

# ITPE news

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

Vol. 14, No. 3

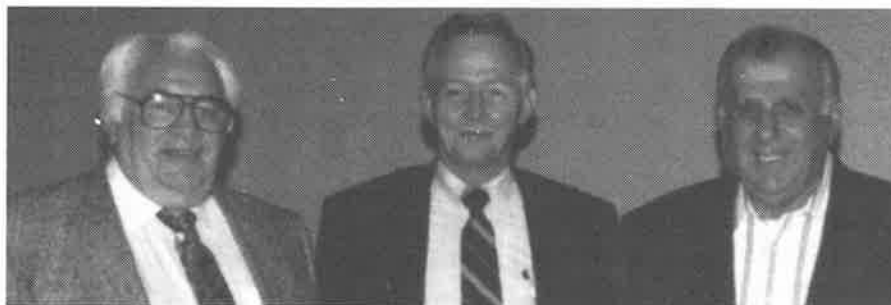


Industrial, Technical and Professional Employees



December, 1992

## Season's Greetings



John F. Conley  
Chairman

H. Ralph Smith  
Vice Chairman

Louis Parise  
Executive Vice President

*Your elected officials of the ITPE Division  
and officers of District 1-MEBA/NMU  
wish you and your families  
the very best during this Holiday Season.*

### Benefits increase at 79 cent levels

See page 2

#### What's Inside

EVP Report .....3

Chairman's Report .....5

Summary Annual Report  
ITPE Pension Plan  
and Material  
Modifications .....13

Summary Annual Report  
Annual Benefit Plan  
and Material  
Modifications .....15



ITPE was on hand to aid ITPE victims of Hurricane Andrew in August. In photo above, ITPE Representative Robert Parise distributes needed goods and supplies to affected members. (See centerspread for more details.)

# Benefits increase at 79 cent levels

ITPE employees who will be receiving health and welfare contribution levels from their respective employers of 79 cents per hour paid into the ITPE-MEBA/NMU Health and Welfare Fund will experience dramatic increases in plan benefits for both employees and their families.

Members will now experience substantially higher rates of coverage for hospital miscellaneous, scheduled surgical payment, supplemental sickness, diagnostic X-ray and lab work and dental benefits. Some of the benefits have been doubled (please refer to charts under the heading, "Do You Know Your Benefits?" inside this issue of the

ITPE News. Charts 6963 cover California and Hawaii members). Death benefits have been increased as well by \$1,000 for both Employees and Dependents for all classes.

Additionally, a new benefit has been added for all classes, Room and Board, which pays \$115 for employees and \$92 for dependents at the Class IV level. This new benefit will also pay double when the confinement is due to cancer, and/or when confined to Intensive Care

These benefits were increased by the Board of Trustees of the ITPE-MEBA/NMU Fund at recent meetings held this year.



**EMPLOYEE OF THE MONTH**—Ms. Veronica Ponce, Line Server working in Dining Hall #9085, was a recent recipient of an Employee of the Month award at Lackland AFB, TX. Southfork Systems, Inc., the contractor at Lackland, has created the program whereby the winner is awarded a \$100 U.S. Savings Bond and Certificate for effort, strong support and good work. On hand to present the award is Contract Manager Alex Scheel.

## Your Union at Work

The United States Court of Appeals recently upheld a finding of the Secretary of Labor that Vigilantes, Inc. (FAA - Puerto Rico) violated the Service Contract Act (and should, therefore, be debarred) when it failed to pay the wages negotiated between the ITPE and the company's predecessor back in the late 70's.

As a result of the decision, some guards formerly represented by the ITPE (Vigilantes refused to recognize the Union when it took over the contract) should receive their backpay for work performed almost 15 years ago. Justice is sometimes so swift - not! However, the Union persevered in its long-time battle against the appropriately-named company.

The U.S. Court of Appeals, First Circuit (Boston), found that the contractor committed continuous violation of the Service Contract Act and its regulations, including deficiencies in payment of overtime, holiday, and vacation pay, in keeping adequate records, and in reimbursement for equipment, and was properly barred from contracting with the government for a period of three years.

In addition to its historic interest, this decision further affirms the requirement of a contractor to abide by the (timely) collective bargaining agreement negotiated by its predecessor with the incumbent union regardless of whether that agreement is reflected in the procurement contract and regardless of whether the Department of Labor issues a timely wage determination.

## ITPE organizing increases ranks

The ITPE Division of District 1-MEBA/NMU recently organized three new contracts under our union banner.

Following directions from ITPE Chairman John F. Conley, ITPE Organizing Coordinator Dennis Arrington successfully brought the following installations under the ITPE umbrella: Custodial Workers at Fort Polk, Louisiana; Maintenance and Support Facility, Research Triangle Park, VA; and the security guards at Naval Supply Center, Jacksonville, Florida.



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

Vol. 14, No. 3

Industrial, Technical and Professional Employees Division

December, 1992

### ITPE Division 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**



Chairman Louis Parise greets then Democratic Presidential candidate Bill Clinton at a recent fundraiser.

## ITPE Membership: More benefits, No give backs

**W**ith the winter of '93 fast approaching us, it's time to take stock of what was achieved during the past year, and what lies ahead of us now that our successful campaign to elect Bill Clinton President of the U.S. has come to fruition.

We were one of the first unions to back the Democratic candidate way back in February of '92; we didn't just jump on the bandwagon like many other unions. We made a firm commitment to the Clinton camp and now we await his response to various campaign promises which we feel he will honor when he takes the Oath of Office for President of the United States in January, 1993.

There are many obstacles which face us in the near future. The Department of Defense is already scheduled to make severe cuts and we have to maintain our strong lobbying in Washington to see to it that the military bases here in the U.S. are kept open and run by unionized civilian personnel who have proven over the years to be cost-effective in the daily operation of military bases.

In the meantime, each and every member must take it upon his/herself to look towards new avenues, new businesses, new workplaces which need to be organized for fair representation, better wages, better benefits and improved working conditions. Our job to organize the unorganized is never over and the time is ripe to increase our membership rolls so that our united voices will be easily heard in the halls of Congress.

Many other union members often ask themselves, "What has my union done for me lately?", and rightly so. But I think that the membership of the ITPE Division need only to take into account their newly negotiated contracts, effective 10/1/92

with major increases in health and welfare benefits. They really need to look no further. Most other unions are still in the giveback mode, many losing benefits as you read this column. The Steamfitters Union in New York, for example, recently had to do away with dental coverage for its membership due to economic conditions.

In this issue you'll read about how the ITPE responded to our members formerly employed at Homestead Air Force Base in Florida. It is only through union membership that you receive the pension, health and welfare benefits, etc., that you currently receive. There is not one contractor, boss or employer who would give you the benefits you currently receive out of his/her own pocket. It is only through the collective bargaining process that such levels can be achieved.

I speak from experience; I was with the ITPE since its inception when we first started up a Health and Welfare Plan; in 1979 when the Pension Plan went into effect; and in 1980 when one of the first ITPE Scholarships was offered. A Legal Benefits Plan has recently been established to provide high quality legal counsel to all D-1 members. (Call 1-800-448-4860 for more information) And we shall continue to strive for further improvements for our entire membership of District 1-MEBA/NMU now and in the future.

In closing, I personally wish each and every ITPE member a very merry Christmas, Happy Hannukah, a joyous holiday season and the very best in 1993.

**Louis Parise**  
Executive Vice President

# ITPE members garner prestigious coin award

The Commanding General of the 7th Infantry Division and Ft. Ord, CA, recently presented the prestigious 7th Infantry Division Coin as an award for excellence to Yo Castillo and Yong Montgomery. These ladies are employees of DSS, Inc., the Food Service Contractor at Ft. Ord. As leadworkers they were cited for having performed in an outstanding manner in one of the largest Dining Facilities at Ft. Ord. The Division Coin is normally presented to soldiers of the division for outstanding performance, but in this case Major General Covault made an exception and presented the coin to these members of the ITPE-NMU for their outstanding contributions to the 7th Infantry Division.



ITPE members Yo Castillo (left) and Yong Montgomery proudly display the 7th Infantry Division coins.

## DO YOU KNOW ABOUT EMPLOYEE FUND BENEFITS?

5226

Class Per Hours Worked Weekly By Employee	Accident and Sickness Pay	Room and Board	Hospital Miscellaneous	Anesthesi- ologist	Scheduled Surgical Payment	Supplemental Sickness	Hospital Indemnity
Class I	\$20.00 a week	\$ 65.00/day	\$1,000.00	\$200.00	\$ 705.00	\$300.00	\$100.00/day
Class II	\$25.00 a week	\$ 75.00/day	\$1,500.00	\$200.00	\$ 940.00	\$375.00	\$115.00/day
Class III	\$42.00 a week	\$100.00/day	\$3,000.00	\$350.00	\$1,880.00	\$400.00	\$155.00/day
Class IV	\$57.00 a week	\$115.00/day	\$4,000.00	\$350.00	\$2,350.00	\$525.00	\$175.00/day

**Room & Board** pays double when confinement is due to cancer, and/or when confined to Intensive Care.

**Hospital Miscellaneous** pays double when confinement is due to cancer.

**Hospital Indemnity** pays double when confinement is due to cancer, and/or when confined to Intensive Care.

**Hospital Indemnity** is payable for a maximum of 31 days. Room & Board maximum - 31 days.

**Supplemental Sickness** has a \$15.00 deductible per disability and does not pay for drugs or medicine.

**Maternity** is treated as any other illness for Employees and Insured Dependent Wives.

## LIFE INSURANCE

Class	Per Hours Worked Weekly	Death Benefit	AD&D	Survivor Income
I	Less than 12 hours weekly	\$2,000.00	\$2,000.00	\$200.00 per Month for 12 months
II	12 to less than 20 hours	\$3,000.00	\$3,000.00	\$300.00 per Month for 12 months
III	20 to less than 30 hours	\$5,000.00	\$5,000.00	\$300.00 per Month for 24 months
IV	30 hours and over weekly	\$6,000.00	\$6,000.00	\$400.00 per Month for 24 months

## ADDITIONAL \$1,000 LIFE COVERAGE FOR SINGLE EMPLOYEES

SUPPLEMENTAL ACCIDENT PAY: Up to \$400.00 per accident.

DIAGNOSTIC X-RAY & LAB WORK: Up to \$450.00 per year when not in a hospital.

DENTAL: \$1,000.00 per year. After a \$25.00 deductible is taken, the Plan pay 75% of the balance due, except prosthetics (dentures), then the Plan pays 50% of the balance due. Prosthetics have a 12-month waiting period.

## VISION CARE

Examination .....\$40.00

Single Vision Lenses .....\$50.00

Bifocal Vision Lenses.....\$75.00

Contact Lenses are paid the same as above for examination and single lenses.

Examination, Lenses or Frames valid once every two years.

Effective 11/1/91—Rate 79¢ per hour or over. All medical & hospital benefits coordinate benefits with any other group benefit plan.



## Clinton's overwhelming victory signals new hope for America

**A**fter twelve long years of Republican reign over the economy, with little trickle down to the middle and lower classes and a total disregard for everyday working people, the landslide victory of the Clinton-Gore team promises new job opportunities in the face of a depleted job market, comprehensive health care reform to offset our insufficient health care coverage and major changes in fair trade, workplace fairness, family and medical leave and job safety.

It is a credit to virtually every ITPE member who endorsed the ticket that we can look forward to progressive changes such as Government investment in Job creation, real help for the 37 million Americans who have no health insurance, a ban on permanent replacement of strikers, and tightening and enforcement of occupation safety and health laws.

We also expect major changes in the North American Free Trade Agreement to protect American workers and the environment as well as improvements in family and medical leave which will allow time off from work, without fear of job loss, to care for an ailing child, spouse or parent.

Executive Vice President Louis Parise pledged support of the Unlicensed Division of District 1 MEBA/NMU as early as February of this year prior to Clinton's primary victories, joined by the ITPE Division soon afterward. We now look forward to working closely with the new Administration to strengthen the Service Contract Act and secure employment for the ITPE membership at all Armed Forces installations and throughout the entire country where we have successfully organized the unorganized for better pay, benefits and living conditions.

1992 to apply for the Shannon J. Wall - Happy I. Franklin scholarship program which provides \$20,000 to the five highest finalists for a four-year college program of his/her choice, as well as \$2,500 to the next two finalists to be applied over two years towards attaining a vocational/technical degree. I strongly urge All members who have sons, daughters, step-sons, step-daughters, or legally adopted children who are entering their senior year of high school next year to take advantage of this tremendous benefit offered to the membership.

I would like to take this time to wish each and every ITPE member a most enjoyable holiday season, and on behalf of Vice Chairman Ralph Smith, and Directors John Brenton III, Ruthie Jones, and Mary Williams, remember that we are always ready, willing and able to serve the interests of our membership now and in the days ahead as part of our struggle to protect the right to engage in meaningful collective bargaining for ITPE-MEBA/NMU.

Let me also offer congratulations to Executive Vice President Louis Parise and his administration Team upon their overwhelming victory in the recent Unlicensed Division election. The entire membership of the ITPE Division looks forward to working together with them in the years to come.

**John F. Conley**  
ITPE Division Chairman

All eligible participants had until December 1,



Member Kim Rupley, working the cash register, serves as Shop Steward for members at Fairchild AFB, Spokane, WA. The contractor there is Luzon Services, Inc.



Shop Steward Jacquelin Haywood (left), who is employed at FAA, Anchorage, AL, poses for photo with Seattle ITPE Representative Pat Hasard. Contractor is Tag Company, Inc.

## DO YOU KNOW ABOUT DEPENDENT FUND BENEFITS?

5226

Class Per Hours Worked Weekly By Employee	Room and Board	Hospital Miscellaneous	Anesthes- iologist	Scheduled Surgical Payment	Supplemental Sickness	Hospital Indemnity
Class I	\$40.00 a day	\$1,000.00	\$200.00	\$ 705.00	\$300.00	\$ 60.00 a day
Class II	\$53.00 a day	\$1,500.00	\$200.00	\$ 940.00	\$375.00	\$ 80.00 a day
Class III	\$75.00 a day	\$3,000.00	\$350.00	\$1,880.00	\$400.00	\$115.00 a day
Class IV	\$92.00 a day	\$4,000.00	\$350.00	\$2,350.00	\$525.00	\$140.00 a day

**Room and Board** pays double when confinement is due to cancer, and/or when confined to Intensive care.

**Hospital Miscellaneous** pays double when confinement is due to cancer.

**Hospital Indemnity** pays double when confinement is due to cancer, and/or when confined to Intensive Care.

**Hospital Indemnity** is payable for a maximum of 31 days. **Room & Board** maximum - 31 days.

**Supplemental Sickness** has a \$15.00 deductible per disability and does not pay for drugs or medicine.

**Maternity** is treated as any other illness for Employees and Insured Dependent Wives.

**Dependent Children** are not covered for Maternity.

<b>DEATH BENEFIT:</b>	Spouse .....	\$3,000.00
	Child(ren) Age 10 days to 6 months.....	\$ 200.00
	Age 6 months to 19 years and unmarried students	
	to age 25 .....	\$3,000.00

**SUPPLEMENTAL  
ACCIDENT PAY:** Up to \$400.00 per accident

**DIAGNOSTIC X-RAY  
& LAB:** Up to \$450.00 per year when not in a hospital.

**DENTAL COVERAGE:** \$500.00 per year. After a \$25.00 deductible is taken, the Plan pays 75% of the balance due, except prosthetics (dentures), then the Plan pays 50% of balance due. Prosthetics has a 12-month waiting period.

<b>VISION CARE:</b>	Scheduled Vision Payment as follows:	
	Examination .....	\$40.00
	Single Vision Lenses .....	\$50.00
	Bifocal Vision Lenses .....	\$75.00
	Contact Lenses are paid the same as above for examination and single lenses.	
	Examination, Lenses or Frames valid once every two years.	

Effective: 11/1/91 - Rate 79¢ per hour or over.

All medical & hospital benefits coordinate with any other group benefit plans.



# Mutual gains key grievance success

You may think that the only people in your union who need negotiation skills are the ones who sit down at the bargaining table to hammer out agreements. Not so.

Every steward needs to be a shrewd negotiator—because every meeting with management about grievances is a kind of bargaining. You are trying to resolve the meaning of the contract in a particular situation as well as trying to demonstrate how management may have violated the contract. And you want the best possible settlement for the grievant and the union.

To get such results from grievance negotiations, try these basic guidelines:

## Separate the people from the problem.

Any grievance meeting has two sides—the merits of the grievance and the relationship between the parties involved. The mistake is to confuse the two.

For example, if you have a bad relationship with your supervisor, you may walk into every grievance meeting determined to show how tough you are. You become a hard negotiator, determined to win at any price. But usually such a stance triggers an equally hard response from management. And nothing gets settled—and nobody wins.

On the other hand, you don't want to be a soft negotiator. If you have a good relationship with a supervisor, you may be tempted to give in more easily to protect that relationship. But that's not good for the grievant, the union or for yourself—because eventually you'll end up feeling resentful and used.

The solution is to be soft on the people and hard on the merits. It may sound psychologically difficult to be "tough" and "friendly" at the same time. But with practice, you can learn the technique. And experience has shown that it works.

Remember that you want to build and maintain a good working relationship with the supervisor. There may be times when you must "agree to disagree," but you still need to keep com-

munication lines open.

With individual grievances, the best approach may be to set up the grievance as a problem that you and the supervisor can work on as partners, searching for a solution that may be fair to both sides. Say, for example, "Can we put our heads together to find a way to fix this?" Above all, don't let egos get in the way of a settlement that is best for the union and the grievant.

## Negotiate over interests, not positions.

Perhaps the best way to reach such a settlement is to resist adopting a hard-and-fast position about an issue. In a negotiation, both parties start out with positions that are far from any likely settlement point. Negotiations then become a slow tug-of-war as each side reluctantly shifts its position closer toward settlement.

A better way is to begin by explaining your interests. For any grievance, the union's basic interest is to find a fair settlement that upholds the contract's integrity.

But management has interests, too. A supervisor is unlikely to settle any grievance against those interests. So it's up to you to find out what that supervisor needs.

When you know what management's interests are, you can focus your efforts on the next step—a search for workable solutions that meet the interests of both sides.

## Invent options for mutual gain.

Mutual gains are often possible in negotiations because both parties share some interests. Inventing options can help you satisfy the other side's interests as well as your own.

Assume that both sides can achieve something positive in each grievance negotiation—even if it is just an understanding, or an improved relationship. At a minimum, bringing multiple options into a grievance meeting can provide some new energy and a different focus for discussion.

With experience, stewards can learn how and when to practice these guidelines most effectively. In all cases, the goal of these suggested strategies remains the same as for any negotiation: to win settlements that are consistent with the contract and add strength to the union.

**Sue Dawson**, who wrote this article, is the author of the *NALC Activist*, a newsletter for stewards and local officers of the National Association of Letter Carriers.—  
*from Steward Update.*



## For Brothers & Sisters at Homestead AFB...

# Home was w

**I**TPE members employed at Homestead AFB suffered horrible losses in the wake of Hurricane Andrew's intense fury which wreaked havoc along the southwest coast of Florida in August.

Thankfully, there were no reported deaths from among the membership, but they lost their livelihoods as the Department of Defense has no future plans to rebuild the base which was totally destroyed.

As soon as word reached ITPE Headquarters in Savannah, GA, plans were put into effect to send needed supplies, food and clothing to the stricken members. ITPE Representative Robert Parise was one of the first heroes to re-enter the devastated area offering food and supplies donated by the union to the membership.

District 1-MEBA/NMU Executive Vice President Louis Parise, who serves as Co-Chairman of the ITPE Pension Plan, called upon both Union and Company Trustees of the Pension Plan to convene the Closure Committee, since the base was earmarked for closure, to expedite pension benefits earned by victims of the hurricane.

It was especially satisfying to EVP Louis Parise that his son Robert was on hand to present a check in an amount close to \$4,000 to one needy member who had but 98 cents in her pocket following the hurricane.

"The lesson to be learned from this experience," said one member, "is that you really don't realize what your union is doing for you until you experience it first hand. God bless the ITPE!"



The home of ITPE Homestead AFB Shop Steward Zenry Crocker is flooded and totally wiped out.



Union Representative Parise surveys damage with ITPE members and their families.



The union supplied bottles of water as soon as people were allowed back in the disaster area.



# ITPE was there with water, food and supplies



# where their roof landed



out.

image



ITPE Representative Robert Parise stands where the ITPE membership had once worked on an Army Hospital contract.



ITPE members make the most out of a terrible situation.



Devastating impact of Hurricane Andrew spelled doom for Homestead AFB.

## plies to aid victims of Hurricane Andrew



ITPE Shop Steward Sun AE Smith "Smitty", displays trophies that her fiancée hunted, mounted recently in Alaska. All animals on the walls (Dahl sheep and a mountain goat) are indigenous to the glaciers of Alaska. Ms. Smith works at Fort Richardson, Anchorage.



Shop Stewards Brenda Richter and Josie Steele are employed by Harris, Inc., GCS, at McChord Commissary, Washington.

## DO YOU KNOW ABOUT EMPLOYEE FUND BENEFITS? 6963

### CALIFORNIA & HAWAII

Class Per Hours Worked Weekly By Employee	Room and Board	Hospital Miscellaneous	Anesthesi- ologist	Scheduled Surgical Payment	Supplemental Sickness	Hospital Indemnity
Class I	\$ 65.00 a day	\$1,000.00	\$200.00	\$ 750.00	\$300.00	\$110.00 a day
Class II	\$ 75.00 a day	\$1,500.00	\$200.00	\$ 940.00	\$375.00	\$130.00 a day
Class III	\$100.00 a day	\$3,000.00	\$350.00	\$1,880.00	\$400.00	\$180.00 a day
Class IV	\$115.00 a day	\$4,000.00	\$350.00	\$2,350.00	\$525.00	\$205.00 a day

**Room and Board** pays double when confinement due to cancer, and/or when confined to Intensive Care.

**Hospital Miscellaneous** pays double when confinement due to cancer.

**Hospital Indemnity** pays double when confinement due to cancer, and/or when confined to Intensive Care.

**Hospital Indemnity** is payable for a maximum of 31 days. **Room and Board** maximum payable - 31 days.

**Supplement Sickness** has a \$15.00 deductible per disability and does not pay for drugs or medicine.

**Maternity** is treated as any other illness for Employees and Insured Dependent Wives.

**Dependent children** are not covered for Maternity.

### LIFE INSURANCE

Class	Per Hours Worked Weekly	Death Benefit	AD&D	Survivor Income
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II	12 to less than 20 hours	\$3,000.00	\$3,000.00	\$300.00 per Month for 12 months
III	20 to less than 30 hours	\$5,000.00	\$5,000.00	\$300.00 per Month for 24 months
IV	30 hours and over weekly	\$6,000.00	\$6,000.00	\$400.00 per Month for 24 months

### ADDITIONAL \$1,000 DEATH BENEFIT FOR SINGLE EMPLOYEES

**SUPPLEMENTAL ACCIDENT PAY:** Up to \$400.00 per accident.

**DIAGNOSTIC X-RAY & LAB WORK:** Up to \$450.00 per year when not in a hospital.

**DENTAL:** \$1,000.00 per year. After a \$25.00 deductible is taken, the Plan pay 75% of the balance due, except prosthetics (dentures), then the Plan pays 50% of the balance due. Prosthetics have a 12-month waiting period.

### VISION CARE

Examination .....	\$40.00
Single Vision Lenses .....	\$50.00
Bifocal Vision Lenses .....	\$75.00

Contact Lenses are paid the same as above for examination and single lenses.

Examination, Lenses or Frames valid once every two years.

All Medical & Hospital benefits coordinate benefits with any other Group Benefit Plan.

Effective 11-1-91 - Rate 79¢ per hour or over.



Doris Sproles  
*Bldg. 210802*

**More award-winning  
members from  
Camp Pendleton**

***ITPERs earn  
Mess Attendant, Cook  
of the Quarter Awards  
for April, May,  
June '92***



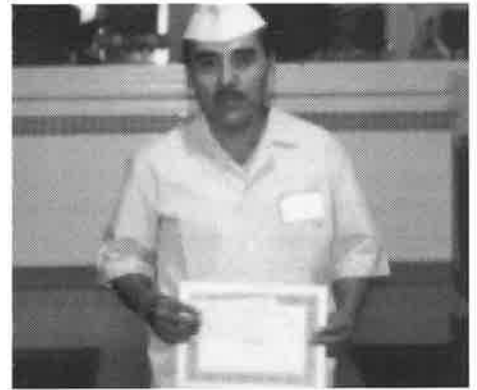
Candida Conde  
*Bldg. 33502*



Ida Louis  
*Bldg. 2403*



Rita Martinez  
*Bldg. 43402*



Constantino Miguel  
*Bldg. 22186*



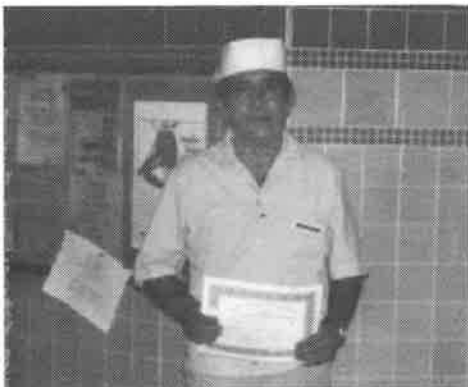
Odell Clark  
*Bldg. 210802*



Irma Hernandez  
*Bldg. 41358*



Wendy Bowman  
*Bldg. 210702*



Marcelino Rodriguez  
*Bldg. 53502*



Guadalupe Vidma  
*Bldg. 62502*



Francisco Rios  
*Bldg. 210702*

# Members Round Up Certificates of Recognition for Food Service Excellence at Camp Pendleton



Photo above is of members employed at Messhall 41358, Camp Pendleton, California, who received Certificates of Recognition for assisting the management of 41 area in winning the 1st Marine Division Quarterly Award for Food Service Excellence last June.

## DO YOU KNOW ABOUT DEPENDENT FUND BENEFITS?

6963

### California & Hawaii

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Class III	\$75.00 a day	\$3,000.00	\$350.00	\$1,880.00	\$400.00	\$135.00 a day
Class IV	\$92.00 a day	\$4,000.00	\$350.00	\$2,350.00	\$525.00	\$165.00 a day

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	Child(ren) Age 10 days to 6 months.....	\$ 200.00
	Age 6 months to 19 years and unmarried students	
	to age 25 .....	\$3,000.00

**SUPPLEMENTAL  
ACCIDENT PAY  
DIAGNOSTIC X-RAY  
LAB WORK  
DENTAL COVERAGE:**

Up to \$400.00 per accident.

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## Summary Annual Report ITPE-MEBA/NMU Pension Fund

This is the summary of the annual report of ITPE-MEBA/NMU Pension Fund, Employer Identification Number 11-2506736 ending September 30, 1991. The annual report has been filed with the Internal Revenue Service, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

### Basic Financial Information

Benefits under the plan are provided by a trust, the ITPE-MEBA/NMU Pension Fund. Plan expenses were \$7,753,337, consisting of administrative expenses of \$935,450 and \$6,817,887 in benefits paid to participants and beneficiaries. A total of 23,851 persons were participants in or beneficiaries of the plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of the plan assets, after subtracting liabilities of the plan, was \$42,932,634 as of September 30, 1991, compared to \$39,910,233 as of October 1, 1990. During the plan year, the plan experienced an increase in its assets of \$3,022,401. This increase included unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan assets at the beginning of the year or the cost of assets acquired during the year.

The plan had total income of \$10,775,738, including employer contributions of \$6,281,467 and earnings from investments of \$4,413,807.

Enough money was contributed to the plan to keep it funded in accordance with the minimum funding standards of ERISA.

### 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 investments;
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 the plan assets.

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

Board of Trustees, ITPE-MEBA/NMU Pension Plan,  
c/o ERISA Systems, Inc.,  
The Plan's Contract Administrator,  
100 Crossways Park West, Suite 200,  
Woodbury, New York 11797.  
The telephone number is (516) 921-3202.

The charge to cover copying costs will be \$.25 for the full annual report, or \$.25 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 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 in 100 Crossways Park West, Suite 200, New York, New York 11797, 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.**

## ITPE-MEBA/NMU Pension Plan Summary of Material Modifications for Fiscal Year ended September 30, 1991

In keeping with Federal Regulations, the Trustees of the ITPE-MEBA/MNU Pension Plan are providing you with a summary of the changes that occurred during the plan year that ended September 30, 1991:

### Full Trustees

#### Deletions:

Wade Hughes  
Unlicensed Division of  
District No. 1 - MEBA/NMU  
8329 Lawndale  
Houston, TX 77012

#### Additions:

Horace Ralph Smith  
Unlicensed Division of  
District No. 1 -  
MEBA/NMU  
8329 Lawndale  
Houston, TX 77012

### Alternate Trustees

#### Deletions:

None

#### Additions

1. John Pegan

### Amendments

During the plan year ended September 30, 1991, the following amendments were adopted to the plan's documents:

**Amendment No. 90-3 to the ITPE-MEBA/NMU Pension Plan**  
Provides immediate vesting if a participant dies during employment or as a result of any illness or condition which commenced during such period of employment.

**Amendment No. 90-4 to the ITPE-MEBA/MNU Pension Plan**  
Provides vesting upon the completion of 600 hours of service during any consecutive period of "seasonal employment".

"Seasonal Employment" shall refer to all employment by an Employer between Memorial Day and Labor Day (inclusive) during a single calendar year.

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

The number of Alternate Trustees was increased to seven Employer alternate Trustees and seven Alternate Union Trustees.

# ITPE Spotlight on Lakehurst NAS



ITPE Shop Steward Fred Robertson is all smiles on the job. He is a long-time NMU food service employee at the Navy Blimp Base.



Meet some of the ITPE Lakehurst custodial members employed by Modern Sanitation Systems: (Left to right, front row) Esther Estrada, James Brown, Brenda Diaz, Roberta Ford, (rear left) Fernando Torres-Bonilla and Thelma Algor.

Posing for a group photo at Lakehurst NAS are (rear, left to right) Fred Robertson, Rodney Bohler, Lavonne Fernicola, (middle row) Sumrarn Chantsri, Lucille Lemeiras, Project Manager V. Rego, Asst. Project Mgr. Anna Friedman, ITPE Representative Rick Esopa, and (kneeling) Cathy Anderson and Jackie Welch.





## 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, 1992. 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 \$453,895 as of March 31, 1992, compared to \$711,737 as of April 1, 1991. During the plan year, the plan experienced a decrease in its net assets of \$257,842. This decrease 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 \$2,667,584 including employer contributions of \$2,554,348, earnings from investments of \$69,356 and other income of \$43,880.

Plan expenses were \$2,925,426. These expenses included \$433,664 in administrative expenses and \$2,491,762 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 cer-

tain relationships with the plan);

4. transactions in excess of 3 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.**

## ITPE-MEBA/NMU Annual Benefit Plan Summary of Material Modifications for fiscal year ended March 31, 1992

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, 1992:

### Full Trustees

#### Deletions:

1. Richard Bie Rowe  
R.B. Rowe and Associates  
7414 Tom Watson Court  
San Antonio, TX 78244
2. Don Newsome  
Renaissance Exchange Inc.  
1637 East Cherry Lane  
Layton, UT 84041

#### Additions:

1. Justo Lopez  
Eagle Management Inc.  
P.O. Box 4359  
Winter Park, FL 32793

### Alternate Trustees

#### Deletions:

None

#### Additions:

1. Richard Berger
2. Ralph Smith
3. John Brenton
4. Ruthie Jones

### Amendments

During the Plan year ended March 31, 1992, the following amendments were adopted to the plan's document:

#### Amendment No. 91-1 to the ITPE-MEBA/NMU Annual Benefit Plan

Employees eligible to receive a holiday or sick leave benefit as of September 1, 1991, were entitled to an additional benefit, which was equal to two days of holiday benefit. The calculation period was June, July and August 1991. This special benefit was payable on December 1, 1991.

#### Amendment No. 92-1 to the Agreement and Declaration of Trust Establishing the ITPE-MEBA/NMU Annual Benefit Fund and Amendment no. 92-1 to the ITPE-MEBA/NMU Annual Benefit Plan

The Trustees shall have full authority and power, in their absolute discretion concerning the construction of the provisions of all Plan documents, the nature and amounts of all benefits provided under the Plan, eligibility to participate in the Plan and eligibility to receive benefits from the Plan.

All decisions of the Trustees on any question regarding the construction of any Plan document or any question regarding the nature and amount of benefits, eligibility to participate in the Plan and eligibility to receive benefits, shall be final and binding on all participants, beneficiaries and any other interested parties.

# DISTRICT 1 ITPE-MEBA/NMU BRANCH OFFICES

Listed below are branch offices of 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.

**BOSTON, MA 02111**  
135 Lincoln Street  
Tel.: 617-542-0546  
**ITPE REPRESENTATIVE**  
Mark Toti

**BROWNSVILLE, TX 77520**  
P.O. Box 4534  
Tel.: 512-546-3837  
**ITPE ORGANIZER**  
Humberto Garcia

**DEARBORN, MI 48126**  
4241 Maple Ave.  
Tel.: 313-584-0970-74  
**ITPE REPRESENTATIVE**  
Joe Callaghan

**FORT BRAGG, NC**  
P.O. Box 70630  
**ITPE REPRESENTATIVE**  
Cindy Diehm  
919-497-1661

**FORT GORDON, GA 30905**  
P.O. Box 7320  
Tel.: 706-738-4731  
**ITPE DIRECTOR**  
Mary Williams

**GRANITE CITY, IL 62040**  
P.O. Box 1266  
Tel.: 618-876-0086 or 87  
**ITPE REPRESENTATIVE**  
Craig Foster

**HONOLULU, HI 96813**  
Honolulu Seamen's Home  
Room 307  
707 Alakea St.  
Tel.: 808-531-0860  
**ITPE ISLANDS  
REPRESENTATIVE**  
Gwen Rodriguez  
Tel.: 808-622-3864

**HOUSTON, TX 77012**  
8329 Lawndale  
**ITPE VICE CHAIRMAN**  
Ralph Smith  
Tel.: 713-928-8086

**LAS VEGAS, NV 89104**  
720 E. Charleston Blvd.  
Suite 103  
**ITPE DIRECTOR**  
T. (Ruthie) Jones  
Tel.: 702-384-7171

**NEW ORLEANS, LA 70130**  
2731 Tchoupitoulas Street  
Tel.: 504-899-0841  
**ITPE REPRESENTATIVE**  
James Overstreet

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404 Lafayette St. - 7th Fl.  
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**ITPE REPRESENTATIVE**  
Tel.: 212-614-6601  
Enrico Esopa

**JERSEY CITY, NJ 07303**  
Unlicensed Division  
30 Montgomery Street, 8th fl.  
**ITPE REPRESENTATIVE**  
Kenneth Palinkas  
Tel.: 201-332-7070

**MIAMI, FL 33132**  
330 Biscayne Blvd., Suite 1010  
Tel.: 305-358-4840  
**ITPE REPRESENTATIVE**  
Robert Parise

**NORFOLK, VA 23510**  
523 East Bute Street  
Tel.: 804-627-7708  
**ITPE REPRESENTATIVE**  
Earl Saunders

**PHILADELPHIA—MARYLAND  
WASHINGTON, D.C. AREA**  
P.O. Box 183  
Paulsboro, N.J. 08066  
609-423-7268  
**ITPE ORGANIZING  
COORDINATOR**  
Elwood Hampton

**PUERTO RICO**  
Express mail:  
ILA Building  
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2nd Floor  
Km. 2.1. Carrera, #2  
Puerto Nuevo, PR, 00922  
Regular mail:  
P.O. Box 14546  
B. Obrero Station  
Santurce, P.R. 00916  
Tel.: 809-793-8965  
**ITPE REPRESENTATIVE**  
Carmen Diaz

**SAN FRANCISCO, CA 94107**  
1040 Mariposa Street  
**ITPE DIRECTOR**  
John Brenton III  
Tel.: 415-558-8945 (46) (47)

**SAN ANTONIO, TX 76227**  
8107 A. Latigo Plaza  
Tel.: 512-670-8417  
**ITPE REPRESENTATIVE**  
Pat Foley

**ITPE DIVISION HEADQUARTERS  
ITPE Division  
District 1-MEBA/NMU, AFL-CIO**  
2222 Bull St., Suite 200  
Savannah, GA 31401  
Tel.: 912-232-6181-82  
Mailing Address:  
P.O. Box 22697  
Savannah, GA 31403  
**ITPE CHAIRMAN**  
John F. Conley  
**ITPE ORGANIZING  
COORDINATOR**  
Dennis Arrington  
**ITPE REPRESENTATIVE**  
Jeff Myers

**SEATTLE, WA 98109**  
133 Queen Anne Ave. North  
Tel.: 206-282-8995  
**ITPE REPRESENTATIVE**  
Pat Hasard

**WASHINGTON, DC  
ITPE OFFICE**  
444 N. Capitol St., NW  
Suite 800  
Wash, D.C. 20001  
Tel.: 202-347-8585  
**ITPE PLANS  
REPRESENTATIVE**  
Patricia Dorn

**WILMINGTON, CA 90742**  
421 North Marine Ave.  
Tel.: 310-832-5893  
**ITPE REPRESENTATIVE**  
Paul Harvey

## DISTRICT NO. 1-MEBA/NMU Unlicensed Division

30 Montgomery Street  
Jersey City, NJ 07302 (201) 332-7070  
Louis Parise, Chairman, Unlicensed Division  
**AFL-CIO MARITIME COMMITTEE** 444 N. Capitol St., NW  
Suite 801, Washington, DC 20001 Tel.: 202-638-2405  
Talmage Simpkins, Executive Director

**ITPE-MEBA/NMU Division Counsel**, Law Offices of  
Phillips, Cappiello, Kalban, Hofmann & Katz, P.C.  
360 West 31st Street, 3rd Floor, New York, NY 10001  
Tel.: 212-465-8840

**ITPE-NMU Welfare Plan** 835 E. 65th Street  
Suite 200, Savannah, GA 31405 Tel.: 912-352-7169  
P.O. Box 23679, Savannah, GA 31403-3679  
Joan Wolfe, Administrator

**ITPE-MEBA/NMU Pension Plan**  
**ITPE-MEBA/NMU Annual Benefit Plan, ERISA Systems**  
100 Crossways Park West, Suite 200  
Woodbury, New York 11797  
Tel.: 516-921-3202  
Albert Franco, Edward Montague  
Co-Administrators