

306 more members covered by Union's Annual Benefit Fund

The ITPE members at Fort Hood, Texas, are now covered under the ITPE Annual Benefit Fund, which provides for vacation pay, holiday pay, sick leave compensation, bereavement leave compensation, jury duty compensation, training compensation and other benefits.

The agreement was reached March 17 between the ITPE Division and Renaissance Development Corporation. The contract was negotiated on behalf of the Union by Vice Chairman Ralph Smith and for the company by President Anthony R. Alvarez.

Board of Trustees clarifies retirement conditions of Union's Pension Plan

On April 29, the Board of Trustees of the ITPE-MEBA/NMU approved Amendment No. 93-1 to the ITPE-MEBA/NMU Pension Plan, reiterating one of the conditions under which a person is considered to be retired.

The Amendment, in effect, reiterates Section 6.02 (A), which states, in part, that the term "employment" refers to any employment covered by the Service Contract Act.

In other words, in order to receive pension benefits under the Plan, a participant must have withdrawn completely from any employment covered by the Service Contract Act, regardless of whether such employment is covered by a collective bargaining agreement between the ITPE and your employer which requires contributions

to the Plan.

The Service Contract Act covers all persons employed by contractors performing services for agencies of the United States under a service contract. If you are employed by such an employer, you will not be considered retired regardless of whether your employer is party to a collective bargaining agreement with the Union which requires contributions to the Plan. For example, if you leave employment with an employer who is making contributions to the Plan pursuant to a collective bargaining agreement with the ITPE and go to work for any other employer who is providing services to a government agency under a service contract, you will not be considered retired.



Chief Shop Steward Delia Arroyo (at right) joins Union Trustees at recent Pension and Health and Welfare meeting. From left to right are ITPE Director John Brenton, III, Organizing Coordinator Dennis Arrington, ITPE Director Mary Williams, Union Trustee Rusty De Roussett (face obscured) and ITPE Director Ruthie Jones.

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Union organizing: The facts

By John Conley
Chairman



Union membership in private industry has dropped every year since 1955—from close to 40% to only about 12% today.

The ITPE Division of District 1-MEBA/NMU has had a window of opportunities in the past few years. We have been able to maintain a reasonable balance to contract losses by organizing new bargaining units in the service contract field. We have been lucky. However, our luck may be running out. We are currently

facing Department of Defense spending cuts, base closings, anti-Union contractors, National Institute for the Severely Handicapped (NISH) agencies procuring more and more contracts and, in some cases, raids by other unions. For the ITPE, the consequences of further erosion of our membership could be devastating.

If this trend continues in the same direction, the end result is obvious—

- Less income to the Union;
- Less political clout;
- Less clout at the bargaining table;

Less relevancy as to how wage and benefit levels are set.

Needless to say, this also has a domino effect on the ITPE Benefit Plans, their participants and, ultimately, their schedule of benefits.

With the help of each and every individual member, this trend can be reversed. What must be clear to everyone is that organizing can no longer be the responsibility of only the Organizing Coordinators. It must become the responsibility of every ITPE Representative and Union member. Your future job security and the future of the entire ITPE organization depend on it.

Scholarship winners for 1993 announced

The ITPE-MEBA/NMU winners of scholarships in the amounts of \$5,000 a year are Starr L. Cartrett (Biloxi, MS), Duc D. Dang (Ocean Springs, MS), James K. MacNeil (Fayetteville, NC), Theresa F. Province (Biloxi, MS) and Yong H. Yi (Copperas Cove, TX).

The winners of ITPE scholarships in the amounts of up to \$2,500 a year are Richard Barnum (Killeen, TX) and Nicole Callahan (Fayetteville, NC).

Starr L. Cartrett plans to attend the University of South Alabama; Duc D. Dang, Mississippi State University; James K. MacNeil, Fayetteville State University; Theresa F. Province, the University of South Alabama; Yong H. Yi, Duke University; Richard Barnum, Texas State Technical College of Waco; and Nicole Callahan, the American Business and Fashion Institute in

Hats off to SS Barton for job well done

It is with great pride that the ITPE NEWS presents the son of one of our illustrious Shop Stewards, Mrs. Sheila Barton! Mrs. Barton has served as Shop Steward at FAA Leesburg, VA., since the Union contract was first organized.

Mrs. Barton refused to relinquish her job and duties as a Union representative during her pregnancy. And as you can see, this resulted in a fine looking fellow, who someday may also become a Shop Steward for our Union. Charles Richard Barton, Jr., is the one-month old son of proud parents Sheila and Charles.



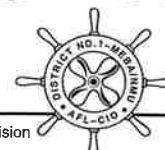
Charles Richard Barton, Jr.

ITPE news

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

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Rough road lies ahead if we don't organize

By Louis Parise, *Executive Vice President*

Past history backs up our claim as the leader in the service contract field. But as the old saying goes, you can't rest on your laurels. As Chairman John Conley reports in his column, we must seek to organize in the private sector to sustain our place in the labor movement.

ITPE members covered under the Service Contract Act are currently facing threats to their livelihoods from a variety of areas—we have the NISH movement, whereby contracts are procured for specified groups with disregard of the economics or social impact on the lives of our ITPE members. Over the last several years, many of your fellow employees like yourself have lost their jobs as a result of the Javits-Wagner-O'Day Act under which this movement operates.

By now, most of you have submitted a questionnaire to your Shop Stewards and Union Representatives to help compile a study to show how this movement adversely affects ITPE members all across the nation. If you have not done so already, I urge you to request a form NOW and send it immediately to your local Union Representative.

Of course, with new budget constraints, some of our members face base closings. We urge all members to write to their Congressmen and Senators in opposition to any slated closures, and to petition the Government to reconsider any base closings that may have already taken place. Tell them what they need to know—that the closures will have a disastrous effect on local economies from Coast to Coast.

We now face a threat from unions outside the AFL-CIO which are trying to coerce the ITPE membership into joining their ranks with the promise of

receiving their earned benefits under our Union's plans IF THEY RETIRE. Members should always beware of offers of benefits being made which are not received directly from the source making the offer. All that can come out of this is forfeiture of benefits (please read related story on P.1). A good comparison to this scenario is the old story of the wolf in sheep's clothing.

I am pleased to report that at ITPE Headquarters, we are engaged in coordinating a policy to halt the loss of ITPE contracts. It is up to all ITPE members to seek to strengthen our ranks by helping to spread the word on the wages, benefits, and representation you receive as a member of the ITPE Division of District 1 - MEBA/NMU - your future depends on it!



Annual Benefit Fund Trustee Richard Bie Rowe, who once served as Co-Chairman to the Plan, is honored following his retirement at a recent Board of Trustees meeting with a plaque recognizing his distinguished service since the Plan's inception. Joining him are (2nd from right) Louis Parise, D-1 MEBA/NMU Executive Vice President and Plan Co-Chairman; ITPE Chairman and Union Trustee John F. Conley (right); and Mark Bernheim, President, Food Management Services, Inc., and Plan Co-Chairman.

Urge more use of workplace innovation

The Clinton Administration's recently named commission on labor-management cooperation and employee participation should consider how to capitalize on the many innovations in the workplace that have already occurred, said Thomas Kochan, a professor at the Massachusetts Institute of

Technology and a commission member.

Kochan called for increasing employee participation in the workplace, and stated that labor law may need to be "opened up" to include innovative forms of employee participation.

For a Workers' Bill of Rights

By Rep. Bernard Sanders (I-VT)

One of the major economic crises facing our nation is that not only are ten million workers unemployed and six million underemployed—but the wages of those who are employed are in significant decline. Twenty years ago the United States led the world in wages and benefits we provided our workers. Today, we're in 12th place and declining. We must reverse that trend.

It should not be acceptable to President Clinton and the United States Congress that the average weekly earnings of production workers have declined by over 15% since 1973, and that we have lost millions of decent paying manufacturing jobs in the last dozen years. It should not be acceptable that there has been a major increase in the percentage of Americans working at low wage jobs, and that the minimum wage today has 26% less purchasing power than it had in 1970. It should not be acceptable that Americans work longer hours and enjoy less paid vacation time than almost any other industrialized country, or that we are the only major nation without a national health care system.

During the 1980's, the richest 1% of our population saw a doubling of their real income, and the gap between the

rich and the poor became greater than at any time since the 1920's. If the Reagan-Bush era was the period when government functioned to protect the interest of the wealthy and the powerful, the time is now for government to forcefully represent the interests of the ordinary working person. In fact, the Congress needs to pass a "Workers' Bill of Rights" which, at a minimum, should protect working people in the following five areas:

1) Congress needs to raise the minimum wage to at least \$5.50 per hour. This action would push up wages for all low wage workers. The minimum wage today is really a poverty wage, leaving a family of three 29% below the poverty level. It is absurd that the U.S. taxpayer today must subsidize low wage employers by supplementing those wages with federally supported food stamps, Medicaid and other programs.

2) American workers are now working longer hours in order to maintain a lower standard of living. Today, Americans after one year on the job have ten days of paid vacation, compared to 27 days for Swedes, 25 days for the French, and 18 days for Germans. We must lower the amount of time that Americans work by increasing paid vacations and providing more flexible work hours. Not only

will this lessen the terrible stress which millions of American workers are experiencing, but it will allow more workers to enter the work place and lower unemployment.

3) While 16 million Americans remain unemployed or underemployed, our

roads, bridges, mass transit, sewer systems, landfills, schools, and housing continue to deteriorate. It is absolutely absurd that, despite the end of the Cold War, we continue to spend \$280 billion a year on the military—\$130 billion defending Western Europe and Asia. We must cut military spending in half and reinvest hundreds of billions of dollars into rebuilding America and thus creating millions of decent paying jobs. A portion of that money should also go toward cutting the deficit.

4) Working people will continue to see a decline in their standard of living until a strong trade union movement reemerges. Workers today, without decent unions, have little protection from their bosses and relatively little political clout. After 12 years of Reagan-Bush labor law it is now extremely difficult for workers to organize unions. It is necessary for Congress to pass legislation which will provide workers with the legal protection they need to form unions and to negotiate fair contracts with their employers.

5) The United States today spends far, far more per capita on health care than any other country, yet 80 million Americans are either uninsured or underinsured. The only way to provide all Americans with comprehensive health insurance and control the exploding cost of health care is through a single-payer Canadian-style national health care system. By eliminating the waste and inefficiency inherent in 1,500 private insurance companies, each with their own program and paperwork, and by controlling doctors' fees and drug company profits, we could save over \$80 billion a year—more than enough money to provide comprehensive health insurance for all Americans.

The United States today faces its most serious domestic crisis since the Great Depression of the 1930's. Now is the time for President Clinton and the Congress to show the American people that our government represents all our citizens, not just the rich and the powerful. Now is the time to pass a Workers' Bill of Rights.



ITPE Division Chairman John F. Conley and Shop Steward Vascela Scott meet with ITPE members at Mountain View Dining Facility, Nellis Air Force Base, Nevada.

ITPE organizing drive forges on

Close to 400 join Union ranks

In November 1992, the ITPE Division of District 1-MEBA/NMU organized the Fort Polk, Louisiana case custodial employees (approximately fifty members). At Fort Campbell, Kentucky the ITPE was successful in organizing the base custodial employees (approximately 30 members). The organizing was conducted by Organizing Coordinator Dennis Arrington under the direction of ITPE Chairman John Conley.

At Golonda Job Corps Center, Golonda, IL, approximately 20 food service employees opted for ITPE representation last January, along with twelve Air Transit workers at Keesler Air Force Base in Mississippi.

At Engleside Naval Station, Corpus Christi, TX, 25 food service members joined the ITPE ranks for better pay and benefits.

In Austin, Texas, 35 custodial employees at the Federal Buildings opted for ITPE as their bargaining representative.

Additionally, ITPE Representative Pat Foley organized the Motor Pool employees at Kelly AFB in Texas.

ITPE Organizing Coordinator Elwood Hampton was successful in bringing 40 food service employees at Dover Air Force Base, Delaware, under the ITPE umbrella.

On the West Coast, ITPE Director John Brenton, III successfully organized over 100 food service employees at Schofield Barracks, Hawaii. ITPE Representative Paul Harvey brought

Immigration and Naturalization food service workers from Los Angeles, CA into the ITPE family. ON March 29, 37 employees at Coronado Naval Amphibious Base in San Diego, CA, joined up with ITPE, the leading Union in the service contract field. On March 8th, 35 employees at the Marine Corps Air Station, Yuma, Arizona, joined our Union ranks.



BACK PAY FOR BEAUFORT MEMBERS. The ITPE members in this photo all received back pay due to strong Union representation by ITPE Representative Jeff Myers (at right).

Where do my union dues go?

Union members repeatedly ask, "Where do my Union dues go?" With the same frequency, Union leaders respond, giving a dollar-for-dollar description of the cost of doing business. But the explanations rarely connect. CPA's and doctors of union philosophy might get it, but for the rest of us, the definitive answer to this query, along with "Where do my taxes go" or "How much is a trillion dollars," often remains elusive.

So, what about those dues? Union dues are quite a deal. They are the premium paid on "real life" insurance. You reap the benefits while still on this planet, make money on your investment, and save even more of those hard-earned dollars by taking advantage of membership benefits. If you have an accident or get in a mind, your protection comes with no deductible, and the union is always looking for more people to serve, not less.

The Union works hard to make your work life safer and better so you can live long enough to retire, and then some. Union dues fund the system that exists only

to serve your interests as a working person; they are also spent to try to make government work for you.

No other individual, group, or organization insists on decent wages, hours or working conditions as a standard for America's work force. No one in Congress or state legislatures spends all of their time watching out for you or working to insure that the standard of your work life is not diminished.

Without the Union, what can we expect? How about more medical cost shifts, lower wages, extra hours on the job, all for the sake of "global competition." No recognition of seniority, no grievance process, no job security, no bargaining rights, maybe none or at best less vacation pay, holiday pay, etc., no pension. The list of "NOs" just goes on. If more people realized just how much they can get in return for their dues investments and did some comparison shopping, they would see that union dues pay for the best deal that can be found anywhere.

When the rest of America's workers figures this out, there will be lines waiting. HOW CAN I JOIN?

Mortgage program adds new benefits

A new District 1-MEBA/NMU ITPE Division Union Member Mortgage program real estate benefit now offers members significant savings when they buy or sell a home.

As a result of an exclusive agreement between the Union's mortgage program and Century 21 Real Estate Corp., ITPE members who sell their homes using a participating real estate broker will receive one-half percent off the commission paid to the real estate office. Home buyers who use the real estate and mortgage portions of the program will receive a free appraisal and credit report—a savings worth up to \$350.

"Union Member Mortgage and Real Estate can add up to real savings for our members," says Division Chairman John F. Conley. "With this program, a Union member who sells his or her home for \$75,000 can save \$375 on the commission normally charged by a real estate broker. And members looking to buy can save up to \$350 on appraisal and credit check costs. Thus the combined savings from buying and selling through the program can easily equal \$700 or more."

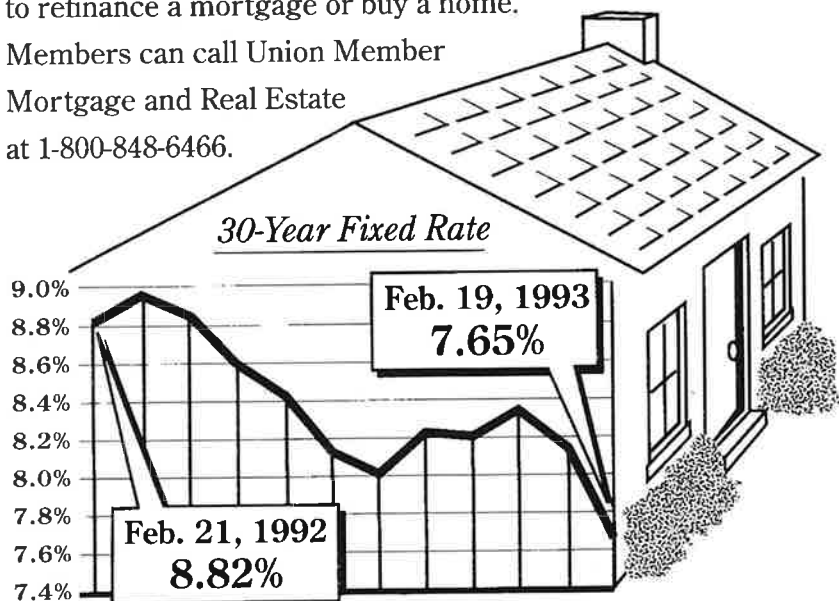
For further information, and details on buying, selling or refinancing a home, call 1-800-848-6466 from 8 am to 10 pm Eastern time, Monday through Thursday, and 8 am to 8 pm on Friday.

(Mortgage loans are made through PHH US Mortgage Corp., one of the nation's largest and most stable lenders. The ITPE has no involvement in loan decisions.)

Mortgage Rates Fall

Mortgage rates fell during the last year, hitting a 20-year low in late February. Lower rates mean it could be a good time to refinance a mortgage or buy a home.

Members can call Union Member Mortgage and Real Estate at 1-800-848-6466.



SOURCE: Freddie Mac Primary Mortgage Market Survey

**It's your union—
keep it going**

Use your Union legal benefits

A legal plan has been established to make available quality legal services to members of District 1-MEBA/NMU, AFL-CIO. The Plan is a revolutionary method of delivering legal services to Union members, retirees and their dependents who encounter problems in their daily lives which require professional legal advice and assistance but, because of the costs involved in finding an attorney familiar with the problem, do not receive the legal counseling they deserve and need.

The attorneys who will be partici-

pating have extensive legal experience. The Plan will refer you to a law firm that is capable of handling your legal problems. The location of your residence will be a consideration in selecting the appropriate law firm; however, in certain instances, it will be necessary for you to travel to the attorney. However, it would be to your advantage to do so since all attorneys recommended will be familiar with your problem and have agreed to be bound by a set fee schedule and hourly rate as further defined in the Plan booklet

(which is available by dialing 1-800-448-4660). For those matters not covered by the Plan, reduced rates will be available.

The following benefits are now being provided under the Plan: General consultation and letter writing, wills, power of attorney, and reduced rates. The referral service is available by telephone every business day from 11:00 am to 3:00 pm (Eastern Time). All you have to do is dial the toll-free number (1-800-448-4860) for further information.

NEWS BRIEFS

Anti-scab bills go forward

The House and Senate labor committees on May 5 approved bills to prohibit the permanent replacement of economic strikers. The measures are backed by President Clinton and the AFL-CIO and opposed by Republicans and employer groups. A House vote is anticipated soon.

The House backs vets' reemployment

The House passed a bill guaranteeing re-employment rights for veterans. The bill, approved May 4 by voice vote, strengthens the law guaranteeing re-employment rights to reservists, National Guard members, and veterans called up for active military duty or training.

Safer workplace on Clinton's agenda

The Clinton Administration intends to beef up assurances that workers have safe and healthy workplaces, but it is not ready to endorse current legislation overhauling the Occupational Safety and Health Act, Labor Secretary Robert B. Reich said April 28. Reich said that much has been accomplished since OSHA was passed 22 years ago, but stressed that workplace deaths, injuries, and illnesses continue "at an unacceptable high rates," taking a tremendous toll on workers, employers, and the economy.

Job fatalities down in 1980s, but . . .

Fatalities on the job declined during the 1980s but work-related motor vehicle crashes, suicides, and homicides are emerging as key job safety and health issues to be tackled in the 1990s, according to a report issued April 28 by the National Institute for Occupational Safety and Health.

USCG galley reopened at Trumbo Point, FL

By PH2 Douglas F. Mooney

KEY WEST, FL—Generally when you have a "good thing going" you don't realize it until it is gone. That was the case when the U.S. Coast Guard Galley was forced to close its doors for nine days due to refrigeration problems.

Immediately sailors and soldiers stationed at Trumbo Point were uttering their cries of dismay due to the forced shutdown.

The Coast Guard subsistence specialists and the civilian employees

begin their day at 6:00 am and work well into the afternoon, often exceeding the normal eight hour shore duty day.

The Coast Guard Galley serves an impeccable meal that would be the envy of any wardroom. Many factors in military life have a very significant impact on our morale. Walking out of the Coast Guard Chow Hall where the staff is very friendly and with a gratifying meal under your belt greatly enhances one's morale.

Another "Well Done" plaque would only add to the already cluttered wall.

Hats off to House of Four Hats



ITPE members at House of Four Hats dining facility, Fort Meade, MD, dressed the part before serving. In photo above members S. Stickland, S. Tait, J. Rodriguez, F. Kernan, C. Hinmon, S. Davis, M. Fattliff, Manager Cross, M. Bledsoe, S. Bomar, V. Johnson, J. Webb, N. Williams, S. Fisher, V. Green, B. Boyle, and I. Sands are set to serve Asian Meal; in photo below, members (front row, left to right) C. Flores, K. Hahn, S. Williams, N. Webb, M. Cross, E. Chung, S. Hinmon, W. Wallace, N. Robinson, (back row) Asst. Mgr. B. Sands, V. Fisher, K. Hager, D. Miller, S. Bledsoe, S. Stickland, N. Foster, C. Parker, C. Milash, K. Schroeder, R. Arenas, K. Thomas and Manager R. Rattliff are in costume ready to serve Hawaiian style meal.



On the job with longtime ITPE members at Kings Point, NY



Janitorial Worker Ismael Rosado is all set to go at USMMA.



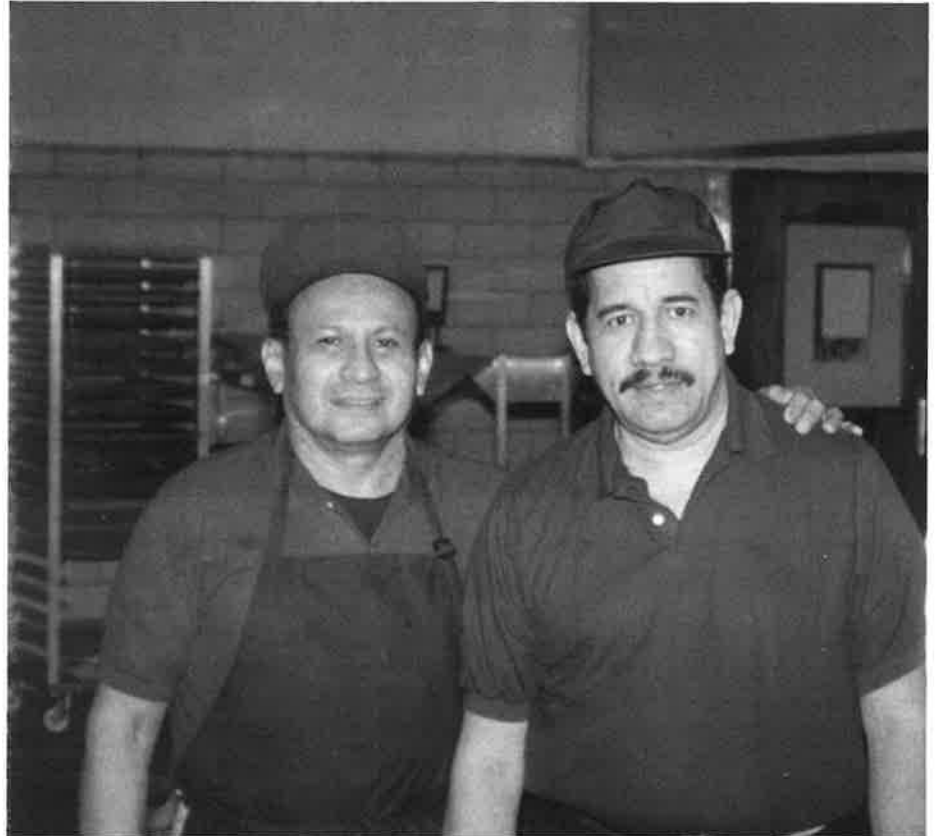
Taking a break are Food Service workers Mercedes Arriaza and Maria Chilas.



Food Preparation Cook Luis Rosa is employed by Daka Services at USMMA.



Left to right are Luis Rosa, Maria Chilas and Jose Canas.



ITPE Shop Steward Felix Rosario (top) is employed by Classico Cleaning at the United States Merchant Marine Academy. Jose Rivera (above) is a Cook for Daka Services.

Working together for years are (left to right) Jose Canas and Mauricio Moreno.



Food Service employees at Kings Point have been loyal ITPE members since 1970. Discussing Union business with Shop Steward Jose Moreno are (clockwise from bottom) Leonel Escobar, Moreno, Francisco Rivera, Rafael Escobar, Pedro Caban and Jose Canas.

The Historic Family

President Clinton signed the Family and Medical Leave Act this past February 5th. The new law requires employers with 50 or more workers to provide up to 12 weeks of unpaid, job-protected leave in a 12-month period for three reasons: because of the birth or placement for adoption or foster care of a child; because of the serious health condition of a spouse, child, or parent; or because of the employee's own serious health condition. During the leave, employers will be required to maintain health insurance coverage on the same basis as for working employees.

The bill takes effect six months from the date of enactment. Where employees are covered by a collective bargaining agreement, the act takes effect upon the termination of the agreement, or 12 months after enactment, whichever comes first.

The following is a summary of the Act, based on text of the law explanatory analysis in reports by the House Education and Labor Committee and the Senate Committee on Labor and Human Resources.

Definitions

Eligible employees are those who have been employed for at least 12 months by a given employer, and who have provided at least 1,250 hours of

service during the 12 months before leave is requested.

Excluded from the definition of "eligible employee" are those who work for an employer who employs fewer than 50 people within a 75-mile radius of the employee's worksite.

The term "son or daughter" is defined as "biological, adopted, or foster child, as step child, legal ward, or a child of a person standing in loco parentis." In choosing this language, it was intended "that the terms 'parent' and 'son or daughter' be broadly construed to ensure that an employee who actually has day-to-day responsibility for caring for a child is entitled to leave even if the employee does not have a biological or legal relationship to that child." The term son or daughter is also specifically defined to include children who are 18 or older who are "incapable of self-care because of mental or physical disability."

"Serious health condition" is defined as "an illness, injury, impairment, or physical or mental condition" involving either inpatient care or continuing treatment by a health care provider.

Leave Requirement

Leave may be taken for birth or placement of a child only within 12 months of that birth or placement.

Family leave provisions apply equally to male and female employees: "A father, as well as a mother, can take family leave because of the birth or serious health condition of his child: a son as well as a daughter is eligible for leave to care for a parent," the report said.

Leave may be taken on an intermittent or reduced basis for the birth or adoption of a child if the arrangement is agreed to by the employer. However, leave for serious health conditions, either of a family member or the employee, may be taken intermittently or on a reduced schedule if medically necessary, and without the employer's approval.

If an employee's request for intermittent leave is foreseeable based on planned medical treatment, the employer may require the employee to transfer temporarily to an alternative position, with equivalent pay benefits, which better accommodates recurring periods of leave than the employee's regular position does.

The Act allows employers to require employees to first use their paid vacation, personal, or sick leave for any part of the 12-week mandated period. If paid leave is used by an employee, the employer is required to provide only enough unpaid leave to total 12 weeks.

In the case of leave for birth or placement of a child, an employee must provide 30 days' advance notice, before the date on which the leave would begin. If the employee is unable to provide 30 days' notice, he or she must provide "such notice as practicable."

In the case of leave for a serious medical condition, if the leave is foreseeable based on planned medical treatment, employees are required to "make a reasonable effort to schedule the treatment so as not to disrupt unduly the operations of the employer" and they are also required to provide 30 days' advance notice, or, if the treatment is in less than 30 days, "such notice as practicable."

If spouses employed by the same employer wish to take leave to care for



ITPE Chairman John F. Conley poses with ITPE members at Crosswinds Dining Facility, Nellis Air Force Base, NV. At far left is ITPE Shop Steward Delia Arroya; at right, Project Manager Rob Bennett.

and Medical Leave Act

a newly arrived child or a sick parent, their aggregate leave is limited to 12 weeks. If the leave is requested because of the illness of a child or of the other spouse, each spouse is entitled to 12 weeks of leave.

Certification

In general, an employer may require that an employee provide certification of a serious health condition of a family member or of his/her own. The provision is designed "as a check against employee abuse of medical leave." The employee must provide a copy of such certification to the employer in an unspecified "timely manner."

Certification is to include the date on which the serious health condition in question began; the probable duration of the condition; appropriate medical facts regarding the condition; a statement that the employee is needed to care for a spouse, parent, or child (along with an estimate of the time required), or that the employee is unable to perform his or her functions; and, in the case of intermittent leave, the dates and durations of treatments to be given.

The employer may require that a second opinion be obtained, at the employer's expense. The second opinion may not be provided by a health care provider employed by the employer. In the event of conflicting opinions, the employer may pay for a third and final provider to offer a binding decision.

Employment and Benefits Protection

In general, an employee who completes a period of leave is to be returned either to the same position he or she had before or to a position equivalent in pay, benefits, and other terms and conditions of employment.

Leave is not to result in the loss of any previously accrued seniority or employment benefits, but benefits are not required to accrue during the leave.

Health benefits continue through an employee's leave. An employer may recover health coverage premiums paid for an employee who fails to return from leave, except if the reason

is the continuation, recurrence, or onset of a serious health condition, or something else beyond the employee's control. This is subject to certification.

The law provides a limited exemption from the restoration requirement to those employees who are in the highest paid ten percent of the employer's workforce within a 75-mile radius of the worksite. An employer may deny restoration if returning one of these employees to work would cause "substantial and grievous economic injury" to the employer's business.

"A key employee who takes leave is still eligible for continuation of health benefits, even if the employee has been notified that reinstatement will be

denied," the committees explained, "Under those circumstances no recovery of premium may be made by the employer if the employee has chosen to take or continue leave after receiving such notice. At the time the determination is made not to restore the employee, the employer must notify the employee of its intent. If the leave has begun, the employee must have the option of deciding whether or not to return to work after receiving notice. An employee who is not to be restored is still considered to be on leave for the duration of his or her leave period."

Investigative Authority

Investigative authority is granted to the Department of Labor and requires employers to maintain compliance records.

Special Rules for Employees of Local Educational Agencies

This section extends the provisions of the act to cover employees of public or private elementary or secondary schools, making special provisions in recognition of "the need to balance the educational needs of the children with the family needs of teachers."

Notice

All affected employers must post a notice summarizing the provisions of the Act, to be prepared and approved by the Labor secretary. A penalty of up to \$100 will be assessed for each willful violation.

Enforcement

Enforcement of the law is modeled on enforcement procedures under the Fair Labor Standards Act.

Effective Dates

An employee's service prior to the effective date is to be counted in determining whether an employee is eligible for leave.

The Department of Labor has 120 days to issue final regulations implementing the Family Leave Bill, and will provide information on how to deal with specifics, such as how a layoff affects the provisions requiring the reinstatement of employees on leave.

Thanks, ITPE

To the ITPE-MEBA/NMU Scholarship Program

In the Spring of 1988, I was awarded a four-year college scholarship from ITPE-MEBA/NMU. I attended the University of Connecticut and graduated in August, 1992, with a Bachelor of Science in Allied Health, with a major in physical therapy. I sat for my State Board Exam in November, 1992, and recently received my license to practice physical therapy. I am currently practicing in Bowling Green, Kentucky.

Your generous award made all these achievements possible. I thank you and encourage you to continue giving the gift of a higher education to other students.

Sincerely yours,

Valerie D. Williamson, P.T.

(Ms. Williamson is the daughter of Sadie Williamson, who serves as Union Shop Steward at Groton Sub Base, Groton, CT.)





Food Sanitation Specialist Leader Cecil Franklin and Shop Steward Aaron Oliver are ITPE members employed at Beaufort Naval Hospital.



ITPE Health and Welfare Fund representative Roy Boyd (at left) is joined by Chairman John Conley and food service employees from McClellan Air Force Base.

Photo



Members at Treasure Island, San Francisco, CA, discuss the Annual Benefit Fund. The six members in the photo combine for over 100 years of service. Seated directly across from Chairman Conley is Shop Steward Beverly Candadate.

Members at the Defense Language Institute of Monterey, CA, pose with ITPE Chairman John F. Conley. Flanking him are Shop Stewards Leroy Wills and Brenda Fleming.





Members from the Naval Post Graduate School meet with ITPE Chairman John F. Conley. Seated to Conlwy's right is Shop Steward Jose Vasquez.



Meet EMPLOYEE OF THE MONTH Rogelio Arenas, who is employed at House of Four Hats Dining Facility, Fort Meade, MD. Arenas received the award for the month of January, 1993.

Album



Union Security Guard Richard Fogle reviews Union benefits with ITPE Representative Ila Hampton, at Jefferson Plaza, Arlington, VA.



This photo was taken at a recent membership meeting and site visit at Laughlin Air Force Base by ITPE Representative Pat Foley. From left to right, front row, are members Raul Saenz, Isidro Avalos, Janet Bass, Tsyin Horely, Yong Vodicka and (back row) Gerardo Rangel, and Richard Wilson.

What's a union membership worth?

What's a Union membership worth: When you figure the higher wages and employer-paid benefits union workers enjoy, the answer is about 18 times the cost of union dues. That's one heck of a return these days!

The Bureau of Labor Statistics (BLS) calculated that amid the recession, the median weekly pay increases for unionized workers in 1992 was more than double the rise for non-unionized employees—up an average of \$21 a week, compared to just \$9 more in non-union pay.

The median figures—the point at which as many earn more as earn less—showed weekly pay for union workers was \$547, while non-union workers came in at \$134 a week lower at \$413.

The union “pay advantage,” that is the difference between wages for union and non-union workers, hit 32 percent, or about \$7,000 per year.

For male union members, the weekly spread was \$106 above non-union men, up \$413 from a year earlier.

Union women were \$123 a week ahead of non-union women, and interestingly enough also ahead of non-union men by \$1 a week. Non-union Black and Hispanic workers of both sexes were reported as the lowest paid.

Not included in the BLS figures is the value of negotiated benefit packages. Union workers enjoy benefits packages (negotiated for them by their representatives) double those provided by non-union employers. In fact, union workers' benefits packages averaged \$7.46 an hour, compared to the \$4.01 an hour average provided by their non-union counterparts.

Based on average dues, AFL-CIO economists figure the total rewards of collective bargaining pay back 18 times the cost of union membership—a very solid return on your money.

All out for universal health care!

Q. What should a good health care system do for America?

A. It should control costs, allow you to choose your own doctor, be low on paperwork, provide coverage for routine care and major medical, cover you when you're unemployed, and, above all, end the massive profits the insur-

ance and drug industries enjoy.

Did you know that Americans are paying more for health care and getting less in return than people in any other industrialized nation? In 1992, U.S. health care costs averaged over \$10,000 per family. Yet there are still 37 million Americans without insurance. It's clear

that the “free market” has not met our needs. It definitely is time for new solutions!

The Clinton Administration has promised to develop a new national health care plan. Unions, and those sincere in finding a cure, have pledged to work with the Administration for a bold health-care legislative program that can be swiftly approved by Congress. Such a proposal should put the U.S. on the road to a single-payer, streamlined system that will end price gouging by the insurance and health care industries.

Insurance lobbies and the medical establishment are pumping millions of dollars into promoting their agendas. Now is the time to make your voice heard loud and clear. Your letters can battle the big bucks! Help make this transition. The opportunity may never come along again.

Mail your letters to President Clinton, The White House, Washington, DC 20500. Contact your Representative at the House Office Building, Washington, DC 20515, and Senators at The Senate Office Building, Washington, DC 20510. Get your family, friends, union brothers and sisters to join the campaign. The time to act is now!



ITPE HAPPY FACES. Members attending an ITPE Union meeting at the U.S. Coast Guard Base in Alexandria, VA, on April 16. Why are they smiling? They're discussing their new Union contract with ITPE Organizing Coordinator Elwood Hampton (seated at center). Also in the photo (from left to right) are members Derrick L. Watson, Shop Steward George Archer, Linda Truong, Lam Nguen, Lorine B. Bryan, Hampton, Lee Ti Do and Jesse Jimenez. Missing from photo are members Marlon Hall and Carlos Alfaro.

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, 1992. 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 \$7,467,961, consisting of administrative expenses of \$988,126 and \$6,479,835 in benefits paid to participants and beneficiaries. A total of 21,811 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 \$46,766,263 as of September 30, 1992, compared to \$42,932,634 as of October 1, 1991. During the plan year, the plan experienced an increase in its assets of \$3,833,629. 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 \$11,301,590, including employer contributions of \$6,447,017 and earnings from investments of \$3,819,775.

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 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, 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, 1992

In keeping with Federal Regulations, the Trustees of the ITPE-MEBA/NMU Pension Plan are providing you with a summary of the changes that occurred during the plan year that ended September 30, 1992:

Alternate Trustees

Deletions:	Additions:
Joseph Rice	None
Rice Services, Ltd.	
P.O. Box 89, Smithville, TN 37166	

Amendments

During the plan year ended September 30, 1992, the following amendments were adopted to the plan's documents:

Amendment No. 91-1 to the ITPE-MEBA/NMU Pension Plan

Provides that "permanent and total disability" refers to the ability of a participant to engage in the participant's regular occupation in the service contract industry.

Amendment No. 92-1 to the ITPE-MEBA/NMU Pension Plan

Provides the Trustees with full authority and power, in their absolute discretion, to determine matters, questions, policies, and procedures relating to construction of plan documents and coverage and eligibility for plan benefits.

Amendment No. 92-2 to the ITPE-MEBA/NMU Pension Plan

Provides that a participant may not designate a management representative or supervisory employee of his employer as his beneficia-

ry unless such beneficiary is related to the participant.

Amendment No. 92-3 to the ITPE-MEBA/NMU Pension Plan

Changes the definition of "Union" to mean the Industrial, Technical and Professional Employees (ITPE) Division of District No.1-MEBA/NMU, AFL-CIO or the Unlicensed Division of District No.1-MEBA/NMU, AFL-CIO and any successor or successors thereto.

Changes the definition of "Employee" to mean such employees on whose behalf an Employer or the Union has agreed to make contributions to the Pension Fund.

Amendment No. 92-1 to the Agreement and Declaration of Trust Establishing the ITPE-MEBA/NMU Pension Fund

Provides the Trustees with full authority and power, in their absolute discretion, to determine matters, questions, policies and procedures relating to construction of plan documents and coverage and eligibility for benefits.

Amendment No. 92-2 to the Agreement and Declaration of Trust Establishing the ITPE-MEBA/NMU Pension Fund

Changes the definition of "Employee" to mean such employees on whose behalf an Employer or the Union has agreed to make contributions to the Pension Fund.

Changes the definition of "Union" to mean the Industrial, Technical and Professional Employees (ITPE) Division of District No.1-MEBA/NMU, AFL-CIO or the Unlicensed Division of District No.1-MEBA/NMU, AFL-CIO and any successor or successors thereto.

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.

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Earl Saunders

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ITPE REPRESENTATIVE
Robert Parise

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360 West 31st., N.Y., NY 10001 • Tel.: 212-465-8840.

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ITPE-MEBA/NMU Annual Benefit Plan, ERISA Systems
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Woodbury, New York 11797
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Albert Franco, Edward Montague
Co-Administrators