe, Nelson with Project Manager Saulsberg and ITPE-NMU Rep. Thornton H.

ITPE/NMU



Smith, O. Smith and Nancy Jackson. The Navy men didn't give their name, rank or serial number, but said they were glad to be in such good company.



Good friends Mary Robinson, Ruby Harris, Pam Elmore and Project Manager Ellis Sutton.

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All smiles from Cynthia Young, Teresa Eagelton, Jennie Hall, Ricky Schuster, Mary Robinson, Ruby Harris, John Hoffman focus on ITPE member benefits.



Elliott, Jr. At Pensacola Naval Air Station (from left), Linda Williams, Mary Olean, Mickey Eller and Shop Steward Alice Beasley.



STANDING UP FOR THE UNION

ITPE-NMU members at Naval Air Station in Kingsville, TX support the Defense of the Union Fund with an \$85 contribution. From left (above) are D. Moreno, A. Campbell, S. Dela Vina, J. Garcia, V. Hernandez, V. Brunsen, E. Cabrera, O. Hinojosa, I. Valenzuela, A. Saldana and ITPE-NMU Representative Nero Threet, Jr. Below, purchasing stamps at Corpus Christi Hall are (left) E. Hysau, Joyce Bradford, R. Roberts and Judy Bradford and (right) I. Silva and S. Sandoval.



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ployees. This proposal has helped reduce costs while increasing worker morale and productivity.

In September, 1981, ITPE-NMU joined with government service contract companies in successfully increasing newly-proposed SBA regulations to revise present size standards in defining small business. The original SBA regulations would have eliminated 60 percent of the existing government service industry and would have had an impact on over 10,000 ITPE-NMU employees.

ITPE-NMU members have been outstanding. In 1982, ITPE members at the U.S. Air Force Academy in Colorado Spring, Colorado swept the Hennessey Awards which are given to the best food service operations in the world. Runners-up included the ITPE installations at Keesler Air Force Base in Biloxi, Mississippi and Fort Meade, Maryland.

ITPE-NMU Pension & Welfare Plan

The ITPE-NMU Pension Plan has increased substantially since its inception. The Plan, designed to provide the best possible type of pension to cover all ITPE members, paid out \$1,214,346 in benefits to participants and beneficiaries totalling 22,325 persons as of September 30, 1983. Assets available for benefits have increased dramatically from \$1,287,657 at the end of the fiscal year, September 30, 1980, to \$12,671,951 at the end of fiscal year, September 30, 1983. Contributions have increased from \$1,439,290 as of September 30, 1980 to \$4,529,916 as of fiscal year ending September 30, 1983.

Besides maintaining improvements in pay, working conditions, holidays, sick leave, vacations, etc., ITPE-NMU can be especially proud for what it has achieved for all its shoreside workers as far as Welfare Benefits are concerned. The ITPE-NMU Health & Welfare Board of Trus-

tees approved plans to self insure and self-administer the Welfare Plan, thus the Welfare Plan Administrator pays claims directly from the fund, expediting payment of claims for all ITPE members.

The Welfare Plan currently covers dental benefits, accidental death and dismemberment, survivor income, accident and sickness pay, hospital indemnity, hospital miscellaneous, scheduled surgery payment, anesthesiologist, supplemental sickness, supplemental accident pay, diagnostic X-ray and lab work, maternity, dental and vision care.

ITPE Scholarship Program

Since the inception of the ITPE-NMU Shannon J. Wall Scholarship Program in June, 1980, \$550,000 worth of five four-year scholarships and two two-year vocational scholarships have been awarded as of June, 1984. The awards are given annually to qualified employees and/or their dependents who rank the highest in scholarship testing conducted by the College Scholarship Service.



Happy ITPE contingent from Elemendorf AFB, Alaska, Joy Smith, Shop Steward, and members Chom Ye Sonoda, Elizabeth F. Hummel and Kathy Loberg with ITPE Area I Coordinator Elwood Hampton.



ITPE-NMU Shop Steward Betty Buggs of Pt. Mugu-NWC and Julietta Blow of Port Hueneme-CB pose with ITPE-NMU Representative Ken Mitchell after monthly meeting.



Meet some ITPE members stationed at Fort Richardson, Alaska: From left to right are Shop Steward/Shift Leader Ellen Alvarado, KPs Ruby Tacy, Howard Hayes and Pun Sun Bendet.



Shop Steward Will Ellen Clark from George AFB, CA, takes minutes of Union meeting.

ITPE-NMU across the Nation



Area II Coordinator John Conley (seated at right) meets with members employed at North Island Naval Station, CA; ITPE-NMU Shop Steward Ernestina Guassac, Bertha Martinez, Ut Dang, Nattie Renninger, Bernie LaBaco, Segunda Augustin, Tu Dang and May Ellig.



Area II Coordinator J. Conley reviews employee grievance with Ron Palmer, Project Manager and B. Palmer, standing.



Audrey Williams, Marvine Randall, Terry Jones, Richmond McGee, listen intently while ITPE Rep. Mary Williams discusses Union business with them.



ITPE-NMU member Gregory Luke prepares to commence buffing those shiny tile floors that always look so nice at the DDE Medical Center.

ITPE at Dignity,

The Dwight David Eisenhower Army Medical Center was formally dedicated in 1975. But the ultra-modern health care complex traces its roots back to World War II and the Fort Gordon station hospital built in 1941.

Eisenhower Medical Center is under the jurisdiction of the Army's Health Services Command, whose primary mission is to provide health services for the Army in the 50 states, Puerto Rico and Panama. A keystone of the HSC operation is the concept of health care regionalization. Eisenhower, as one of eight medical centers in the Army, is responsible for providing health care for active duty and retired military personnel and their dependents in seven south-eastern states, Puerto Rico and Panama.

The ITPE-NMU has been representing the housekeeping employees (approximately 90) since 1976. The housekeeping employee members of ITPE have a lot to be proud of at the DDEMC in Ft. Gordon. They all work together as a team and a such DDEMC is a shining example of good union-management relations.



Shirley Rangall (at left), who was a prior Mess Attendant employed at Fort Hood, Texas, is now enjoying working at Ft. Gordon, Ga. in housekeeping services. Next to Shirley is Ale Arcia, Mary Lou Davis, Mariam Lee and Alice Samuels with the big smile. Standing are Mary Williams and John Conley.

Dwight David Eisenhower Hospital Dedication, Honor



DDEMC employees enjoy a break with ITPE Reps. Left to right (seated) are Fumie Connell, Ruby Burns, Elise Wilson, (standing) Ft. Gordon Chief Shop Steward Josephine Burns, ITPE Rep. Mary Williams, Wahid Duncan and Area II Coordinator J. Conley.

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.

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