



Initial candidates go unopposed in '91

ITPE Candidates for the 1991 ITPE Division elections ran unopposed, thereby eliminating the necessity to hold Union elections during the months of October and November, 1991.

The initial candidates, headed by Chairman

John F. Conley, will now assume three-year terms in office in accordance with the applicable Division By-Laws and District Constitution.

A full report of the ITPE Credentials Committee appears on page 5 of this issue of the ITPE News.

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Congratulations to the ITPE Division Officers who, along with the Delegates for the National and District Conventions, ran unopposed and have been certified by the ITPE Credentials Committee. From left to right are Director John Brenton III, ITPE Division Chairman John F. Conley, Vice Chairman Ralph H. Smith, and Directors Mary Williams and Theatla (Ruthie) Jones.

ITPE news from around the bases

ITPE scholar makes the grade

Who says beauty and brains don't mix—just take a good look at ITPE-MEBA/NMU scholarship



winner Chiquita Purifoy. Chiquita's mother Jeanette is a Food Sanitation Specialist Leader at Fort Bragg, NC. She has been an ITPE member since 1979.

Among Chiquita's scholastic activities prior to graduation were Senior Executive Board, National Honor Society, Student Council, Outstanding Senior, Junior Classical League, Foreign Language League, Latin Honor Society, Technology Students Association, Pep Club Archonettes, Junior Marshall, Track, Cheerleading, and Who's Who among American High School Students. What have we left out?

Chiquita plans to attend North Carolina Agricultural and Technical State University to major in Electrical Engineering. Her advice to younger students: "Work hard and always have a positive attitude towards learning. Education is the key to open so many doors. Therefore, you should always value your education. Always cherish yourself, you are a very special person as long as you believe you are; if you are confident in yourself, than others will believe in you."

Good advice to anyone at any age.

(This is as good a time as any to remind all ITPE members who have an eligible family member in their senior year of high school to fill out an application for the ITPE scholarship program. Deadline is December 1, 1991.)



FT. CARSON, COLORADO. For 20 years of dedication and service, Chief Steward Mattie Laughlin and Steward Jerry Sanchez were given a surprise party and were awarded "20-year" plaques by the management of HLJ Management Group, Inc., at Ft. Carson. Mrs. Laughlin started at Ft. Carson on July 15, 1971. Mrs. Figgs, contract superintendent, and Mrs. Powell, Quality Control officer, presented the plaques.

Meet ITPE member Harry Beifuss. This former minor league pitcher in the Washington Senator's farm system works as a beverage man at the Cape May USCG in New Jersey. Beifuss played professional ball in the Charlotte NC South Atlantic League and Played with major league stars Bobby Allison and Jim Lemon among others. A six handicapper, he now plays golf and tennis as well as enjoying skiing and skating. He also correctly predicted the winner of this year's World Series early in October before the playoffs commenced — the Minnesota Twins.



ITPE news

DISTRICT 1-MEBA/NMU, ITPE DIVISION, AFL-CIO

Vol. 13, No. 3

Industrial, Technical and Professional Employees Division

Nov., 1991

ITPE Division Council Officers

John F. Conley, *Chairman*

H. Ralph Smith, *Vice Chairman*

Directors

John Brenton III

T. (Ruthie) Jones

Mary Williams

Kenneth Palinkas

Editor

30 Montgomery St., Jersey City, N.J. 07302

Trustees increase ITPE Health and Welfare Benefits

by Executive Vice President Louis Parise

As Co-Chairman of the District 1-ITPE-MEBA/NMU Health and



Welfare Fund, it gives me great pleasure to announce that the Board of Trustees significantly increased Surgical Benefits

from \$1,500 to \$2,350 for all ITPE members (Class IV) effective November 1, 1991 during meetings held this past October.

For those members now receiving contributions at the 79¢ level, the following increases were realized for Class IV employees: Hospital Indemnity has been increased to \$290 (from \$175); Hospital Miscellaneous was upped from \$1,800 to \$4,000; Supplemental Sickness now pays \$525 per year (as compared to \$350); and Diagnostic X-Rays were increased to \$450.

Death Benefits for Employees were also increased from \$4,000 to \$6,000 and \$2,000 to \$3,000

for Dependents. It is expected that all ITPE contracts will be brought up to the 79¢ levels under collective bargaining agreements scheduled to take effect October, 1992.

The Trustees are currently contemplating doing a study to see what the cost to the Fund will be to initiate a Drug Prescription Program.

All in all, a job well done by the Board of Trustees, to which your initial ITPE officers belong.

We welcome aboard our new ITPE Division Officials who have been elected to new three-year terms in office.

Elected as ITPE Division Chairman was John Conley, who, as all of you know, has been an official for many years in Seattle and Savannah, as both Agent and Patrolman, and most recently as ITPE National Representative.

Ralph Smith was elected as the ITPE Division's Vice Chairman. Ralph is one of our original ITPE organizers dating

back to the 1970's. Prior to that he sailed aboard many of our Deep Sea vessels and was one of our former NMU officials.

The three elected Directors are John Brenton, III, Theatla (Ruthie) Jones and Mary Williams. Brenton is a third generation Union member. His grandfather sailed in the N.M.U. as well as his father John Brenton. Jones, our ITPE Representative in Las Vegas, has been doing a great job servicing our taxicab drivers for a number of years. Williams has been servicing our shoreside installations since the early 70's and has done a terrific job as one of our organizers as well.

I also wish to Congratulate the elected Delegates to our District and National Conventions. Their names appear on page 5 as well as the Report of the Credentials Committee which certifies that the Division officials heretofore mentioned as well as the names of the delegates which appear on page 5 are unopposed.



ITPE-MEBA/NMU Trustees increase health and welfare benefit levels at recent meeting held October, 1991. Among those present were ITPE Chairman John F. Conley; District 1-MEBA/NMU Executive Vice President Louis Parise, Co-Chairman of the Fund; Happy I. Franklin, Company Co-Chairman of the Fund; Trustee Harold Gelber, Company Vice Chairman of the Fund; Jerry Bowden, Company Trustee, President, Space Services of GA.; Inc.; and Fund Counsel Stanley Gruber.

== ITPE Credentials Committee performed a job well done ==



ITPE Division elected Credentials Committee reviews all ITPE District Officers and Delegates nominating petitions. Left to right—Diane Sterling, Ft. Gordon, GA., Arthur Addison, Ft. Benning, GA., Sandy Elliott, Ft. Jackson, S.C.



Credentials Committee reviews nominating petitions for eligibility of ITPE Division Officers and Delegates to the National and District Conventions. Left to right—Sandy Elliott, Ft. Jackson, S.C., Diane Sterling, Ft. Gordon, GA., Arthur Addison, Ft. Benning, GA.



Arthur Addison, ITPE member, Ft. Benning, Ga., Mary Williams, ITPE Division Director, Joan Wolfe, ITPE-MEBA/NMU Health and Welfare Plan Administrator, Diane Sterling, and Linda Zittouer, ITPE Health and Welfare Claims Representatives, and Sandy Elliott, Shop Steward, Fort Jackson, S.C., pose during their recent visit to the ITPE-MEBA/NMU Health and Welfare fund offices in Savannah, GA.

On the job at Moffett



Moffett Naval Air Station members pose for ITPE photo with their Shop Steward Clarita (at right) during recent visit there by ITPE Director John Brenton III.

REPORT OF THE CREDENTIALS COMMITTEE

1991 ITPE ELECTIONS

This Credentials Committee, elected pursuant to Article Seven, Section 3(a) of the ITPE Division By-Laws, met on September 12th, 1991, at ITPE Division Headquarters in Savannah, Georgia, and examined the nominating petitions for the offices of Division Council and Delegates to the District and National Conventions which were received at the Headquarters of the ITPE Division, 19 East Perry Street, Savannah, Georgia, and made the following findings:

1. Disqualified the nomination petitions of Herman L. Edwards and Gloria Lockwood because they failed to have the endorsement of twenty-five (25) members in good standing as required by Article Seven, Sections 2(a) and 2(c) (5) of the ITPE Division's By-Laws.

2. Sent telegrams to Ms. Lockwood and Mr. Edwards, informing them of their right to appear before the Committee in accordance with Article Seven, Section 3(c) of the ITPE Division By-Laws. In addition, certified letters (return receipt requested) were sent to both such disqualified persons, notifying them of the reasons for disqualification and of their right to appeal the action of this Credentials Committee in accordance with Article Seven, Section 3(c) of the ITPE Division By-Laws.

3. Noted, without further action, the written withdrawals by Margie M. Cox, Carmen Z. Diaz and Jeff T. Myers, of their nominating petitions.

4. Noted that in accordance with the District Constitution, ITPE Division By-Laws and Notice of Nominations, nominations were open for the positions of Chairman, Vice Chairman, three

(3) Directors, fifteen (15) Delegates to the District Convention and fifteen (15) Delegates to the National Convention.

5. Found the following members to be qualified to run for office after checking their dues status, their membership status and their employment time, in accordance with Article Twelve, Section 3(a) of the District Constitution:

QUALIFIED MEMBERS

<u>Position</u>	<u>Name</u>
Chairman	John F. Conley
Vice Chairman	H. Ralph Smith
Director	John Brenton III
	Theatla (Ruthie) Jones
	Mary Williams

Delegates to District & National Conventions

Dennis Arrington Betty A. Brown

Elizabeth Burks
Connie Ellis
Humberto Garcia
Paul Harvey
Kenneth Palinkas

Cindy Diehm
Patrick Foley
Ila Hampton
Patricia Hasard
Emma Plata

Delegates to National Convention

Clara M. Gavin Florence Wallace

6. Sent letters to all of the above members found qualified, advising them of this determination.

7. Certified that all of the above-named qualified nominees for officers and delegates of the ITPE Division are unopposed.

Fraternally submitted,
ITPE Credentials Committee

Arthur Addison, Chairman
Sandy Elliott, Member
Diane Sterling, Member

Service Contracts Committee strives to improve bargaining process

Elwood Hampton, Organizing Coordinator, has been representing ITPE-MEBA/NMU interests on a special Union Service Contract Committee. This Committee is made up of representatives of five AFL-CIO International Unions with special service contracting interests.

The Committee was formed because of much narrower and specialized service contract interests which need detailed discussion and action. The Committee has been able to meet on a regular basis of about once every two months to focus Federal Procurement policies pertaining to collective bargaining, price adjustments, and organizing on military installations.

As a result of the efforts of this

unique Committee, the Department of Defense formed a similar Committee of Defense Labor Advisors. The two Committees meet quarterly to discuss material procurement questions. In addition, since the two Committees represent a significant segment of the procurement environment, the Department of Labor Representatives have also attended many of the Committee's meetings to provide government input into the discussions.

It is anticipated that the importance of the Committee will increase as the cost of contracting for services becomes a greater factor in contracting. The Committee will undoubtedly become the focal point for improved collective bargaining at a reasonable price.

ITPE-MEBA/NMU ANNUAL BENEFIT PLAN SUMMARY OF MATERIAL MODIFICATIONS FOR FISCAL YEAR ENDED MARCH 31, 1991

In keeping with Federal Regulations, the Trustees of the ITPE-MEBA/NMU Annual Benefit Plan are providing you with a summary of the changes that occurred during the plan year that ended March 31, 1991:

Full Trustees

Deletions:

1. Fred Van Elk
Western States Management Service
11747 Walnut Road
Castro Valley, CA 94546
2. Elwood Hampton
Unlicensed Division of
District 1 - MEBA/NMU
30 Montgomery Street
Jersey City, NJ 07302

Additions:

1. Kenneth Gerasimos
Unlicensed Division of
District 1 - MEBA/NMU
4241 Maple Avenue
Dearborn, MI 48126
2. Nero Threet
Unlicensed Division of
District 1 - MEBA/NMU
133 Queen Anne Avenue, North
Seattle, WA 98109
3. Kathleen Hunt
Unlicensed Division of
District 1 - MEBA/NMU
30 Montgomery Street
Jersey City, NJ 07302
4. Frank Russell
Archetype Services
610 South "J" Street
Tacoma, WA 98405

Alternate Trustees

Deletions:

None

Additions:

1. Jeff Myers
2. Nicholas LaForgia

Amendments

During the Plan year ended March 31, 1991, the following amendments were adopted to the plan's document:

Amendment No. 90-1 to the ITPE-MEBA/NMU Annual Benefit Plan

1. The filing of an application shall not be required for the payment of holiday benefits. Such payment will be made automatically by the Plan.

2. Employees, who start employment after the effective date of the collective bargaining agreement, shall be eligible for accrual of sick leave benefits after the completion of 90 days of service with the Employer.

3. New Benefits Added.

A. A Bereavement Benefit is payable in the event of the death of a spouse, parent, child or sibling. This benefit is payable after the completion of 90 days of service with an Employer.

B. Jury Duty Benefit up to five days will be payable for service as a juror in any court or record.

Amendment No. 90-2 to the ITPE-MEBA/NMU Annual Benefit Plan

Employees eligible to receive a holiday or sick leave benefit as of September 1, 1990, were entitled to an additional benefit, which was equal to two days of holiday benefit. The calculation period was June, July and August 1990. This special benefit was payable on December 1, 1990, only.

Fort Ord wins award for best food in Army

The ITPE members who man the lines, serve, and cook up the food at the Bayonet Combat Support Brigade dining hall, Fort Ord, CA can be mighty proud of themselves — the facility recently prevailed over other large dining halls at this base and around the world, including finalists from Army posts in Germany, Korea and Honduras.

And in the opinion of many enlisted men and women, the dining hall has even taken on and beaten the on-base Burger King outlet just a block away by adding take-out windows, and trying to attract soldiers with interesting entrees such as beef cordon bleu.

The hall's accomplishments are a direct attribute to its staff. Rather than harboring an attitude of, "It's a job—let me fry up some burgers and get out of here," the dining hall workers are proud of doing a job well done. And it reflects in the compliments showered on the facility.

Some soldiers have even compared the facility with Red

Lobster, Sizzler and other fine area restaurants.



Ft. Ord—Best Mess Hall in the World! Kneeling left to right are Ms. Belleville, Ms. Spigner, Ms. Kim & Ms. Graves; Standing left to right are Ms. Johnson, lead worker Ms. Worly, Pres. Man. P. Salmons, Ms. Rivera. Missing from photo are: K. Van Connett, Tillman, Musones, Robinson & Emm.

Amendment No. 90-1 to the Agreement and Declaration of Trust Establishing the ITPE-MEBA/NMU Annual Benefit Fund

Increased the size of the Board of Trustees to five Employer Trustees and five Union Trustees. Up to three Alternate Trustees may be appointed by both the Union and the Employers.

Amendment No. 91-1 to the Agreement and Declaration of Trust Establishing the ITPE-MEBA/NMU Annual Benefit Fund

Increased the size of the Board of Trustees to seven Trustees designated by the Union and seven Trustees designated by the Employers. Each side may designate two Alternate Trustees.

Amendment No. 91-2 to the Agreement and Declaration of Trust Establishing the ITPE-MEBA/NMU Annual Benefit Fund

Liquidated damages will be assessed if payment is not received from an Employer by the close of business on the 15th day of the second month following the month for which contributions are due. If an Employer becomes delinquent in its contributions to the Fund for a period of two months or more, liquidated damages at the rate of 20% shall be imposed on such Employer, if payment is not received from such Employer within 10 days following the due date for all months of delinquency subsequent to the first month. In addition, all contributions received by the Fund shall be credited towards the earliest month for which contributions remain due at the time of receipt.



Fort Bragg ITPE-MEBA/NMU members Rena Williams, Mary McNatt, Dorothy Carter, Lorene Washington, K.C. Hames and Ella Locks pose with ITPE Chairman John F. Conley.

Fort Bragg and Pope AFB reap good pay, benefits through ITPE



Keeping pots, pans, dishes and eating utensils clean is a tough job done professionally by members Mary McNatt and Dorothy Carter.



ITPE members Rena Williams and Ella Locks clean up in skullery at Fort Bragg. Contractor is Dragon Service



Ms. Joseph and Ms. Atkins, two hard working line servers at Pope Air Force Base.



ITPE Division Chairman John F. Conley discusses Union business with ITPE Chief Shop Steward James Lowe in Dining Facility #4676 at Fort Bragg, NC. There are approximately 400 ITPE members at the base.



ITPE members at Pope AFB include members such as Mrs. McNeil, who serves as Chief Shop Steward (in foreground) and Ms. Joseph, Ms. Iverson, Ms. Atkins (in second row with ITPE Division Chief John Conley) and Mr. Pitman (back row). Also in photo is G&H Building Maintenance Manager Taylor.



ITPE members at the U.S. Coast Guard Base, Cape May, NJ are employed by Rice Services, Ltd. In photo above are members Rocky Shindell, Betty Pierce, Harry Beifuss, and Shop Steward Harley Pierce.



Posing for ITPE camera are Line Server Anita McCollum and Assistant Shop Steward John Starynski.

Squaring away business at USCG Cape May, NJ



These award-winning members at Cape May USCG were rewarded for their job performance by the company. From left to right are Shop Steward Harley Pierce, Assistant Shop Steward Ronnie Brooks, Carlos Torres, Pat Carroll, John Starynski and Assistant Shop Steward Thomas Bethune.



ITPE member Christopher Langford has been cited for his outstanding job as a Cook I at the Cape May dining facility.



Members pose for group photo following Union meeting during the month of October. Among the items discussed—wage increases effective 10/91.

1992 SCHOLARSHIP APPLICATION

**ITPE-MEBA/NMU SHANNON J. WALL
HAPPY I. FRANKLIN SCHOLARSHIP PROGRAM**

**TYPE OF
SCHOLARSHIP
(check one)**

- ☐ four year college award
☐ two year vocational-technical award

**APPLICANT'S
NAME**

Last Name

First Name

Middle Initial

Sex (optional):

- ☐ Male
☐ Female

**PERMANENT
HOME
ADDRESS**

Number and Street (and Apartment Number)

City

State

Zip Code

Date of Birth: _____
Month Day Year

Social Security Number (optional): _____

Place of Birth _____

**SECONDARY
SCHOOL
INFORMATION**

Name of High School _____

High School Code Number _____

High School Principal of Guidance Counselor _____

Graduation Date _____

Address (Number and Street) _____

City _____ State _____ Zip Code _____

☐ I will take the SAT on _____
MONTH DAY YEAR

☐ I took the SAT on _____
MONTH DAY YEAR

**SAT
INFORMATION
and
AUTHORIZATION**

I understand that it is my responsibility, when completing the score report section of my SAT Registration Form, to enter Code Number 0095 (ITPE-MEBA/NMU Shannon J. Wall and Happy I. Franklin Scholarship Program) as one of the colleges or scholarship programs to which my scores are to be released. Or I have already registered for or taken the SAT and did not specify code 0095 as a score recipient, it is my responsibility to file an Additional Report Request Form with the College Board Admissions Testing Program no later than December 1, 1991 and specify code 0095.

Applicant's Signature: _____ Date: _____

TO BE FILLED IN BY PARENT OR GUARDIAN

Name _____ ☐ Male

Home Address _____ ☐ Female

Number and Street
City State Zip Code

Social Security Number _____ Age _____

NMU Card Number _____ Date of Joining _____

Number of years _____ months _____ of employment under ITPE-NMU Welfare Plan.

Parent's Signature: _____

MAIL COMPLETED APPLICATION BEFORE DECEMBER 1, 1991 TO:

**ITPE-MEBA/NMU SHANNON J. WALL
HAPPY I. FRANKLIN SCHOLARSHIP PROGRAM**
Educational Testing Service, Box 176
Princeton, NJ 08551

ITPE-MEBA/NMU SHANNON J. WALL - HAPPY I. FRANKLIN SCHOLARSHIP PROGRAM

HOW TO PROCEED

Complete the attached application (checking the box to indicate that you are applying for a four-year college award) and return it by December 1, to:

ITPE-MEBA/NMU Shannon J. Wall
Happy I. Franklin Scholarship Program
Box 176
Princeton, NJ 08541

Scholastic Aptitude Test (SAT) Registration:
Register for and take the Scholastic Aptitude Test (SAT) of the College Board no later than the December administration. When completing the reports to Colleges and Scholarship Sponsors Section, Item 14, Side 2 of your Registration Form, enter Code 0095 for the ITPE-MEBA/NMU Shannon J. Wall - Happy I. Franklin Scholarship Program as one of the colleges or scholarship programs to which scores are to be sent.

NOTE: If this instruction is not followed accurately, the scores will not be reported and you will be declared ineligible. To register for the November 1 or December 1, 1991 SAT you will need a copy of the College Board Admission Testing Program *Student Bulletin* 1991-1992. If not available from your high school, you may obtain one by writing to:

College Scholarship Service
Sponsored Scholarship Programs
Box 176
Princeton, NJ 08541
or by phoning
Sponsored Scholarship Programs
Princeton, NJ (609) 921-9000

Obtain the *Student Bulletin* early because there are registration deadlines. Walk-in registration may be available at the Test Center, but it is not guaranteed.

Students who have taken the SAT at an earlier time are not required to take the test again. In order to have scores from an earlier administration of the SAT reported, submit an Additional Report Request Form available at your high school. Fill in the Code Number 0095 for the ITPE-MEBA/NMU Shannon J. Wall - Happy I. Franklin Scholarship Program Item 8 on Side 1 and send the form no later than December 1, 1991 with the appropriate fee to The College Board Admissions Testing Program according to instructions in the *Student Bulletin*.

HOW TO PROCEED

Complete the attached application (checking the box to indicate that you are applying for a vocational/technical award) and return it by December 1, to:

ITPE-MEBA/NMU Shannon J. Wall -
Happy I. Franklin Scholarship Program
Box 176
Princeton, NJ 08541

ITPE-MEBA/NMU SHANNON J. WALL
HAPPY I. FRANKLIN SCHOLARSHIP PROGRAM
EDUCATIONAL TESTING SERVICE
P.O. BOX 176
PRINCETON, NJ 08541

Place
Stamp
Here

No special test is required of applicants for the vocational/technical awards of the ITPE-MEBA/NMU Shannon J. Wall - Happy I. Franklin Scholarship Programs. Each eligible applicant will be sent several forms to be completed. These forms request biographical information from the applicant, and information on high school performance to be supplied by the applicant's high school. Also, each applicant for a vocational/technical award will be asked to name the institution he or she plans to attend. The applicant is urged to visit (if possible) the schools being considered and to obtain a copy of the official school bulletin and course outlines.

CALENDAR OF EVENTS 1991-92

SEPTEMBER

Scholarship Program is announced. Brochures and applications available at NMU Branch offices and the ITPE-MEBA/NMU Shannon J. Wall - Happy I. Franklin Plan Office, Savannah, Georgia.

DECEMBER

Candidates submit applications to ETS by December 1. Eligible Candidates are sent Biographical Questionnaires. Secondary School Reports and Institution Choice forms.

JANUARY

Candidates and schools return completed forms.

FEBRUARY - APRIL

Scholarship Committee evaluates each candidate's credentials and select winners. Winners are announced.

NOTE: Only SAT scores are acceptable. Since test scores are used in the selection procedure, all scholarship applicants are required to submit SAT scores. Without scores it will be necessary to disqualify the applicant.

COLLEGE BOARD SCHOLASTIC APTITUDE TEST INFORMATION FOR NOVEMBER AND DECEMBER 1991

Regular Registration Ends	Test Date
October 1	November 1
October 30	December 1

CALENDAR OF EVENTS 1991-92

SEPTEMBER

Scholarship Program is announced. Brochures and applications available at NMU Branch offices and the ITPE-MEBA/NMU Shannon J. Wall - Happy I. Franklin Scholarship Program Plan Office, Savannah, Georgia.

OCTOBER - DECEMBER

Candidates register for and take the SAT.

DECEMBER

Candidates submit applications to ETS by December 1.

FEBRUARY

finalists, identified on basis of SAT scores, are sent Biographical Questionnaires. Secondary School Reports and College Choice forms.

APRIL

Scholarship Committee evaluates each finalist's credentials and selects winners. Winners are announced

ITPE—MEBA/NMU SHANNON J. WALL-HAPPY I. FRANKLIN SCHOLARSHIP PROGRAM

NATURE AND PURPOSE

The ITPE-MEBA/NMU Shannon J. Wall—Happy I. Franklin Scholarship Program was established by the Board of Trustees to assist the sons and daughters of eligible participants to provide an opportunity for a post high school education for the sons and daughters covered by the ITPE-MEBA/NMU Welfare Plan. Five four-year scholarships for study at a college or university in amounts up to \$5,000, and two two-year vocational/technical scholarships will be awarded each year in the amount of up to \$2,500.

All phases of the scholarship competition, including selection of winners and determination of the amount of scholarship awards, are handled by the College Scholarship Service-Sponsored Scholarship Programs. The College Scholarship Service is a program of the College Board.

ELIGIBILITY

To be eligible, the candidate must be a high school senior who will graduate in January or June of the current school year, and who is an eligible participant, or a son, daughter, step-son, step-daughter, or legally adopted child of an eligible participant.

For the purpose of this program, an eligible participant is one who has been a participant of the Plan for one year (definition of one year—200 hours in year of application).

RULES AND PROCEDURES FOR ITPE-MEBA/NMU SHANNON J. WALL - HAPPY I. FRANKLIN SCHOLARSHIP PROGRAM

Each Scholarship award, per year, will be based on the tuition and fees, room and board, books transportation and other legitimate educational expenses at the school of the winner's choice. The ITPE-MEBA/NMU Shannon J. Wall—Happy I. Franklin Scholarship Program are four-year awards, renewable after the first year for an additional three years, or until the student completes requirements for a bachelor's degree, whichever is first.

The vocational/technical awards of the ITPE-MEBA/NMU Shannon J. Wall—Happy I. Franklin Scholarship Program are for vocational courses of six months to two years duration. If the student enrolls in a vocational/technical program which requires more than one year for completion, the award will be renewable for up to an additional year.

To qualify for renewal of a college award or a vocational/technical award, the student must be maintain scholastic and personal standards acceptable in the judgement of the school officials and the Scholarship Committee.

All applicant's scores will be reviewed to determine who the winners are.

Winners are selected by an independent committee whose training and experience qualify it to evaluate total high school records, including academic work, test scores, extracurricular activities, leadership qualities, high school recommendations and the student's own statements. This committee meets in the winter to review the credentials of all semifinalists. Each folder is reviewed by two members of the committee and rated according to standards established by the College Scholarship Service. Each candidate is then ranked according to the committee's review. In the ITPE-MEBA/NMU Shannon J. Wall—Happy I. Franklin Scholarship Program competition, the first seven candidates are identified as alternates. If for some reason a candidate identified as a winner does not accept the award, the first alternate would then be offered the award. If necessary, this procedure would take place down the line of alternates.

In the Vocational/Technical scholarship competition, the winners are selected by an independent committee whose training and experience qualify it to evaluate total high school records, including academic work, work experience, extracurricular activities, high school recommendations and the student's own statements. This committee meets in the winter to review the credentials Or all Vocational/Technical applicants. Each folder is reviewed by two members of the committee and rated according to standards established by the College Scholarship Service. Each candidate is then ranked according to the committee's review. The top candidates are identified as winners.

Each candidate must be willing to accept the Scholarship Committee decision as final.

CHOICE OF INSTITUTION

The recipient of a scholarship may attend any accredited college or university, or any qualified vocational/technical school which does not permit discrimination based on race, creed, or color in (1) its overall enrollment policies; (2) enrollment for any part of its curriculum; or (3) the use of any of its facilities.

College award winners must be enrolled in a course of study leading to a bachelor's degree at an accredited college or university. Transfer of a college scholarship to another accredited college will be permitted only between academic years upon written approval of the Scholarship Committee.

Winners of the vocational/technical awards must pursue a course of study leading to a specific career-directed certificate or diploma in a vocational or technical curriculum of at least six months duration. Transfers to another vocational school will not be permitted. The student may select any state, federal or nationally accredited institution or junior college offering vocational or technical curricula. The course of study must be taken at a vocational/technical school accredited by an agency recognized by the U.S. Office of Education, or a regionally accredited junior college offering vocational or technical curricula, or a hospital school of nursing accredited by the National League of Nursing. Curricula leading directly to a baccalaureate degree are not eligible for the vocational/technical awards; courses taken through correspondence schools are not acceptable.

PAYMENT OF SCHOLARSHIPS

Upon a scholarship winner's enrollment at an approved school, the amount of the scholarship award will be deposited annually with the school in the name of the student to be used for authorized expenditures. Any surplus remaining from the yearly award shall revert to the scholarship fund. Neither the ITPE-MEBA/NMU Shannon J. Wall Happy I. Franklin Scholarship Program nor the Board of Trustees can accept any responsibility for the conduct, personal affairs, debts or obligations of a scholarship winner, and they shall not be liable therefore in any manner.

OBLIGATIONS OF SCHOLARSHIP WINNERS

The scholarship winner must enter an approved college, university or vocational/technical school no later than the fall of the year in which the scholarship is awarded. Except for accident, illness, or other extenuating circumstances, the student will be required to continue study without interruption. Any delay or interruption of studies must be reported promptly to the Scholarship Committee.

A scholarship winner may not accept other competitive awards.

PERMANENCY OF THE PROGRAM

The Scholarship Programs have been established in the confident expectation that they are to be continued indefinitely. It is recognized that conditions conceivably may require changes or modifications. The right to modify or terminate the programs, in whole or in part, is reserved. In the event of such change, scholarships in effect will be continued for their duration.

HOW TO APPLY

A single application form is used to apply for one of the ITPE-MEBA/NMU Shannon J. Wall—Happy I. Franklin Scholarships. An application may be obtained from any NMU branch officer or from ITPE-MEBA/NMU Welfare Plan, P.O. Box 23679, Savannah, Georgia 31403-3679. Detailed instructions are attached to the application.

The application must be filed no later than December 1 for the applicant to be considered for a scholarship award in the following calendar year. Scholarships will ordinarily be awarded in the spring for use in the next school year.

Application for a scholarship does not constitute application for admission to the school. It is the responsibility of each winner to apply for admission to the school of his choice and to fulfill the admission requirements.

Summary Annual Report

ITPE-MEBA/NMU ANNUAL BENEFIT FUND

This is a summary of the annual report of ITPE-MEBA/NMU Annual Benefit Fund, Employer Identification Number 11-2823324 for the year ending March 31, 1991. The annual report has been filed with the Internal Revenue Service, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

The Board of Trustees has committed itself to pay vacation, holiday, sick leave, training, jury duty and bereavement pay incurred under the terms of the Plan.

Basic Financial Information

The value of the plan assets, after subtracting liabilities of the plan, was \$711,737 as of March 31, 1991 compared to \$644,978 as of April 1, 1990. During the plan year, the plan experienced an increase in its net assets of \$66,759. This increase includes unrealized appreciation or depreciation in the value of the plan's assets at the end of the year or the cost of assets acquired during the year.

During the plan year, the plan had total income of \$1,777,837 including employer contributions of \$1,662,259, earnings from investments of \$88,877 and other income of \$26,701.

Plan expenses were \$1,711,078. These expenses included \$420,645 in administrative expenses and \$1,290,433 in benefits paid to and on behalf of participants and beneficiaries.

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. fiduciary information, including transactions between the plan and parties in interest (that is, persons who have certain relationships with the plan);
4. transactions in excess of 5 percent of the plan assets.

To obtain a copy of the full annual report or any part thereof, write or call:

Board of Trustees, Plan Administrator
ITPE-MEBA/NMU ANNUAL BENEFIT PLAN
100 Crossways Park West
Suite 200

Woodbury, New York 11797
Telephone Number (516) 921-3202

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 at no charge, a statement of the assets and liabilities 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 main office of the plan, located at 100 Crossways Park West, Suite 200, Woodbury, New York 11797; at any of the plan's branch offices; 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 the copying costs. Requests to the Department should be addressed to: Public Disclosure Room N-4677, Pension and Welfare Benefit Programs, Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20216.

DISTRICT 1-MEBA/NMU BRANCH OFFICES

Listed below are branch offices of the Unlicensed Division and the ITPE Division of District 1, MEBA/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 Union spirit, an informed member is the best member.

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