



ITPENews

ITPE — Leading Representative of SCA Workers

President John F. Conley, Sec. Treas. H. Ralph Smith, Vice Presidents John Brenton III, T. (Ruthie) Jones, Mary Williams

Vol. 17, No. 1



June, 1995

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Save the SCA Act!!!

Members, Officials write to Congress to thwart devastating legislation

ITPE is continuing a nationwide grassroots campaign to stave off attacks from all sides against legislation which would adversely affect ITPE members covered under the Service Contract Act, which requires that all service contractors on federal projects pay the prevailing wage. It also ensures the Federal Government that its contracts for the performance of services will be performed by experienced and qualified workers under decent labor conditions.

"Legislation such as HR 246, which would repeal the Act, could cause our membership to be caught in a procurement system that would ensure the lowest possible wages and benefits for

their efforts. It would impact negatively on local communities throughout the U.S. which are already suffering under the current economic environment," warns ITPE President John F. Conley.

"Our membership and elected Union Officials will not stop in our efforts to safeguard the Act which protects the livelihood of our members by preventing the federal government from undercutting local area labor standards."

Members have urged their respective Senators and Congressmen to oppose any legislation which would repeal the SCA Act through a nationwide letter writing campaign. Positive responses from various government officials appear elsewhere in this issue of the *ITPE News*.

In correspondence to ITPE Organizing Coordinator and Legislative Director Elwood Hampton, Congressman Robert E. Andrews, who supports ITPE's position, had this to say: "Opponents of the Service Contract Act recently testified before the Economic and Educational Opportunities Committee upon which I serve. One contractor testified that the reporting requirements of the Act cost his company \$18,000 in servicing an enterprise that generated \$200 million a year. I do not believe that this constitutes an unreasonable burden."

Recently, a Capitol Hill briefing
(Continued on page 14)



ITPE President John F. Conley, National MEBA Secretary and District No. 4 - NMU/MEBA President Louis Parise, and ITPE Organizing Coordinator and Legislative Director Elwood Hampton (l-r) take time out from discussing issues concerning ITPE members prior to ITPE Trustee meeting held in May.

Welcome! New Members

ITPE recently organized the following workers: Security Guards at Research Triangle Park, NC; the billeting contract at Moody AFB, GA; and Security Guards from Tallahassee, FL. Welcome aboard!

Winners! ITPE Scholars Thrive In 1995

ITPE is proud to announce the winners of the Shannon J. Wall Happy I. Franklin scholarships in the amount of \$5,000 per year for four years. They are: Hollie S. Rupert (Logistic Services) who will attend the University of North Carolina, Chapel Hill, NC; Jay R. Larat (DLI, Monterey, CA), who will attend California Poly State, San Luis Obispo, CA; Gerry L. Maness (Dyess AFB, TX), who will attend Angelo State University, San Angelo, TX; and MaryAnne McKeon (Fort Hood, TX), who will attend Baylor University, Waco, TX. Congratulations on a job well done!



ITPE scholar Hollie S. Rupert

ITPE Wins About \$100,000 In Back Pay for Houston Building Services Employees

AN Administrative Law Judge has issued his decision awarding close to \$100,000 in back pay plus interest to eleven former employees of Houston Building Services, thanks to the diligent efforts of ITPE Secretary-Treasurer H. Ralph Smith and Union Counsel Sidney H. Kalban, under the direction of President John F. Conley.

He also determined the contributions due all former employees to the various ITPE Plans involved (Pension, Health and Welfare, and Annual Benefit Fund) which approximated close to \$130,000.

This National Labor Relations Board case, which originated in December, 1987, arises out of the company's refusal to recognize and bargain with the ITPE when it took over the janitorial contract at the Austin, TX, federal buildings that month and its subsequent unilateral changes in terms and conditions of employment, its unilateral reduction of hours of work one evening and its termination of 11 unit employees.

The NLRB previously held the company's actions to be unfair labor practices and ordered it, among other things, to make the employees whole and to make the required contributions to the ITPE Plans for all hours its employees worked on the Austin service contract.

After the U.S. Court of Appeals in New Orleans enforced the NLRB's order and the Supreme Court refused to hear the company's appeal, the NLRB Regional Office calculated the amount due in back pay and benefits. The company refused to pay the calculated sums and the Regional Director then brought the back pay proceedings. The hearing was held in Austin in June, 1994.

The Administrative Law Judge rejected all of the company's defenses and calculated the amounts due to each of the former employees who had their hours reduced on that one evening by three hours and/or had been among the 11 who were found to have been unlawfully terminated. The company has since filed exceptions to the Administrative Law Judge's decision.

Fort Gordon, GA Office Closed

This is to advise all ITPE members that effective this past April, the ITPE office located at Fort Gordon, Georgia, has closed. Vice President Mary Williams, formerly the administrator of this office, has been relocated to District No. 5 - ITPE Headquarters in Savannah, GA. All correspondence directed to Ms. Williams should be forwarded to her new address.

District No. 5 — ITPE, NMU/MEBA, AFL-CIO		
ITPENNEWS		
ITPE — Leading Representative of SCA Workers		
Vol. 17, No. 1	Industrial, Technical and Professional Employees	June, 1995
ITPE District Officers		
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H. Ralph Smith, <i>Secretary-Treasurer</i>		
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Passage of Kolbe Amendment Would Be a Crime To Our Members!

By John F. Conley
President

THIS JUNE, an amendment offered by Rep. Jim Kolbe (R-AZ) to HR 1530, the National Defense Authorization Act, would allow the use of state and local convicts to perform work on military installations, work which could be performed by paid ITPE employees.

While the amendment does not allow for the displacement of current workers, it will open the door to job loss later. When current contracts and agreements expire, there is nothing which will forbid base commanders from soliciting state and local governments to bid on that work. With virtually no labor costs, they will be assured of underbidding private sector competitors who employ and pay civilian workers with families to support and workers who pay taxes.

The ITPE is not against prisoners working or prison work programs as part of the correctional process, but not at the expense of American workers and the firms that employ them.

We must mount a campaign to defeat the Kolbe amendment which

also waives the application of the Fair Labor Standards Act, the Davis-Bacon and Service Contract Acts. Waiving these protections will only encourage the use of convict labor instead of civilian, private sector workers.

HR 4, the recently passed House Welfare Reform Bill, will have a devastating impact on workers if it becomes law. This bill allows, in fact it promotes, the displacement of both public and private sector workers through welfare work programs. In addition, it provides no job training for welfare recipients, sets up an inadequate block grant funding formula and singles out legal immigrants for training for harsh and unfair treatment.

This bill omits any kind of anti-displacement protection; rather than reforming welfare to enable people to move back into the workforce where they can earn an adequate living to support themselves and their families, this bill will only add on to the already burgeoning welfare rolls those workers displaced by its passage. ITPE will be

in the forefront to defeat this bill which will have a negative impact on all Americans, not just welfare recipients.

WE face many challenges ahead. Within the next few weeks and months, we will witness a series of key votes on Appropriation Bills which will implement huge budget cuts, and votes will be taken to repeal the Davis-Bacon Act and Service Contract Act.

There are efforts to reduce the jurisdiction of the Occupational Safety and Health Administration which threaten all workers on all job sites. There are two identical bills in the House and Senate, called the Teamwork for Employees and Management Act (TEAM Act), which in essence would repeal the prohibition on company unions in the National Labor Relations Act, allowing any employer - including employers whose employees are represented by a Union - to set up an employee organization or committee to be controlled by the employers and their hand-picked employee cohorts to undermine organized workers' rights to collectively bargain and select their own representatives.

HR 743, the so-called TEAM Act, would let management create phony unions and fake employee committees. All members are urged to protect their rights as working Americans by contacting their respective members of Congress and telling them to vote "NO" on HR 743, the TEAM Act.

Congratulate our 1995 ITPE Scholarship winners Hollie S. Rupert, Jay R. Larat, Gerry L. Maness and MaryAnne McKeon and urge each and every member to take advantage of this benefit by submitting an application before this year's deadline approaches.



ITPE President John F. Conley, Organizing Coordinator and Legislative Director Elwood Hampton, and NMEBA Secretary-Treasurer Louis Parise (l-r) map out strategies to assist in campaign to save the SCA Act.

LETTERS

United States Congress Responds

Mr. Joseph E. Young
ITPE Member
Tampa, FL

Thank you for contacting me regarding the Service Contract Act. I realize the importance of this issue and the effect it has on your daily life.

As you may know, this legislation was enacted in 1965 to protect the regular service employee from unfair bargaining in the procurement of federal contracts. An attempt to repeal this law was introduced as legislation on January 4th, 1995. Before 1965, bidders for federal contracts would often underbid previous contracts and take the cuts out of the wage earners paycheck. The result of these actions often left employees earning less than minimum wage.

The Service Contract Act has prevented underpayment of service employees for federal jobs in the past, and should continue to do so in the future. I thank you for bringing this to my attention.

Sam M. Gibbons
United States Congressman

Mr. Houston Bridges, Jr.
ITPE Member
Fort Washington, MD

Thanks for getting in touch with me to urge my opposition to the repeal of the McNamara-O'Hara Contract Act (H.R. 2461). I appreciate hearing from you.

As you know, the McNamara-O'Hara Contract Act sets wage rates and other labor standards for employees of contractors and subcontractors providing services to the U.S. Government. The bill to repeal this law, which has been introduced in the House of Representatives, is currently pending in the House Committee on Economic and Educational Opportunities. Similar legislation has not been introduced in the Senate. However, you can be sure I will oppose a repeal of the McNamara-O'Hara Contract Act if it is debated here

in the Senate.

Again, thanks for writing. If I can be of any further assistance, do not hesitate to contact me.

Barbara A. Mikulski
United States Senator

Mr. Willie L. Coleman
ITPE Member
State of Maryland

Thank you for contacting me to express your opposition to H.R. 246, an amendment which would repeal the Service Contract Act.

H.R. 246, which was introduced by Representative Fawell, currently has 23 cosponsors. H.R. 246 would repeal the Service Contract Act, which requires that all service contractors on federal projects to pay the prevailing wage.

Although I have supported efforts to reform such acts as the Service Contract Act and the Davis-Bacon Act, I do not support their repeal. Repeal of such acts could cause an adverse effect on local economies.

I am also disappointed in the process under which the Republican Leadership is considering H.R. 246. H.R. 246 was pushed out of Subcommittee without ample time to review its serious ramifications.

Again, thank you for contacting me with your concerns. If I can be of further assistance to you on this or any other matter, please do not hesitate to contact me.

Benjamin L. Cardin
Member of Congress

Mr. Talmadge E. Simpkins
Exe. Direc. AFL-CIO Maritime Comm.
Washington, D.C.

Thank you for your letter expressing your concern over an amendment that was

approved by the House Transportation and Infrastructure Committee during consideration of the fiscal year 1996 Coast Guard authorization bill to give the Coast Guard the authority to make changes in current federal regulations regarding work rules imposed upon tugboat operators on the Great Lakes. I appreciate the benefit of your informed views.

As the ranking Democrat on the Transportation and Infrastructure Subcommittee on the Coast Guard and Maritime Transportation, I tried to defeat this amendment because of was concerned over its safety implications and the impact such a change would have on existing collective bargaining agreements. Unfortunately, despite my protestations, the amendment was approved by the committee by a two-vote margin. I was able, however, to gain assurances from the chairman of the subcommittee that hearings will be held later this year to fully examine the safety and labor implications of the amendment.

Please be assured that I will not only hold the chairman to his word, but will also work to ensure that all impacted parties are given the opportunity to testify before the subcommittee.

Once again, thank you for writing. Should you have any additional comments or questions, please do not hesitate to contact me.

James A. Traficant, Jr.
Member of Congress

Theatia Jones
ITPE Vice President
Las Vegas, NV

Thank you for contacting me in opposition to H.R. 246, a bill to repeal the Service Contract Act of 1965. I appreciate hearing from you.

As you know, the Service Contract Act, among other things, requires that all federal service contracts of more than \$2500 include provisions specifying the

to ITPE's Efforts to Save the SCA

minimum wages and fringe benefits that will be paid for the services rendered. H.R. 246 is currently pending in the Economic and Educational Opportunities Committee. Please be assured that I will take your views into account should it be considered on the House Floor.

Again, thank you for contacting me.

Barbara F. Vacanovich
Member of Congress

Mr. Elwood Hampton
ITPE Legislative Director
Washington, D.C.

Thank you for contacting me.

I understand your concern about programs that could displace other workers. During these difficult economic times, many Americans are struggling to make ends meet. Some people, despite their best efforts, are unable to afford basic necessities such as food, clothing and shelter. Public assistance can temporarily help these very needy members of our society get back on their feet.

With the budget as tight as it is, it is more important than ever that public assistance go to those who truly need it. Those who are able to find employment and take care of themselves should be expected to do so. Programs must be structured to achieve a return to self-sufficiency through job training and education. When public assistance becomes a way of life it helps no one—the recipient, the taxpayer, or our nation.

Again, thank you for sharing your thoughts with me.

Frank R. Lautenberg

Mr. Elwood Hampton
ITPE Legislative Director
Washington, D.C.

It was a pleasure meeting with you,

Mary, Rita and Irene in my district office yesterday.

I appreciate you taking time from your busy schedule to discuss Congressman Fawell's bill, HR246, with me.

More importantly, it was productive to start a dialogue with you and members of the Food Service Workers Union.

Please feel free to call upon me or a member of my staff as this legislation moves through the House.

Frank A. LoBiondo
Member of Congress

Briefing on the Service Contract Act

Many colleagues are familiar with the Davis-Bacon Act, which requires contractors on Federal construction projects to pay their employees locally prevailing wages, and understand the effort to repeal the Davis-Bacon Act for what it is—an assault on the wages and standard of living of construction workers. This assault has not been limited to the Davis-Bacon Act, however, but also extends to the Service Contract Act.

Though unlikely to have the industry-wide repercussions that repeal of the Davis-Bacon Act will have on the construction industry, repeal of the Service Contract Act produces consequences that are even more acute for those workers directly affected and for the procurement of Government services. The effect of repealing the Service Contract Act is to implement a Federal procurement system that actively drives down the wages of working Americans.

The Service Contract Act applies equally to low-skilled employees such as custodians, ground maintenance workers, and building security personnel, as well as skilled workers. In the absence of the Service Contract Act, bids to perform these services will be decided on the basis of which contractor is willing to pay employees the least. Then every three to

five years, a new round of bidding will occur in which new contractors will seek to underbid the existing wages paid by the current contractor. As a result, the employees who are actually performing those service will be caught in a procurement system that ensures they will receive the lowest possible wages for their efforts.

A system that undermines the prevailing wage rates of custodial and maintenance workers also ensures that Government can only obtain the services of the lowest paid systems analyst or aerospace engineer. Particularly for those services that require highly-skilled personnel, it is difficult to see how the taxpayers are likely to benefit from a procurement system that discourages experience and expertise.

In order to promote a better understanding of the importance of the Service Contract Act to workers and taxpayers, a briefing has been scheduled from 10:00 a.m. on Wednesday, April 26, in 3175 Rayburn HOB to provide an opportunity for those who represent service contract workers to explain the provisions of the Service Contract Act and the consequence of repeal. Coffee and doughnuts will be available for those attending. If you or your staff plan to attend, please contact Ann Gillespie at 226-1881.

William L. Clay and Major R. Owens
Ranking Democrats



Congressman Robert E. Andrews (left) confers with ITPE Organizing Coordinator and Legislative Director Elwood Hampton concerning opposition to HR 246, a bill to repeal the Service Contract Act. (Andrews is quoted on page 1 on this issue of the ITPE News in support of ITPE's position to defeat this bill).

ITPE M

U.S. BULLION D

FORT KNOX—

1. District No. 5 President John F. Conley reviews the Philip A. Connelly Awards in building. 1109.



2. District No. 5 President John F. Conley visits with Ft. Knox 2nd Cook Dinah Hampton. Ms. Hampton is slicing desserts in building. 1109. From the looks of the desserts the troops were eating well.



3. President John F. Conley visits Ft. Knox dining facility 6556, posing left to right with 2nd Cook Martha Hurley, John F. Conley, 1st Cook Bobbie Franklin and Shop Steward Elizabeth (Betty) Burks.



4. 2nd Cook Martha Hurley in Building 6556 preparing the line for evening meal.

5. 1st Cook preparing veggies in building 6556 for the evening meal.

6. John F. Conley far right poses with District 5 members in building 1109; left to right—1st Cook Evan Bennett, Head Count Cashier Giesla Vanderwege, Dining Facility Attendant Joyce Hoover, Dining Facility Attendant Deborah Wietecha and 1st Cook Shop Steward Elizabeth (Betty) Burks.



10.

11.

12.

MANS DEPOSITORY -KENTUCKY



7. District No. 5 food service employees pose for the cameraman during a visit to Ft. Knox dining facility 5917. Left to right, Helen Hicks (14 years) Retta Miller (12 years) David Stout (5 years) Patti Johnson (12 years) Jo Donaldson (2 years) and David Couch (5 years). These members paused long enough from their duties of preparing fresh salad, and with the smiles on their faces they were enjoying what they were doing. These salads could not have been done more professionally. A job well done!



8. Left to right, District No. 5 Representative Craig Foster, Shop Steward Elizabeth Burks (21 years) and District No. 5 President John F. Conley pose during President Conley's visit to dining facility 297 Ft. Knox, with (left to right) 2nd Cook Nelda Dennis (19 years). Nelda also serves as a shop steward. Dining Facility Attendant Margaret Cheborg (21 years), Jenny Payne (19 years) and 1st cook Charles Dale (1 year).



9. District 5 Representative Craig Foster and Shop Steward Elizabeth Burks pose in front of the Patton Museum of Calvary and Armor at Ft. Knox, Kentucky.

10. District 5 President John F. Conley poses with Shop Steward Elizabeth (Betty) Burks in front of the Patton Museum of Calvary and Armor at Ft. Knox.

11. Tanks and Armored vehicles of various ages, shapes and sizes ring the Patton Museum at Ft. Knox.

12. U.S. Bullion Depository at Ft. Knox.

D-5 Staffs Health and Social Services at Red Oak Manor in Camden County, NJ

Cook Judy Monzo



Food Service worker Marchada Artis



Cook Jose Garcia



Food Service Worker Roberto Rodriguez



Shop Steward Jo Ann Wilson



Shipping and Receiving Clerk John Murray



Cook/Caterer Fred Schroeder



ITPE Shop Steward Vernon Wittenbrook and Chief Shop Steward May Umbaugh, employed by ProServe at Falcon AFB discuss ITPE benefits with Funds Representative Roy Boyd.



ITPE Chief Shop Steward Delia Arroyo (left) Vice President Ruthie Jones (2nd from right) and Nellis Shop Steward Vascola Scott (right), after meeting with John Lopez (2nd from left) Legislative Assistant to Congressman John Ensign from the state of Nevada. Meeting was held to discuss impact of bill to repeal the SCA Act.



Some of the ITPE members employed by Superior Services at Nellis AFB who sent letters to Congress urging them to vote against any and all efforts to repeal the SCA Act. 99% of the membership from this installation wrote to their government officials. From left to right (front row) are members Elizabeth Turner, Ritsuko Tidwell, Stigar Nelda, Myrna Smith. In back row (l-r) are Ella Johnson and Sharman Meyers, Shift Leader.



ITPE SPOTSHOTS



Members (l-r) Nancy Causey, Flornetta Brown (who recently won her arbitration case against her employer thanks to ITPE) and Janie Davis get down to Union business at ITPE installation in Pensacola, FL.



ITPE Representative Pat Hasard meets with Washington State Representative Randy Tate (R) to discuss the implications of HR 246.



ITPE members at Fort Myers, Arlington, VA, join with Representative Eddie Rhoden (holding sign) to get the message across: Don't Repeal the Service Contract Act!

NEWS

News From the AFL-CIO

THE AFL-CIO SPONSORED WORKERS MEMORIAL DAY April 28 to protest Republican Party attacks against a federal job safety act. With Congress in recess until April 30, The Federation emphasized rallies, hearings and other local events in communities across nation. Labor leaders pointed out job fatality rate has been cut in half and 140,000 lives have been saved since federal Occupational Safety and Health Act was passed in 1970. But AFL-CIO Department of Occupational Safety and Health recently reported, "Our analysis indicates that the magnitude and effectiveness of OSHA inspections continue to be inadequate; millions of public employees remain unprotected by health and safety standards; and average penalties are so meager that they fail to effectively deter employers from violating the law." More than 6,000 workers are killed each year by workplace injuries, and more than 50,000 die from occupational diseases.

THE AFL-CIO LAUNCHED STAND UP FOR AMERICA'S WORKING FAMILIES CAMPAIGN during congressional recess last month with face-to-face meetings with members of Congress, phone calls, rallies, radio talk shows and newspaper and television ads. Campaign stressed that "good jobs, good wages, health and safety and a real voice on the job" are top priorities to U.S. workers. AFL-CIO's television ads aired April 2 in Washington, D.C. and key congressional districts in six states. Newspaper ads also appeared in national and local newspapers. In Ohio, for example, union members leafleted daily outside Columbus office of House Budget Committee Chairman John R. Kasich, who has voted against working families on every labor issue in Congress' first 100 days.

THE AFL-CIO CALLED UPON CONGRESS TO ADOPT THE CHILD DETERRENCE ACT of 1995 (S.706), legislation recently reintroduced by Senator Tom Harkin, which

would ban the importation of goods made by child labor. The AFL-CIO issued the call following the death of 12-year-old Iqbal Masih who was gunned down on Easter Sunday as he and two friends rode bicycles through their Pakistani village. Iqbal, former bonded laborer in Pakistan's carpet industry, was a national leader in the struggle to end child labor for hundreds of thousands of other young Pakistani youngsters. He was youth wing president of the Bonded Labor Liberation Front of Pakistan. He was honored last year with the Reebok Human Rights award. The AFL-CIO also urged U.S. businesses to end their importation of child labor products.

THE AFL-CIO OPPOSED REPUBLICAN-SPONSORED TAX CUT LEGISLATION, H. R. 1215. Union officials pointed out that more than 52 percent of the \$189 billion tax cut package, including capital gains and business tax breaks, will benefit individuals making over \$100,000, according to the U.S. Treasury Department. "It is excessive and primarily rewards only the wealthiest Americans and corporations. It is working men and women who will pay for that reward, because they are the people who will be so greatly affected by the legislation's elimination of programs which currently provide vital services or benefits for middle and lower-income families," the AFL-CIO charged.

International Labor News

HUNGARY'S RAILWAY UNIONS ENDED CRIPPLING FOUR-DAY-OLD STRIKE April 23 after reaching agreement over work practices. "We believe that we have signed an agreement that seemed to be unobtainable before the strike started," Istvan Gasko, Chairman of the Railway Workers Free Trade Union. Workers had sought right of veto over scheduling of their shifts but accepted arbitration procedure if they are unable to agree with management on future work schedules. "With this agreement the transformation of the railway system from a socialist-type of company to a market-sensitive

firm can begin," said Istvan Sipos, deputy chairman of Hungarian State Railways.

News From Around The Labor Movement

TEAMSTERS WON ORGANIZING VICTORY FOR 245 WORKERS at Atlanta's Moreland Avenue Overnite terminal, one of company's largest facilities. Company Vice President Mark Goodwin said "Overnite will challenge results." Teamsters have targeted some 10,000 Overnite workers and have so far won 1,536 of company's workers in various cities. Overnite, subsidiary of Union Pacific Corp., is nation's fourth largest small- and medium-load carrier. Future Teamsters organizing wins at Overnite are expected to have impact on trucking industry. Union officials acknowledged its power had declined from earlier years after last year's national freight strike involving about 80,000 workers. "Overnite is a very important step that this union is taking to re-establish its leadership in setting and raising the wages and benefits and improving the working conditions in the freight industry," Teamsters spokesman Craig Merrilees said.

NEGOTIATIONS STALLED BETWEEN USAIR AND FLIGHT ATTENDANTS AND MACHINISTS ON NEW UNION CONCESSIONS to keep financially ailing company alive. Airline says it needs \$500 million in labor cuts over five years to stay in business. Air Line Pilots, which represents 5,200 workers, agreed in March to give up \$190 million a year in exchange for USAir stock and board representation. But union's Master Executive Council will not finalize deal until USAir reaches agreements with other unions. Flight Attendants, with about 8,300 USAir members, reportedly is having difficulty deciding how to implement wage concessions when its members make only \$33,000 annually on average. Machinists is negotiating two contracts, one covering about 8,300 mechanics and airplane cleaners and another for about 7,700 bag-

gage handlers and catering employees who chose to join the union last summer.

UNITED AUTO WORKERS PRESIDENT OWEN BIEBER ATTACKED CHRYSLER CORPORATION TAKEOVER BID by financier Kirk Kerkorian and former Chrysler head Lee Iacocca. "Now that the details of the Kerkorian-Iacocca takeover bid are trickling out, it is increasingly clear that their numbers just don't add up," Bieber charged. He called attention to "Kerkorian-Iacocca scheme" to use \$5.5 billion of Chrysler's cash reserves to finance takeover. "It's a classic example of the 'get-it-while-you-can' mentality that wrecked so many American corporations in the 1980s," he said.

COALITION OF NATIONAL LABOR UNIONS, LED BY ATLANTA LABOR COUNCIL, PROTESTED AGAINST HOUSE SPEAKER NEWT GINGRICH April 25 in Atlanta at Republican fund-raiser aimed at unseating Democratic Senator Sam Nunn. According to labor council President Stewart Acuff, demonstrators reflected "the anger that we all feel." Atlanta Labor Council represents about 80,000 workers and 65 unions in metropolitan area. "Everything that Mr. Gingrich stands for is taking away from the American worker," Tom McGuire, president of the International Brotherhood of Electrical Workers Local 613, told reporters.

RAIL UNIONS CRITICIZED STATEMENTS by Robert Krebs, Atchison, Topeka & Santa Fe Railway chief executive, who predicted "we are headed toward some kind of confrontation" in national rail bargaining between unions and eight major rail carriers. Krebs made his comments in remarks to security analysts April 19. Brotherhood of Locomotive Engineers spokesman told news media, "If a work stoppage comes on a national basis, it will be a lockout, not a strike." United Transportation Union chief negotiator, L.W. Swert said, "For either side to predict a work stoppage at this stage is totally irresponsible." UTU is only union that has reached mediation phase of contract talks. Last round of national rail negotiations took place in 1992 when small group of machinists struck CSX Transportation which led to national lockout. Congress was forced to intervene and impose settlement.

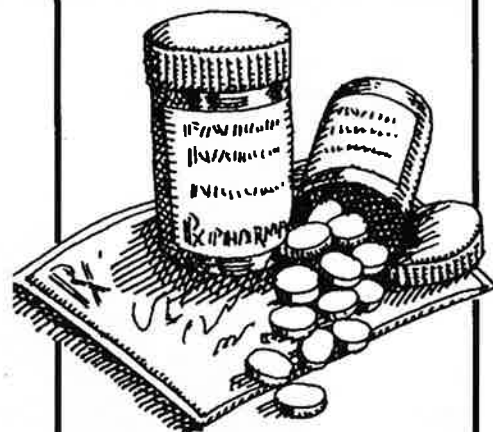
ELEVEN UNITED FOOD AND COMMERCIAL WORKERS UNION LOCALS ENDED NINE-DAY STRIKE April 20 that affected 32,000 butchers, baggers and clerks at more than 400 supermarkets in central and Northern California. About 16,000 Safeway workers struck April 6 after contract negotiations reached impasse over issues such as health benefits and pensions. Lucky and Save Mart locked out their 16,000 union employees one day later in show of solidarity with Safeway. Union negotiators said new contract preserves wages, benefits and pensions for workers.

INTERNATIONAL FEDERATION OF CHEMICAL, ENERGY AND GENERAL WORKERS CONDEMNED BRIDGESTONE/FIRESTONE for its U.S. union-busting tactics. Union leaders from 22 countries vowed to bring pressure on Bridgestone/Firestone at its plants worldwide. The company is the world's largest tire manufacturer. Rubber Workers President Kenneth Coss said international labor was united in their "outrage over the reprehensible violation of international norms of behavior by this rogue multi-national company." Coss was re-selected unanimously as president of the group at a meeting held in Istanbul April 10-12.

In The Public Sector

NATIONAL LABOR RELATIONS BOARD ORDERED CHILD DEVELOPMENT COUNCIL OF NORTHEASTERN PENNSYLVANIA (CHILD DEVELOPMENT COUNCIL) TO REINSTATE EMPLOYEES it replaced after a 1991 strike by Local 2562 of the American Federation of State, County and Municipal Employees (AFSCME). Firm is based in Wilkes-Barre, PA, and operates child care centers. The April 10th NLRB ruling upholds an administrative law judge's decision which found that Child Development Council violated federal law by threatening employees during contract negotiations and then replacing them with other workers after the strike ended. Employees were ordered to be rehired with full back pay plus interest. AFSCME estimated that back pay liability including interest could total hundreds of thousands of dollars.

Prescriptions for Less



Your union's prescription program covers the whole family—from aunts to inlaws.

This discount, mail-service pharmacy program offers savings on prescription medications for you and your entire family—including relatives. There is no cost to join and mail-service delivery is free.



UNION PRIVILEGE HEALTH NEEDS SERVICE

**For information call:
1-800-452-9425**

Se habla español

On Guard in D.C.

ITPE Security Guards Man Their Posts in Nation's Capital

Sergeant Willie Coleman
Hoffman Bldg.—Stay Inc.



Officer Andrew Martin
Ogden Government Service



Officer Tim Edwards
Hoffman Bldg.—Stay Inc.



Officer Evett Powell
Crystal Plaza—Stay Inc.



Officer C. G. Barksdale
Shop Steward, Crystal Plaza



Officer Katy Gore
Crystal Park #2—Stay Inc.



Officer Alma Price
Ogden Government Services



Sergeant Katy Barstow
Jefferson Plaza—AMPB



Officer Willie Coates
Jefferson Plaza—AMPB



Social Security & Medicare Changes

The Social Security Administration has announced the following changes, effective January 1, 1995.

- A Cost of Living increase of 2.8 percent for all Social Security beneficiaries, up slightly from the 2.6 percent increase granted for 1994.

- The Social Security taxable wage base will be \$61,200, up \$1,200 from the 1994 wage base.

- For 1995, the earnings limitation applicable to the amount a Social Security beneficiary may earn, without a reduction in benefits, will be:

Under age 65-69—\$8,160 (up from \$8,040)

Age 65-69—\$11,280 (70 from \$11,169)

Over age 70—No limitation.

The Health Care Financing Administration has announced the following changes:

- The Medicare Part B premium will be increased by 12 percent to \$46.10 per month, per covered individual, up from \$41.60 in 1994.

- The Medicare Part A deductible will be increased as follows: In-hospital deductible—

First 60 days of confinement \$716 (up from \$696)

61st through 90th day of confinement—\$179/day (up from \$175)

91st day and thereafter (while using the 60 lifetime reserve days)—\$358 (up from \$348)

Skilled nursing facility -

21st through 100th day—\$89.50/day (up from \$87)

- The annual Part B deductible will remain unchanged at \$100, and the Part B coinsurance will remain at 20 percent of the Medicare approved amount.

The Social Security Amendment Act of 1994 prohibits non-participating providers from billing charges for Medicare Part B medical services in excess of the Medicare limiting charge.

Stand UP



For Good Wages

THE MEN AND WOMEN OF THE AFL-CIO
LEADING THE FIGHT FOR AMERICA'S WORKING FAMILIES

Right-to-Work Back Again

From the opening of the 1995 State Legislatures, the National Right to Work Committee has stepped up their attacks on Unions with the introduction of an avalanche of right-to-work (RTW) bills. But Union members, led by their state AFL-CIOs, have mobilized fierce grassroots opposition. As a result, right-to-workers have met with little success while pro-labor forces have already scored significant victories.

For those unfamiliar with the issue, "right-to-work legislation—which is in effect in 21 states—allows a state to exercise option 14 b of the National Labor Relations Act to prohibit labor and management from negotiating a Union security agreement even if workers want it. Union security requires employees, who gain the benefits of collective bargaining, to share in the costs of Union representation, contract administration and service from the Union. Without Union security, "freeloaders" refuse to pay their share, thereby financially crippling the Union and rendering it unable to represent workers. A recent study by the AFL-CIO shows the obvious—Unions are weakest in RTW states and workers' wages are over \$4300 less than in free bargaining states. That's why it's often called right-to-work for less.

Take Your Daughter To Work Day



Cute-as-a-button Sara Elleng, granddaughter of ITPE Representative Pat Hasard, stopped by her grandma's office on April 26th, "Take your daughter to work day."

"It was a fun experience for both of us as I tried to explain to her the functions of a Union," said Pat. As for Sara, she made copies at the office, answered a few calls, filed some papers, and basically had a fun time with her Meme (as she calls her grandmother) learning about the ITPE.



ITPE Trustees proudly pose with ITPE members Elizabeth Burks (2nd from left) and Nelda Dennis (second from right) following Trustee meeting attended by all. Both members have served close to 35 years combined at Fort Knox, Kentucky, where they serve as Shop Stewards. From (l-r) are D-4 Secretary-Treasurer Rene Lioeanjie, Burks, D-4 President Louis Parise, ITPE Vice President Mary Williams, ITPE President John F. Conley, ITPE Vice President Ruthie Jones, ITPE Secretary-Treasurer H. Ralph Smith, Dennis, and ITPE Representative Craig (Bubba) Foster.

Labor's Bookshelf

Those in the movement know Labor's story is vastly different than what we get from the media. It's about the gains in living standards that come through organizing and collective bargaining; community services that provide assistance to the homeless and jobless; the fight for good jobs through fair trade and global solidarity.

Because millions of youngsters in the U.S. only had the media to rely on for information on today's Unions, the UAW has come up with a great way to provide young people with solid information about Unions, Labor history, and current worker concerns.

Labor's Bookshelf (\$55, postpaid) is a collection of 10 to 12 books. To purchase Labor's Bookshelf, send a check for \$55 to the UAW Purchase & Supply Dept., 8000 E. Jefferson, Detroit, MI 48214. Be sure to request Item No. 325.

Save the SCA Act!!!

(Continued from page 1)

was conducted under the auspices of Congressmen Bill Clay and Major Owens to explain the purpose and need for The Service Contract Act, known as the McNamara-O'Hara Contract Act of 1965.

The bill to repeal this vital legislation, HR 246, has been reported by the Workforce Protections Subcommittee of the Economic and Educational Opportunities Committee, where at press time, it remained. No similar legislation has yet been introduced in the Senate.

All ITPE members are strongly urged to continue writing, telephoning, faxing and employing whatever means possible to get the message across to our government representatives that the Service Contract Act must be protected to ensure that working Americans be protected from low wages.

ITPE Union Forum: Fort Belvoir

At a recent Union meeting held at Fort Belvoir Army Base located in Fairfax, VA, discussions were held on back pay and sick leave due employees. Both items were taken up to the company by ITPE Representative Eddie Rhoden to the members' satisfaction.



▲ Members Willie Lewis and Ora Dickens.



◀ ITPE food service workers (l-r) Anthony Jackson, Barbara Snodgrass, Jae Yoo, Thaddeus Ethridge, and Joe Jones.

▶ Listening intently during Union meeting are (l-r) In Su Briggs, Audrey Smith, Tandy Lewis, Hyo Cha Yi, Brenda McGrath, Eric Krause, Irene Kime, M.J. Jamison and Saeko Manuel.



◀ Getting down to Union business are (l-r) ITPE Representative Eddie Rhoden, Shop Steward Yvonne McMurray, Shop Steward Benata Jackson, and members Sandra Signal and James Newton.

Scabs Destroys Middle-Class Life



Roger Gates, President of Rubber Workers Local 713 in Decatur, IL, is surrounded by representatives of business organizations as he tells a congressional committee that the use of permanent replacements for strikers devastates the lives of middle class working families whose only desire is to maintain the standard of living they strived so hard to achieve. Gates was the only worker allowed to testify on a bill to overturn President Clinton's executive order barring federal contracts to companies that use permanent replacements for strikers.

Summary Annual Report ITPE-NMU/MEBA Pension Fund

This is the summary of the annual report of ITPE-NMU/MEBA Pension Fund, Employer Identification Number 11-2506736 for the year ending September 30, 1994. 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-NMU/MEBA Pension Fund. Plan expenses were \$8,574,005, consisting of administrative expenses of \$1,015,770 and \$7,558,235 in benefits paid to participants and beneficiaries. A total of 21,664 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 \$46,618,273 as of September 30, 1994, compared to \$47,253,935 as of October 1, 1993. During the plan year, the plan experienced a decrease in its assets of \$635,662. 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 \$7,938,343, including employer contributions of \$6,614,640, and earnings from investments of \$1,286,871.

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. 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, ITPE-NMU/MEBA Pension Plan,
c/o ERISA Systems, Inc.,**

**The Plan's Contract Administrator,
100 Crossways Park West, Suite 200,
Woodbury, NY 11797.**

The telephone number is (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 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, NY 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, Pension and Welfare Benefit Programs, Department of Labor, 200 Constitution Avenue N.W., Room N-5507, Washington, D.C. 20216.**

ITPE-NMU/MEBA Pension Plan Summary of Material Modifications For Fiscal Year Ended September 30, 1994

In keeping with Federal Regulations, the Trustees of the ITPE-NMU/MEBA Pension Plan are providing you with a summary of the material modifications that occurred during the plan year that ended September 30, 1994:

Alternate Trustees

Deletions:	Additions:
Nicholas LaForgia	Robert Parise
Dist. No.4-NMU/MEBA	Dist. No.4-NMU/MEBA
360 West 31 Street	330 Biscayne Boulevard
New York, NY 10001	Miami, FL 33132

Amendments

During the plan year ended September 30, 1994, the following amendments were adopted to the plan's documents:

Amendment No. 94-1 to the Agreement and Declaration of Trust Establishing the ITPE-NMU/MEBA Pension Plan

Provides that the term "Union" shall mean District No. 5—ITPE-NMU/MEBA, AFL-CIO.

Amendment No. 94-1 to the ITPE-NMU/MEBA Pension Plan

Provides that the name of the ITPE-MEBA/NMU Pension Fund and the ITPE-MEBA/NMU Pension Plan is changed to ITPE-NMU/MEBA Pension Fund and ITPE-NMU/MEBA Pension Plan

and provides that the term "Union" shall mean District No. 5—ITPE-NMU/MEBA, AFL-CIO.

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, Pension and Welfare Benefit Programs, Department of Labor, 200 Constitution Avenue N.W., Washington, D.C. 20216.**

DISTRICT 5, ITPE-NMU/MEBA BRANCH OFFICES

Listed below are branch offices of District 5, ITPE-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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135 Lincoln Street
Tel.: 617-542-0546
ITPE REPRESENTATIVE
Arthur Petitpas

FORT BRAGG, NC 28307
P.O. Box 70630
ITPE REPRESENTATIVE
Cindy Diehm
910-497-1661

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1623 Washington Ave.
Suite 211
Tel.: 618-462-0440
ITPE REPRESENTATIVE
Craig Foster

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8329 Lawndale
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TREASURER**
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John Coleman

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ITPE REPRESENTATIVE
Tel.: 212-614-6601
Enrico Esopa

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ITPE REPRESENTATIVE
Eddie Rhoden

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Carmen Diaz

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ITPE REPRESENTATIVE
Pat Foley

**ITPE DISTRICT HEADQUARTERS
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ITPE REPRESENTATIVE
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Tel.: 202-862-9854
**ITPE PLANS
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Paul Harvey

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Louis Parise, Secretary-Treasurer

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AFL-CIO MARITIME COMMITTEE 1150 17th St., NW
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P.O. Box 23679, Savannah, GA 31403-3679
Joan Wolfe, Administrator

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Albert Franco, Edward Montague
