

# ITPE news

NATIONAL MARITIME UNION OF AMERICA, AFL-CIO

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Industrial, Technical and Professional Employees Division



DEC. 1986

## Happy and Prosperous Holidays from All of Us to All of You



Shannon J. Wall  
President



Thomas Martinez  
Secretary-Treasurer



Louis Parise  
Vice-President



James F. Paterson  
Vice-President



Rene Lioeanjie  
Vice-President

*The Holiday Season is the time for all of us to rejoice and recall the beautiful year we had and to wish each other the joy of peace, happiness and prosperity for the following year and many more years to come. Until this time again, may God keep you safely in the Palm of His Hand.*

### ITPE does it again!

## Union wraps up holiday package With new Annual Benefit Plan

THE FOLLOWING GENERAL INFORMATION IS PROVIDED TO YOU SO THAT YOU HAVE A WORKING KNOWLEDGE OF THE PLAN'S PROCEDURES. CHECK WITH THE CONTRACT ADMINISTRATOR, YOUR SHOP STEWARD, OR YOUR EMPLOYER FOR THE EXACT BENEFITS PROVIDED TO YOU BY THIS PLAN. REMEMBER THE PROVISIONS OF THE PLAN SPECIFY WHAT BENEFITS WILL BE PAID, NOT WHAT ANYONE TELLS YOU.

### QUESTIONS AND ANSWERS ABOUT THE ITPE-NMU ANNUAL BENEFIT PLAN

#### What is the ITPE-NMU Annual Benefit Plan?

The ITPE-NMU Annual Benefit Plan is a Trusteed Fund which pays directly to you holiday pay, sick pay, vacation pay, and training pay, in accordance with the provisions of the ITPE-NMU Annual Benefit Plan.

(Continued on Page 3)



Key West Guards Judy Lopez and Carolyn Holloway, Shop Steward.



Member Bob Calloway

## Key West Guards give top security

### *And ITPE affords the best union protection*



Key West Guard Ms. Graen



Shop Steward Holloway confers with member William Clarke.

### Don't let members lose their identity

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

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

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## ITPE news

NATIONAL MARITIME UNION OF AMERICA, AFL-CIO



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# ITPE ANNUAL BENEFIT PLAN

(Continued from Page 1)

## **How does the ITPE-NMU Annual Benefit Plan get the money to pay these Benefits?**

Your employer has signed a collective bargaining agreement with the Industrial Technical and Professional Employers Division of the National Maritime Union of America (ITPE-NMU) which calls for contributions to the Plan by your employer.

## **How do I get paid these benefits?**

You must make a proper and timely application.

## **What does that mean?**

There is a term you must understand in order to receive the benefits due you at the time you want to receive them. The term referred to above is "Entitlement Date". There are four such dates. They are:

February 1      May 1      August 1      November 1

Payment of vested (earned) benefits will be made by the ITPE-NMU Annual Benefit Fund on or about the entitlement date provided a timely and correct benefit application has been made to the Plan office.

## **What does correct and timely application mean?**

1. The application must be properly filled out, signed by you and your employer, and submitted to the Plan office.

2. The application must be received by the Fund's office no less than 45 days prior to the entitlement date that you wish the benefit to be paid.

## **Could you give an example of this?**

If you apply for holiday benefits earned through August 31st and your application is received on September 15th, the Fund would pay that benefit on November 1st (entitlement date), since the application was received 45 days prior to that entitlement date. If that application was received on September 20th you would not be paid that benefit until February 1st, since the application was received less than 45 days prior to November 1st (entitlement date).

## **You have used the words vested and earned. What do they mean?**

We will deal with this by the categories and benefits covered:

1. Vacation — Your eligibility for vacation benefits vested (is earned) on the anniversary date of your employment with your employer or a successor employer, who is bound by a collective bargaining agreement to contribute to the Plan, following a year of service and on each anniversary date thereafter.

### **2. Holiday Benefits —**

a) If you are employed on the date your employer becomes a party to the collective bargaining agreement, which calls for contributions to the Plan, you are immediately eligible to receive holiday benefits.

b) If you are a new employee (employed after the effective date of the collective bargaining agreement) you will be eligible for holiday benefits upon the completion of 90 days of service with your employer.

c) You vest to receive holiday pay for a particular month on the last day of that month.

### **3. Sick Leave Benefits —**

a) If you are employed on the date your employer becomes a party to the collective bargaining agreement, which calls for contributions to the Plan, you are immediately eligible to receive sick leave benefits.

b) If you are a new employee (employed after the effective date of the collective bargaining agreement) you will be eligible for sick leave benefits upon the completion of 60 days of service with your employer. Once you are eligible for sick leave benefits, your right to receive sick pay for a particular three month period, shall be vested on the last day of that three month period.

4. Training Pay — You must receive the training by your employer. Training must be for bona fide classroom training. The decision as to whether to provide such training together with the time and place of such training shall be at the sole discretion of the employer.

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# ITPE rallies for Mikulski



**Mikulski for Senate.** ITPE and NMU members and friends from the Baltimore area rally to show their support for Congresswoman Barbara Mikulski's election to the U.S. Senate at the Perry Basin Shopping Center in Baltimore, MD. Mikulski, a member of the House Merchant Marine and Fisheries Committee, has been one of the most vocal supporters for a strong U.S. maritime program. In photo at bottom, Mikulski stands behind NMU banner and is joined (to the right of her) by NMU Legislative Director and ITPE Area I Coordinator Elwood Hampton.





# Instructions for Payments of Benefits Under the ITPE-NMU Annual Benefit Plan

An application must be made by the participant requesting Benefits from the ITPE-NMU Annual Benefit Plan. *If the benefit application is not filled in properly, the application will be returned and the payment of benefits will be delayed.*

The way to file a claim is as follows:

1. Get a benefit application from your employer or shop steward.
2. The benefits you wish to be paid for should be marked with an "X" in the box provided.

If you are making an application for vacation pay, your anniversary date must appear. If you are claiming vacation pay, you may request payment of all the vacation due you or you may take as little as one week. If you do not indicate in the vacation area how much vacation you wish to take, all of it will be paid to you.

If you claim holiday pay, sick pay or training pay, the total amount of the benefit that you have earned in these categories will be paid to you.

3. Fill in where you are employed, who is your employer, state the number of dependents you claim for federal income tax purposes in the space provided, your current rate of pay per hour, and PRINT your last name, first name, and middle initial. Enter your social security number in the space provided.

4. PRINT your address. The benefit payment will be mailed directly to you.

5. Date and sign the application.

6. If this is a final claim because you have left employment with your employer, use the space provided for this type of claim. All benefits due you will be paid if it is a termination claim.

7. Bring the completed application to your employer. He will review it, date and sign it, and forward it to the Plan office.

ITPE-NMU Annual Benefit Plan  
333 North Broadway  
Jericho, New York 11753  
516-822-2861  
**Benefit Application**

Plan Use Only

Install. # \_\_\_\_\_  
Contract # \_\_\_\_\_  
Employer # \_\_\_\_\_

## Employee

I make application for the following benefits:

- ☐ All holiday pay due me
- ☐ All Sick Pay due me
- ☐ Vacation

Anniversary date \_\_\_\_\_  
Month / Day / Year

☐ Pay all vacation due me

☐ Pay \_\_\_\_\_ weeks of the vacation due me

☐ Training Pay due me

Date of claim \_\_\_\_\_  
Month / Day / Year

I am employed at \_\_\_\_\_

Rate of Pay Per Hour \_\_\_\_\_

By \_\_\_\_\_

I claim \_\_\_\_\_ dependent on a W-4 on file with my employer

Name (Print) \_\_\_\_\_  
(Last name) (First name) M.I.

Social Security Number \_\_\_\_\_

Street Address \_\_\_\_\_

City & State \_\_\_\_\_

Zip Code \_\_\_\_\_

I certify that the above information is correct.

Date \_\_\_\_\_ Signature \_\_\_\_\_

## Employer

I have reviewed this application, specifically, the portions concerning training, anniversary date, number of dependents claimed, job classification and the rate of pay per hour and find them to be correct to the best of my knowledge.

Date \_\_\_\_\_

Signature \_\_\_\_\_

Title \_\_\_\_\_





Member Betty Pack stands by entrance to Camp Lejeune, North Carolina, which claims to be the most complete Marine Corps training base in the country.



**Season  
Greetings**

## ITPE-NMU organizes fi

**Camp Lejeune workers go for more  
with ITPE as bargaining representative**



Donald Clark and Cindy Coleman



Fran Rice



Deborah Glover and Betty Spears





Mr's  
ngs



Elaine Harris



Terry Hall and Bertha Gardner

# First Marine Corps Base



ITPE Area I Coordinator Elwood Hampton (left) holds informal union meeting with new ITPE-NMU members (from left to right) Sarah Johnson, Betty Pack, Carol Ambriz, Bertha Gardner, ITPE Representative Carrie Gresham and Donald Clark.

# Remember, the ITPE-NMU is you!

## ***Pie in the sky offers from outsiders lead to a journey into oblivion!***

Following is a letter received at ITPE-NMU National Headquarters in New York from one of our former ITPE-NMU members who fought very hard to keep our union as bargaining representative at a meatpacking plant located in Mankato, KS. This letter is being published to remind all ITPE members to think it over very carefully before accepting pie in the sky offers from company officials or other union representatives who claim they can give you a better deal than you already have as an ITPE-NMU member. Since this letter was received, the meatpacking plant closed putting all the workers out of work in an area where meatpacking is the primary source of employment:

Dear Brothers and Sisters: — There are a lot of people who admire someone because they seem to have things under control. Have you ever asked yourself why them and not me? Leaders are not born that way, they acquire their skill by keeping informed. Have you read a contract and know what you think it means or do

you know what it really says?

If you now have a contract, maybe you should keep what you have and improve it. With the current politics as they are at the present time, you are damn lucky to have anything.

ITPE Area I Coordinator Elwood Hampton came to Mankato, Kansas, to help us with our contract. People got impatient with the National Maritime Union and listened to promises given to them by the Teamster Union. The Teamsters are not in control. The people here, in the Mankato plant, are finding out that any and every business corporation will give just what the corporation wants and not one damn thing more. Want to strike? You better have another job lined up. You have heard and seen what happened with the airline controllers.

I have worked with Mr. Hampton for nine months and have found him not only truthful but concerned for his fellow brothers and sisters. It has been four months since the majority of the Mankato plant workers voted

against the National Maritime Union and selected the other union that is now involved. Mr. Hampton still at this time keeps in touch and is concerned.

We are four months into negotiations and still have not received a decent proposal. We are more concerned about the corporation closing the plant and moving elsewhere. With what we had for a contract, we at least had a job. Now maybe we do and maybe we don't. People are beginning to wonder if they made the right move. Maybe it would have been better to keep what we had and improve it.

Get involved in your union. Demand results and answers. That is why you vote fellow members in office. Vote for the people who will do the **best** job, get results, and give you the answers you demand.

How many times have you cursed the union? Just remember **the union is you.**

Another Union Brother  
Vern Steier



Seattle Agent John M. Skriba (right) poses with the ITPE Shelf Stockers at McChord Air Force Base in Tacoma, Washington.



# Kennedy Space Center:



Chris Ward and Cashier Kari Phillips take time out to pose for the ITPE-NMU photographer.

## Launch pad with bargaining power



Cashier Mona Barham is always smiling for her customers.



ITPE-NMU member Jessie Lynch standing ready to prepare the next grill order at CIF Cafeteria.



Marilyn Mitchell doing a tremendous job keeping up with the many pots and pans at the O & C Cafeteria.



Doris Governor stands ready to serve the next customer at O & C.



Nate Watkins getting ready to refill the coffee pot at O & C.



Patricia Shuler prepares a take out for one of the many customers.

# ITPE West Coast Round up



Members from Oakland Supply Center attend a union meeting. From left to right are Earline Ferguson, Shop Steward Wilma Butler, Carl Dukes and Shop Steward Anna Allen.



Meet Mary Palmer, newly elected Shop Steward at David-Grant Medical Hospital, Travis AFB, CA.



Shop Stewards from La Mariposa Hospital in Fairfield are, left to right Altha Keys, Angie Sanchez and Lola King.



Record Center employees who work with the Dept. of Energy in Oakland, CA. Tony Strong, Stephanie Pinkney, Stacey Harris (Shop Steward), Charlotte Guillory and Jackie Murray.





Wonder if ITPE member Lorraine Wright is hoping for a new floor buffer machine for the holidays?



Taking time out from their daily chores at the Orlando Naval Training Center, Orlando, Florida, are Olga Fajardo, Luis Santiago, Lorraine Wright, Melva Painter, Samuel Figueroa and Jose Rodriguez.

## Warm greetings from the Sunshine State

### *ITPE members gear for holidays at Orlando Training Center*



Posing for holiday photo are Betty Saunder, Navy Cook Turner, Kiki Kendel, Olga Fajardo, Samuel Figueroa, Jose Rodriguez, Navy Cook Mac and Suzanne Niomi.



Doing the vegetable prep is a job for ITPE members Marina Margarejo and Rosa Mercado.



Standing by in skultery are Odell Broward and Angel Zayas.



The holiday season is upon us from the looks of members Sylvia Pinnock, Gertrude Mathews, Lorraine Wright, Evelyn Urguhart, Maria Perez and Maria Adan.

# 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.

## **BOSTON, MA 02111**

135 Lincoln Street  
Tel.: 617-542-0546  
Robert F. Healy, Agent

## **BROWNSVILLE, TX 78520**

P.O. Box 4534  
Tel.: 512-546-3837  
Humberto Garcia  
ITPE-Organizer

## **CHARLESTON, SC 29402**

16 Market Street  
Tel.: 803-723-4547  
Duke Duarte, Agent

## **DEARBORN, MI 48126**

4241 Maple Ave.  
Tel.: 313-584-0970-74  
Mario Roso, Agent

## **GALVESTON, TX 77550**

1906 Mechanic Street  
Tel.: 409-762-9669  
Steve Czpala, Patrolman  
**ITPE REPRESENTATIVE**  
Ralph Smith  
Tel.: 409-762-9874  
Ft. Hood 817-532-3417  
Sallie Blankes

## **GRANITE CITY, IL 62040**

1836 A. Delmar  
Tel.: 618-876-0086 or 87  
George Matz, Agent  
**ITPE REPRESENTATIVE**  
Craig Foster

## **HONOLULU, HI 96813**

Honolulu Seamen's Home  
Room 307  
707 Alakea St.  
Tel.: 808-531-0880

## **HOUSTON, TX 77012**

8329 Lawndale  
Tel.: 713-928-3381  
Wade Hughes, Agent

## **LAS VEGAS, NV 89104**

720 E. Charleston Blvd.  
Suite 103  
T. (Ruthie) Jones, Organizer  
Tel.: 702-384-7171

## **MOBILE, AL 36601**

111 Canal Street  
Tel.: 205-432-2797  
Nero Threet, Patrolman

## **NEW ORLEANS, LA 70130**

2731 Tchoupitoulas Street  
Tel.: 504-899-0841  
Charles Mills, Agent

## **NEW YORK, NY 10011**

346 West 17th Street  
Tel.: 212-620-5742  
Andrew Rich, Agent  
**ITPE REPRESENTATIVE**  
Alvoro Leit

## **NORFOLK, VA 23510**

523 East Bute Street  
Tel.: 804-627-7708  
Floyd Jones, Agent  
**ITPE REPRESENTATIVE**  
Carrie Gresham  
Ft. Bragg, N.C.  
Tel.: 919-497-1661  
Margaret Jackson  
Fort Lee, Virginia  
Tel.: 804-734-3838

## **PANAMA**

Building No. 0604  
Gaillard Highway  
Ancon, Rep. of Panama  
Tel.: 507-52-2937

## **PHILADELPHIA, PA 19107**

P&W Office  
AFL-CIO Medical Services  
1125 Vine St.  
Rm. 212  
Tel.: 215-568-7737  
ILA Hampton, Organizer

## **PORT ARTHUR, TX 77640**

246 7th Street  
Tel.: 409-982-9449  
Charles Walker, Agent

## **PUERTO RICO**

PO Box 14546 B. Obrero Sta.  
Santurce, PR 00916  
Tel.: 809-727-1473  
Nestor Gonzales  
Organizer

## **SAN FRANCISCO, CA 94111**

1040 Mariposa Street  
Tel.: 415-558-8450(58)(59)  
Rusty de Rousset, Agent  
**ITPE REPRESENTATIVES**  
Bob George  
Tana Casimiro  
Tel.: 415-558-8945(46)(47)

## **SAN PEDRO, CA 90731**

385 West 18th Street  
Tel.: 213-832-4246  
Ike Williams, Agent  
**ITPE REPRESENTATIVE**  
Kathy Holler

## **SAVANNAH, GA 31412**

19 East Perry St.  
Tel.: 912-232-6181  
John F. Conley, Agent  
**ITPE REPRESENTATIVE**  
Ft. Gordon, GA  
Mary Williams  
Tel.: 404-738-4731

## **SEATTLE, WA 98111**

2015 Third Avenue  
Tel.: 206-624-2261  
John Skriba, Agent  
**ITPE REPRESENTATIVE**  
T. (Judy) Wedington

## **TAMPA, FL 33606**

414 So. Magnolia Ave.  
Tel.: 813-254-1192  
Guido Vecchio, Patrolman

## **WASHINGTON, DC**

**ITPE OFFICE**  
100 Indiana Ave. NW  
Wash, D.C. 20001  
Tel.: 202-347-5980  
Elwood Hampton  
Legislative Director  
**ITPE REPRESENTATIVE**  
Angelina Brown

**AFL-CIO MARITIME COMMITTEE** 100 Indiana Ave., NW  
Washington, DC 20001 Tel.: 202-347-5980  
Talmage Simpkins, Executive Director

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

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