



# 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

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## ITPE BACKS CLINTON-GORE IN 1996

**D**istrict No. 5, ITPE-NMU/MEBA is in full support of the re-election of President Bill Clinton and Vice President Al Gore this coming November.

Every member of ITPE is urged to go out and make a difference by voting Democratic in the upcoming election. A quick review of some of the major political issues which confronted the ITPE membership follows.

The Senate split the difference on two contentious labor issues, rejecting a national right-to-work law while approving a business-backed bill to sanction worker management committees outside of the traditional collective bargaining process.

Both bills were strongly opposed by District No. 5, ITPE-MEBA/NMU and organized labor as well as by The Clinton Administration as efforts to undermine the Union movement. The TEAM Act, although approved, did not win enough votes to override the threat of President Clinton's veto, which took place as promised on July 30th.

The proposed federal right-to-work law (right-to-work laws are currently in force in 21 states), which would bar Union contracts from requiring non-members to pay dues or fees as a condition of employment, died in a filibuster when the bill's sponsor, Senator Lauch Faircloth (R-NC), fell 29 votes short of the 60 needed to force the measure to a final vote.

The Teamwork for Employees and Management (TEAM) Act attempted to redefine permissible labor-management discussions that occur outside of collective

bargaining procedures, giving employers greater latitude than they currently have under rulings from the National Labor Relations Board to form committees to

deal with a wide range of work-related issues in non-union workplaces.

The TEAM ACT would permit employer-controlled "teams" instead of independent unions whose representatives are selected by Union members.

"There is nothing devious about this. This is not an attempt to try to diminish the Unions," said Labor and Human Resources Committee

Chairman Nancy Landon Kassebaum (R-KS), the bill's chief sponsor.

But Senator Edward M. Kennedy (D-MA), who has cooperated with Kasselbaum on health and other issues, disagreed, saying the legislation would make it legal for "management to impose a company-dominated union made up of employees handpicked solely by the employer" in order to fend off union organizing activities. He said there is no need for the legislation because thousands of companies have established workplace teams with only rare objections from the NLRB.

"This legislation, rather than promoting genuine teamwork, would undermine the system of collective bargaining that has served this country so well for many decades," President Clinton said in sending the bill back to Congress. "Rather than encourage true workplace cooperation, this bill would abolish protections

(Continued on page 2)



**John F. Conley**

### You're on Target

**When you register to vote and go to polls on Election Day November 5!**



(Continued from page 1)

that ensure independent and democratic representation in the workplace." Meanwhile, the House passed legislation July 30th to provide employers more flexibility in compensating employees who work overtime.

The vote was nearly party-line, with just 19 Republicans voting against the measure and 14 Democrats voting for it.

The bill (HR 2391) would amend the Fair Labor Standards Act to permit employers to offer compensatory time off in place of overtime for hours worked beyond 40 in a week. According to the bill, the employees would have to voluntarily agree in writing to take comp time.

Under the bill, employees would receive one and one half hours of compensatory time for each hour of overtime worked. If the employee was not able to use all the accrued comp time by the end of the year, the employer would be required to pay the employee for time not used.

The measure's fate is unclear. President Clinton has endorsed a similar concept but opposes this measure. In any case, it is unknown whether the Senate could make room for such a controversial bill in its jam-packed schedule before this year's sessions end.

The so-called Workers' Right-to-Know Act is the latest in a series of direct retaliations by the Republican leaders of Congress against labor unions because of their new activism to build a stronger voice for America's working families. HR 3580 is a calculated effort to chill organized labor's exercise of its First Amendment rights to inform its members and the public about the attacks some in this Congress are leading against working families.

The bill interferes with the union members' right to control their own organization. Contrary to every principle of democratic government, the bill would grant non-members the right to participate in union decisions even though they are not bound to support the majority's decisions. The bill requires members to allow non-members to participate in virtually all union decision making regardless of the fact that they bear none of the responsibilities of membership.

The bottom line is that not one of the 13.1 million men and women whose unions are affiliated within the AFL-CIO is currently required to allow his or her dues money to be spent on political edu-

cation or legislative action. Workers in unions are already protected by more financial disclosure requirements than are members of any other organizations or corporations.

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Since our last issue of the ITPE NEWS, the AFL-CIO has elected new officers to



Joe Salandon, James J. Salangdon & Ed Felix (seated left) are all smiles as they have just received their part of the \$200,000.00 back pay settlement.



Shop Steward Merlina Impelido at Naval Station is too busy listening to pose for camera.



Shop Steward Nat Yap and Project Manager Sarah Lazar from Hickam AFB are going over schedule to insure seniority is being followed.

steer the labor movement in a new direction. The Executive Council of the AFL-CIO now consists of John J. Sweeney, President, Richard L. Trumka, Secretary-Treasurer, and Linda Chavez-Thompson, Executive Vice President. They represent a new beginning for the AFL-CIO and the ITPE supports their platforms 100%




Capt. Reitz (on Brenton's right) takes time for a picture with Vice President John Brenton, III and Shop Steward Carmen Capone who came in on day off.



John Brenton, III with Officers of the year at the IRS Building. Victor Trusillo and Arelia Gonzales.



ITPE Secretary Shelley Siu works hard to insure that membership cards are dispatched to the correct Companies and Plans. "Our members deserve their benefits and we try hard to make sure they get them."



## District No. 5 — ITPE, NMU/MEBA, AFL-CIO

# ITPENews

ITPE — Leading Representative of SCA Workers

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### ITPE District Officers

**John F. Conley, President**

**H. Ralph Smith, Secretary-Treasurer**

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**Vice Presidents**

**John Brenton III**

**T. (Ruthie) Jones**

**Mary Williams**

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**Kenneth Palinkas**

**Editor**

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



## Resolution One

# 1996 AFL-CIO Issue-based Grassroots Legislative and Political Program

Over the past 20 years, tremendous shifts have taken place in the political, social and economic strata of our country, nearly all of them detrimental to workers and our families.

Taking the low road through a murky deregulated economy, American corporations chose to compete in a new world marketplace by squeezing more productivity from fewer and less well-compensated workers. A succession of conservative occupants of the White House gave away billions of dollars worth of tax breaks to big business and the wealthy. And at every level of government, reactionary, anti-worker politicians seized the lovers of authority and began systematically unravelling the cloak of economic and social justice arduously woven over the past 50 years by workers, our unions and our allies.

The result has been one of the largest transfers of power and money in the history of the United States. Over two decades, productivity went up 24 percent, executive compensation increased 360 percent and corporate profits soared. But real earnings for workers declined 12 percent and the number of Americans with health insurance coverage and pensions at work declined dramatically. Over 97 percent of the increase in household incomes went to the richest 20 percent. Today, the top fifth of households in our country get half the nation's income and control 85 percent of the wealth. The rest—split the other half of total income and share 15 percent of the nation's wealth.

Working families are pressured as never before. More family members are working longer hours just to stay even, and parents have less and less time to spend with our children. Loaded with debt and threatened by downsizing, outsourcing and a growing pool of low-wage, no-benefit contingent labor, American workers are frustrated, anxious and angry. If they aren't out of work, they are out of hope, and you don't have to be an economist to realize that's a prescription for disaster in a nation that survives through optimism.

Incredibly, it is against this national

backdrop that conservative members of Congress have launched a broad assault against federal laws and agencies which enhance wages and income security, protect worker health and safety, create and improve jobs, and defend the rights of workers to form and join unions:

- Under the guise of "reform," they have targeted Davis-Bacon, the Service Contract Act and the Fair Labor Standards Act, OSHA, MSHA and the National Labor Relations Board for virtual repeal.
- Using as justification a budget deficit they created, they are bent on decreasing funding for Medicare, Medicaid, and federal and postal retiree benefits, while increasing health care costs for the elderly, the disabled and the poor.
- With no pretense at fairness, they want to widen the wage and wealth gap by giving more tax breaks to the wealthy and the giant corporations, while slashing job training, welfare, nutrition, education and housing programs.
- And in order to perpetuate their control over workers and our families, they are determined to cripple worker organizations by crippling workers' rights, limiting transportation union bargaining rights, denying public access to union organizers, restraining advocacy organizations getting federal funds, legalizing company unions and passing a national right-to-work law.

The AFL-CIO and its unions are equally determined to reverse the flow of money and power that has working families mired in a wage and wealth sink-hole now big enough to swallow our entire economy. And we are committed to countering the politics and policies of elected officials who oppose the interest of working Americans, we're organizing an unprecedented effort to educate and mobilize working-class Americans around the issues that affect us and our children's future.

This is an extraordinary moment in our nation's history and the unions of the

AFL-CIO have decided to assess themselves \$ .15 per member, per month for a 12-month period beginning in May 1996 to fund an extraordinary response. The assessment is not an increase in the amount of dues members pay. Rather, it is an increase in the share of existing union funds devoted to education, training and mobilization to fight for the issues important to those members.

We will use the money to:

- Strengthen local unions, state federations and central labor councils by providing increased training, coordination and staff.
- Create standing grassroots action committees in every Congressional district, with a goal of recruiting and training at least 10,000 activists.
- Establish a National Labor Political Training Center to train staff as well as rank-and-file organizers and coordinators.
- Employ new techniques of advertising, direct mail and free media to educate workers and their families and motivate them to lobby elected officials.
- Register and mobilize voters around worker issues and get them to the polls in record numbers.
- Judge candidates by their positions on issues, not by whether they are Democrats or Republicans or Independents, and hold them accountable once we have elected them.

President Clinton supported the AFL-CIO Workplace Fairness Bill to end the use of "permanent replacements" to break strikes. When the bill failed, he signed an executive order banning the use of federal contractors who have employed replacement workers. Senator Dole voted to kill the Workplace Fairness Bill.

Both candidates, it should be noted, supported the North American Free Trade Agreement (NAFTA), which the AFL-CIO, its unions and our members vigorously opposed. It should be noted that President Clinton did seek, unsuccessfully, to have more worker and environmental protections included in the bill.

America's working families have never faced a greater challenge—or had a greater opportunity to make a difference politically. We see our friends and neighbors losing jobs, homes and dignity, or struggling with little success to keep up with higher prices on steadily eroding wages. We see our aging parents, our disabled loved ones and the poor threatened by proposed federal budget cuts at a time when they are already struggling to afford housing, clothing, food and medical treatment. And we see a future for our children in which they have little hope of earning as much or enjoying life as much as we have.

Against this bleak backdrop, we know our choice of political leaders is more important than ever before and nowhere is the choice more critical or more clear than between the candidates running for President.

We support the re-election of President Bill Clinton and Vice President Al Gore.

## **Resolution Two**

The AFL-CIO and its unions are committed to seeking out and supporting candidates who pledge themselves to restore respect for workers and just rewards for work, and to defending programs working families depend on—from Medicare, to Medicaid, to education, college loans and environmental protections.

We want the candidates we support to stop tax giveaways to big business and the wealthy, reverse job-destroying trade policies that benefit only multinational corporations, and preserve worker's health and safety protections as well as wage and working standards guaranteed by Davis-Bacon, the Service Contract Act and the Fair Labor Standards Act.

And we want to endorse office-seekers who will fight to restore the minimum wage and guarantee affordable, high-quality health care for everyone, who will stand up for policies to protect the rights of workers to freely organize and join unions and insist on job-creating low-interest rate policies instead of job-destroying high-interest rate policies from the Federal Reserve.

We know our selection of political leaders is more important than ever before and that we have critical choices

to make this year at many levels—elections for school boards, city and county government, state legislatures, the United States Congress and for the highest office in our country.

Over the past several months, we've been talking with our members through meetings, polls and focus groups, and we know they want to be more involved in making endorsements and supporting candidates. They want us to make decisions based on issues that relate to them and their families, not on the personalities or political party affiliations of candidates. They want us to give them information, not voting instructions. And they want us to be "watchdogs" over officials once we elect them.

With these clear directions in mind, we decided to poll our members before making an endorsement in the most critical race of this election year, the contest between incumbent President Bill Clinton and Senator Bob Dole.

Between March 12 and 14, Peter D. Hart Research conducted in-depth interviews with 829 workers and retirees who belong to our unions. The results show that President Clinton has broad and growing support among our members—69 percent of them said they approve of the job he is doing and 60 percent say they support him for re-election (while only 28 percent do not). Senator Dole, by contrast, fares poorly with our members. Only 22 percent say they will support him and in a head-to-head contest with President Clinton, Clinton gets 67 percent of their votes.

Even more important, our members told us they support the idea of an endorsement of President Clinton. Two-thirds of them say they would approve if "the labor unions that are a part of the AFL-CIO, including your union, endorsed Bill Clinton for re-election because they have concluded that Clinton is the best candidate on the issues that affect union members and working families."

The records of President Clinton and Senator Dole are clear on those issues, and they present starkly different visions for American workers and their families.

President Clinton spent a major part of his first term fighting for national health care reform and he sent Congress a fair, comprehensive health plan that would have guaranteed quality, afford-

able care for all Americans. Senator Dole helped shoot it down.

Senator Dole voted for a plan to finance tax cuts for the wealthy and big corporations through cuts of \$270 billion in Medicare and \$170 billion in Medicaid, a proposal calling for increased costs for beneficiaries and turning over Medicaid to the states with no strings attached.

President Clinton vetoed the proposed \$270 billion in Medicare cuts and \$170 billion in Medicaid cuts. He opposes tax breaks for the rich. He supports federal guarantees of health care for the elderly and continued administration of Medicare and Medicaid by the federal government. He supports legislation sponsored by Sens. Kennedy and Kassebaum guaranteeing health coverage for workers who lose or change jobs.

When it comes to preserving wage standards, there is no comparison between the two candidates. President Clinton has proposed an increase in the minimum wage to \$5.15 an hour; Senator Dole is against increasing the minimum wage and voted against even bringing it up for a vote. President Clinton has promised to veto any bill that materially impacts Davis-Bacon or the Service Contract Act; Senator Dole voted to weaken Davis-Bacon and to exempt certain communities from prevailing wage requirements.

In the area of education, President Clinton made it easier to borrow for college, opened Head Start to more preschool children and sponsored a School-to-work initiative and National Service. Senator Dole wants to cut college loans as well as the Safe and Drug-free Schools program and he wants to abolish the Department of Education.

President Clinton has pledged to fight to preserve and protect Social Security and to prevent employers from being able to dip into employee pension funds; Senator Dole voted against the guarantee that Social Security funds not be raided to balance the budget.

President Clinton has promised to veto any legislation that would inhibit or cripple OSHA and he has consistently opposed Congressional attempts to weaken environmental protections; Senator Dole wants to dismantle OSHA and called for a moratorium on further regulation, including rules on workplace ergonomics hazards and TB.



# UNION MOURNS LOSS OF MS. ILA HAMPTON



District No. 5 ITPE, NMU/MEBA officials, staff and members who knew her were deeply saddened by the sudden death of former ITPE Representative Ila Clara Hampton, who quietly slipped into eternal rest January 12, 1996, after an extended illness. She was 31 years young.

Ila, known to the ITPE membership as far north as Groton, Connecticut and as far south as Norfolk, VA, served as an ITPE Representative for close to ten years before becoming disabled following an automobile accident. She had served as an ITPE Convention Delegate and oversaw thousands of ITPE employees in the Northeast U.S.

Ila was born on August 8, 1964, in Camden, NJ, to Elwood Hampton and the late Gloria Jones-Hampton. Her father, Elwood, serves as ITPE Organizing Coordinator out of Washington, DC, and is well-known by the ITPE ranks across the country.

She received her early education in the Paulsboro School Systems and graduated from Paulsboro High School. She also attended the Pennsylvania Law Enforcement Academy. Prior to becoming an ITPE Representative, Ila performed security services for the Philadelphia Air Naval Center.

"We were all completely overwhelmed by the sudden loss of Ila," said National MEBA Secretary-Treasurer Louis Parise. "She will always remain in our prayers and thoughts." ITPE President John F. Conley expressed the same sentiments while adding, "The ITPE members and officials who knew of Ila are all deeply saddened."

Following is the prayer which was offered at Ila's funeral which captures much of her spirit in its eloquence:

## The Last Request

Please don't say that I gave up,  
just say that I gave in.

Don't say I lost the battle, for it  
was God's war to lose or win.

Please don't say how good I was,  
but that I did my best.

Just say I tried to do what's right,  
to give the most I could, not less.

Please don't give me wings or  
halos, that's for God to do.

I want no more than I deserve, no  
extras, just my due.

Please don't give me flowers, or  
talk in real hushed tones.

Don't be concerned about me  
now, I'm well with God, I've made  
it Home.

Don't talk about what could have  
been

It's over and it's done.

Just see to all my family's needs,

especially my father...

When you draw a picture of me,  
don't draw me as a saint.

I've done some good, I've done  
some wrong, so use all your paint.

Not just the bright and light  
tones, use some grey and dark.

In fact, don't put me down on  
canvas, paint me in your heart.

Don't just remember good times,  
but remember all the bad.

For life is full of many things,  
some happy and some sad...

But if you must do something,  
then I have one request;

Forgive me for the wrongs I've  
done, and with the love that's left,

Thank God for my soul's resting,  
Thank God for I've been blessed,

Thank God for all who loved me,  
Praise God who loved me best!



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# THE HENNESSY TROPHY AWARDS

The John L. Hennessy Trophy is an annual award presented to the Air Force installation, in single and multiple facility categories, having the best food service program in the United States Air Force. The award is based on the entire scope of an installation's food service program exhibiting excellence in management effectiveness, force readiness support, food quality, employee and customer relations, resource conservation, training, and safety awareness.

The 40th Annual Hennessy Trophy Awards Program in 1996 reflects the

able information between the travelers, who are recognized leaders in the civilian food service industry and base-level food service personnel. Achieving success in the Hennessy competition is a reflection of pride, commitment, and motivation to be the best. The keys to success include superior customer service, astute management, command support of food service operations, and the attitude on behalf of the base to excel and become a winner.

The 1996 Hennessy Trophy Awards Command Nominees are: for the



**Honesto Taguinod,** Housekeeper at Morrison Crothall Support Service; Evergreen Manor in Blackwood, NJ was awarded Employee of the Month.



**Sadie Daly,** Dining Facility Attendant at Fort Knox, Kentucky retiring after working at Fort Knox since November, 1972.



**Linton's Food Management, Trenton, NJ** Food Service employees from left to right: Shop Steward Pamela Reeves and member Douglas Griggs.

Multiple Category: Langley AFB, Hampton, VA- Air Combat Command; for the Single Category: Barksdale AFB, Shreveport, LA - Air Combat Command.



**Linton's Food Management, Shop Steward Elidah Brown** for Red Oak Manor in Camden, NJ Health Facility reviews the CBA.



**Vint Hill Farms Station employees** receiving the Phillip A. Connelly Award, from left to right: Kongly Chathavong, Aubrey Smoot, Michelle Dunavan, Sadie Yates, Isaiah Contey, Maimie Carrie, Achienne Chichester, Mary McMullen and Jerry Donovan.

## 1996 Scholarship Winners

*The scholarship winners for four year college awards for the Fall term of 1996 are:*

**Jennifer Wynn** dependant of Anong Wynn of Ft. Campbell, KY Laundry Service

**Summer Williams** dependant of Yong OK Williams of Tyndall AFB, Florida.

**Antwi K. Bawuak** dependant of Antwi Bawuak of Crystal Building, Washington, DC.

**Johanna Alexander** dependant of Judith Alexander of Fairchild AFB, Washington.

**Mary De La Cruz** dependant of Rodolfo De La Cruz of U.S.C.G. San Diego, California.

*Congratulations to all our scholarship award winners.*

## Unions Review Vow to Fight for Safe Jobs



Unionists in Madison, Wisc., carry signs to commemorate fellow workers killed during the past year as part of the 8th annual Workers Memorial Day activities. Workers at more than 200 events in 37 states marked the day with solemn ceremonies, rousing remarks and a pledge to renew the fight for safe jobs. A candle-light vigil was held at the United Nations building, with candles lit in 70 other nations. AFL-CIO President John J. Sweeney attended events in Milwaukee and Madison, while Secretary-Treasurer Richard L. Trumka spoke in Los Angeles and Executive Vice President Linda Chavez-Thompson attended memorials in St. Louis and Alton, Ill



# The Story Behind The Economy: The Continuing Crisis Of Unemployment

It's been five years since the last recession ended and we will hit another soon enough. So it's time to see what the "recovery" looks like before we hit the next recession. It isn't surprising that in yet another political season there has not been any consistent discussion of the economy except for the attention by the press and some candidates about the growing income inequality in this country. However, wage inequality is only part of the problem. It is really the result of two things — people who are employed are earning substantially less than they did 15 years ago and unemployment still remains high.

## How Bad is The Unemployment?

The official unemployment rate has averaged 5.6% for the last three months, which is higher than the 5.3% on the eve of the last recession which began in July 1990. Though the official unemployment rate is down a bit from 7.4% of 1994, both those currently unemployed are suffering from an average of 16 weeks of unemployment, higher than the 13 weeks during the recession of 1990-91.

Today only a third of the unemployed receive Unemployment Compensation. The law says that those who re-enter the labor force after being off after going to school or raising children don't get unemployment benefits. But among those who lost their job through a layoff, only 74% get unemployment compensation. Back in 1980, 978 of those who lost their jobs got Comp. If the law was the same today, an additional 841,000 workers would be receiving compensation.

The latest official unemployment rate for January 1996 is 5.8% and there were 7.7 million unemployed. But there are another 4.2 million workers now working part time because their employer has cut their

hours back or because they could only find part time work. When their pay is cut in half, it's the same as those workers who are laid off and collecting unemployment compensation. Further there are 1.7 million unemployed ready to work but have given up looking because they feel they can't find a job. They are excluded from the official number of the unemployed. The grand total affected by employment and underemployment adds up to 13.6 million workers or 10.2% of the labor force, a catastrophic level.

## Who is Unemployed the most?

Unemployment for black workers it 10.5% remains more than double than of white workers, who suffer from 5%. For Hispanic workers it's 9.4%. The media talked a lot about the past "white collar" recession. But among managers and professionals the unemployment rate is only 2.4%. Among skilled workers it is 5.3% and among semi-skilled and unskilled production workers it is 8.4%, three and a half times as high as the rate of managers and professionals. Workers in construction have had an unemployment rate above 11% for the last six months.

## What does the high Unemployment mean?

The Midwest Center for Labor Research made a social cost study of the impact of mass layoffs at Briggs & Stratton, a major manufacturer in Milwaukee, whose workers belong to the United Paperworkers Local 7232. Two thousand workers lost their jobs. We found that an additional 1,614 Wisconsin workers who make supplies for the company or consumer goods for the Briggs and supplier workers will lose \$12,900 each the first year after their layoffs or 44% of their income. They'll be out of work for an average of 21 weeks. The government at all levels

will lose \$36,398 for each Briggs & Stratton worker laid off, or \$73 million total. Not only are the layoffs having a devastating effect on the Briggs workers, they are causing big budget shortfall to the government, leading either to higher taxes on workers or cutbacks in needed governmental services.

No wonder workers are mad. Many workers feel themselves on the edge of another layoff. The media has suddenly rediscovered the economic unease in the working population, but the unemployment picture is much worse than they show.

The Midwest Center for Labor Research is not-for-profit organization based in Chicago that does research to assist unions in organizing, bargaining and corporate campaigns. It can be reached at 312-278-5418.

## "THAT'S MY UNION" says Ed Felix

After months of negotiations with ITPE Vice President John Brenton, III and the assistance of Department of Labor District Director Frank Conte and Field Agent Mike Young, Tom's Maintenance has paid over \$200,000.00 to the ITPE members at Schofield Barracks for Health and Welfare and Pension monies.

Mr. Hwang of Tom's Maintenance Inc. was given some bad advice as to what was to be done with the money. After realizing that he had to pay the money Mr. Hwang stated that he had learned an expensive lesson and that he looked forward to future dealings with the ITPE.

Schofield Barracks is an ITPE strong hold and has been for 18 years. A local union found this out when they tried to take Schofield over in 1993. "ITPE is our Union and always will be" states Shop Steward Gwen Rodrigues.

# Langley Air F

Left: CAROLYN REED showing off 1992 Hennessy Trophy.

Center: Asst. Shop Steward PATRICIA DOVE working the Salad Bar.

Right: ANNA ROBERTS cutting pastry for lunch.



SORAYA ALLEN working the snack line on the evening shift.



Eagle keeper worker at lunchtime from left to right: SONIA THORNTON; SALENIA HARGROVE; VIGINIA ELLIOTT; FERNANDO MALDONADO; PEARLINE MOULTRIE and SUCHLIN KLUG.



Center: CAROLYN REED up salad bar for lunch.



PLAMIKA WHELAN garnishing the serving line for lunch.



Shop Steward CAROLYN REED posting union material. NIEVES DIX copying her work schedule posted on Wednesdays.



Members breaking in between right: Top TARGN HOLT AND BROMRE DANA DUDLEY; DELIA SALAZAR and K

LOUISA SCOTT and MAMIE JERNINGAN cleaning tables after a meal.



Members at the Eagle Dining Room and Eagle Keeper/Inflight Kitchen, at Langley Air Force Base, geared up for another round of gruelling competition for the John L. Hennessy Trophy Awards. Even though we consider it an honor to be recognized for such a prestigious award. WE the members pride ourselves on doing an outstanding job 365 days of the year. Always offering top rate service to our customers to meet their satisfaction. Not only during competitions, but it was just a matter of dotting the I's and crossing the T's. The First Services Squadron and Crestmont Cleaning Service Co., working members have been proud recipients of many Achievement Awards:

- Best in Tactical Air Command - 1991 and 1992



# Force Base



Left: DIANA SADLER at the register servicing a customer for breakfast.



Center: ANN HAMLIN preparing salads for the day.



Right: RITA DYKE serving ice cream to a customer.



CAROLYN REED setting up for lunch.



Record Keeper, FRED HUBANY in charge of store room; Eagle Keeper and Inflight.



Morning Shift, from left to right: TOP - CHARLES PRICE; ELLEN RICE; MR. STANFIELD; SHOP STEWARD CAROLYN REED; SANAGYN RUTLAND; RUBY WALKER, MARIDE JAMES; MICHAEL RIDLEY; CLAUDETTE HARRISON AND NIEVES DIX. Bottom - PLANIKA WHELEN; LOUISE BROWN AND ANNA ROBERTS.



Evening Shift. From left to right: COMREIGN HAMLIN. Bottom - and KIMIKO WOOD.



Evening Shift. From left to right: Top - MARIA VANCE; SONIA THORNTON; MARA BENDER; SUKI DiNOVO; KIM SPALONE; ELEMITA DRAGO; SACHIKO NIXON AND DAPHNE HOLLOWAY. Bottom - FACITA VANDZURA; KIM SIEWART; VIRGINIA HARGROVE AND MARGARITA MARTIN.

- Best in Air Combat Command - 1994 and 1996
- U.S.A.F. Hennessy Award - 1992
- First Runner Up of Hennessy Award - 1991

The Hennessy Team evaluated Langley Services February 15th, 16th and 17th. They were very impressed with our operation and did not hesitate to say so. Since nine other Air Force Installations participated in the competitions, we will not know the results until early Spring. Win or lose we did a great job. We stepped up, faced the challenge and hopefully we will bring another Hennessy Trophy back to Langley Air Base, home of the 1992 Hennessy Champions and the First Fighter Wing.

RONALD HATCHET taking a break between shifts.



Pots and Pans man on the evening shift.

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

This is a summary of the annual report of ITPE-NMU/MEBA Pension Fund, Employer Identification Number 11-2506736 for the year ending September 30, 1995. 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 \$7,599,614, consisting of administrative expenses of \$994,939 and \$6,604,675 in benefits paid to participants and beneficiaries. A total of 20,395 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 \$49,712,169 as of September 30, 1995, compared to \$46,618,273 as of October 1, 1994. During the plan year, the plan experienced an increase in its assets of \$3,093,896. This increase included unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan assets at the beginning of the year or the cost of assets acquired during the year.

The plan had total income of \$10,693,510 including employer contributions of \$6,486,951 and earnings from investments of \$4,173,283.

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:

I. 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, 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 \$.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, 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.

## ITPE-NMU/MEBA Pension Plan Summary of Material Modifications For Fiscal Year Ended September 30, 1995

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, 1995:

### Full Trustees

#### Deletions:

Kenneth Gerasimos

#### Additions:

John Brenton

### Dist. No.4-NMU/MEBA

4241 Maple Avenue  
Dearborn, MI 48126

### Dist. No.4-NMU/MEBA

1040 Mariposa Street  
San Francisco, CA 94107

### Amendments

There were no other material modifications during the plan year ended March 31, 1995.



Fighting to retain Service Contract. From left to right: Congressman George Miller, California; ITPE Organizing Coordinator Elwood Hampton and Congressman Major Owens, New York.



Crystal Mall. From left to right: ITPE Organizing Coordinator Elwood Hampton; Shop Steward Beth Regan; Congressman Major Owen, New York; ITPE Representative Eddie Rhoden and Shop Steward Joe Johnson.



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

This is a summary of the annual report of the ITPE-NMU/MEBA Annual Benefit Fund, Employer Identification Number 11-2823324 for the year ending March 31, 1995. The annual report has been filed with the Internal Revenue Service, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

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

### Basic Financial Information

The value of plan assets, after subtracting liabilities of the plan, was \$34,897 as of March 31, 1995 compared to \$154,658 as of April 1, 1994. During the plan year, the plan experienced a decrease in its net assets of \$119,671. This decrease includes unrealized appreciation or depreciation in the value of the Plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year.

During the plan year, the plan had total income of \$3,773,366 including employer contributions of \$3,701,842 and earnings from investments of \$58,694.

Plan expenses were \$3,893,037. These expenses included \$585,485 in administrative expenses and \$3,307,552 in benefits paid to an on behalf of participants and beneficiaries.

### Your Rights To Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

1. an accountant's report;
2. assets held for investment;
3. fiduciary information, including transactions between the plan and parties-in-interest (that is, persons who have certain relationships with the plan);
4. transactions in excess of 5 percent of plan assets;

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

Board of Trustees, Plan Administrator  
ITPE-NMU/MEBA ANNUAL BENEFIT PLAN  
100 Crossways Park West, Suite 200  
Woodbury, NY 11797  
Telephone Number (516) 921-3202

The charge to cover copying costs will be \$.25 for the full annual report, or \$.025 per page for any part thereof.

You also have the right to receive from the plan administrator, on request and 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 right to receive from the plan administrator, on request and 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 main office of the plan located at 100 Crossways Park west, Suite 200, Woodbury, NY 11797; at any of the plan's branch offices; and at the U.S. Department of Labor in Washington, DC; 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 Benefits Administration, Department of Labor, 200 Constitution Avenue, Room N-5507, Washington, DC 20210.

## ITPE-NMU/MEBA ANNUAL BENEFIT FUND ITPE-NMU/MEBA Pension Plan Summary of Material Modifications For Fiscal Year Ended March 31, 1995

In keeping with Federal Regulations, the Trustees of the ITPE-NMU/MEBA Annual Benefit Plan are providing you with a summary of the changes that occurred during the plan year that ended March 31, 1995:

### Full Trustees

From left to right:  
Asst. Shop  
Steward Sandra  
M. Robinson and  
Shop Steward  
Harris R. Depollar  
take time out to  
check and post  
information on  
their ITPE Bulletin  
Board.



Deletions:  
None

Additions:  
None

### Amendments

There were no other material modifications during the plan year ended March 31, 1995.

Shop Steward  
Betty Leonard  
(seated on left)  
and members at  
Travis AFB janitorial  
contract are all  
smiles after being  
told of the  
Prescription Drug  
Plan.



## Summary Annual Report ITPE-NMU/MEBA Health And Welfare Fund

This is a summary of the annual report of the ITPE-NMU/MEBA Health and Welfare Fund, Employer Identification Number 58-1236802, which provided health and life insurance and disability protection for participants, for the year ending June 30, 1995. The annual report has been filed with the Internal Revenue Service, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

ITPE-NMU/MEBA Health and Welfare Fund has committed itself to pay all claims incurred under the terms of the plan.

### Basic Financial Information

The value of plan assets, after subtracting liabilities of the plan was \$6,165,811 as of June 30, 1995 compared to \$6,278,323 as of June 30, 1994. During the plan year, the plan experienced a decrease in its assets of \$112,512. This increase includes unrealized appreciation or depreciation in the value of the plan assets, that is the differences between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. During the plan year, the plan had total income of \$13,892,081 including employer contributions of \$13,324,652, employee contributions of \$45,750, and earnings from investments of \$521,679.

Plan expenses were \$14,004,593. These expenses included \$1,292,28 in administrative expenses, \$12,712,305 in benefits paid to participants and beneficiaries.

### Your Rights to Additional Information

You have the right to receive a copy of the full annual report, 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); and

4. Transactions in excess of 5 percent of fund assets.

To obtain a copy of the full annual report or any part thereof, write or call the office of ITPE-NMU/MEBA Health and Welfare Fund, c/o Joan Wolfe, who is the plan Administratrix, 835 East Sixty-Fifth Street, Suite 200, Savannah, Georgia 31405. The telephone number is (912) 352-7169. 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 administratrix, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or 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 fund administratrix, these two statements and accompanying notes will be included as part of that report. The charge to cover 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 at 835 East Sixty-Fifth Street, Suite 200, Savannah, Georgia 31405, and at the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to Public Disclosure Room, N4677, Pension and Welfare Benefit Programs, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20216. [Public Disclosure Room, N5507, Pension and Welfare Benefit Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210].



Naval Weapons Station Eagle, Colts Neck, N.J. discussing a pending grievance with Union Counsel Sidney Kalban from left to right: ITPE Organizing Coordinator Elwood Hampton; Shop Steward Marshall Schroeder and Edward Perrine.



Vint Hill Farms Food Service Employees seen here with Vice President John Brenton, III in the center.



# Reaching New Heights Through D-5 ITPE Representation at U.S. Air Force Academy, Colorado Springs



First Cook Eppie Manzanares (left), also affectionately known as "Ruthie's Nightmare", brings stores into dining facility and is joined by (l-r) ITPE Vice President Theatla "Ruthie" Jones, Shop Steward Jo Cunningham, and ITPE Vice President John F. Conley during recent visit to U.S. Air Force Academy. Manzanares has been employed at the Academy for 13 years; Shop Steward Cunningham for ten years.



Supply Clerk David Marsala (2nd from left) serves as the Union's Chief Shop Steward and has worked at the Air Force Academy for 14 years. Joining him in photo (l-r) are Funds Representative Roy Boyd, ITPE Vice President Ruthie Jones, Shop Steward Jo Cunningham, ITPE President John F. Conley and visiting Chief Shop Steward Mary Umbaugh from nearby Falcon Air Force Base.



ITPE member Sandra Berry and Cook Don Goforth.



ITPE Funds Representative Roy Boyd (left) fields questions from member Donald Hotais.



ITPE President John F. Conley (left), members and Officials hold discussion with Project Manager Ian Beede.



Seated for impromptu Union meeting are (l-4) Uncha Hawrysiak, Chong Kelly, Ana Ramirez, Myo Frecoe and Isu Youn Jackson; standing (l-4) are ITPE Funds Representative Roy Boyd, Shop Steward Jo Cunningham, ITPE Vice President Ruthie Jones, member Kelly Eastman and ITPE President John F. Conley.



On hand to update and visit with the ITPE membership at the U.S. Air Force Academy are (l-r) ITPE Secretary-Treasurer H. Ralph Smith, ITPE Vice President Ruthie Jones, Funds Representative Roy Boyd, Falcon AFB Shop Steward Mary Umbaugh, and President John F. Conley.

# ITPE-MEBA/NMU

## Shannon J. Wall-Happy I. Franklin

### Scholarship Program

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

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

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

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

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

The vocational/technical awards of the ITPE-MEBA/NMU Shannon J. Wall-Happy I. Franklin Scholarship Program are for vocational courses of six months

to two years duration. If the student enrolls in a vocational/ technical program which requires more than one year for completion, the award will be renewable for up to an additional year.

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

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

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

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

Scholarship Service. Each candidate is then ranked according to the committee's review. The top candidates are identified as winners.

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

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

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

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

**Payment of Scholarships:** Upon a scholarship winner's enrollment at an approved school, the amount of the scholarship award will be deposited annually with the school in the name of the student to be used for autho-



rized expenditures. Any surplus remaining from the yearly award shall revert to the scholarship fund.

Neither the ITPE-MEBA/NMU Shannon J. Wall-Happy I. Franklin Scholarship Program nor the Board of Trustees can accept any responsibility for the conduct, personal affairs, debts or obligations of a scholarship winner, and they shall not be liable therefore in any manner.

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

A scholarship winner may not accept other competitive awards.

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

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

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

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

## Workers struggle to Keep Up



AFL-CIO Secretary-Treasurer Richard L. Trumka and Vice President Sumi Haru of the Screen Actors Guild applaud a Los Angeles janitor, who explains how he works three jobs and still has problems making ends meet. The statement came as the federation's "America Needs A Raise" campaign hit full stride with workers from every background offering powerful testimony in town hall meetings in Birmingham, Ala., Los Angeles and Columbus, Ohio. The tone was set in Birmingham by Nathaniel "Jackie" Jackson II, who told Trumka and AFSCME Secretary-Treasurer William Lucy that his business degree and 20 years' experience as a salesman have not prevented him from struggling in America in 1990s. In all three cities, workers told of not getting raises for years and having to hold down multiple jobs just to survive.

## New Chapter Opens in Organizing



Celebrating the launching of Union Summer with Andy Levin, Project Director, were AFL-CIO Executive Vice President Linda Chavez-Thompson, Secretary-Treasurer Richard L. Trumka and President John J. Sweeney, as well as some of the young activists who will be in the first wave of the campaign. Inspired by the 1964 Freedom Summer movement, which mobilized thousands of young people from across the nation to fight for civil rights, Union Summer will send 1,000 workers and college students into communities around the nation to rally support for the 1990s extension of civil rights – workplace rights and social justice for hundreds of thousands of workers. The first 18 cities to host Union Summer activists will include Akron, Ohio; Atlanta; Boston; Charleston, S.C.; Chicago; Denver; Detroit; Washington; Los Angeles; Miami; New Orleans; Oakland; Sacramento, Calif.; St. Louis; San Diego; San Jose, Calif.; Seattle; and Watsonville, Calif.

### MURRAY COHEN



Chief Shop Steward for Yellow, Checker and Star cab drivers in Las Vegas, NV and a Checker cab driver for 14 years passed away. Murray was declared Tourism Ambassador by the

Las Vegas Chamber of Commerce in addition to being presented a plaque by the Governor of Nevada among other gifts. We sincerely will miss you.

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# DISTRICT 5, ITPE-NMU/MEBA BRANCH OFFICES

Listed below are branch offices of District 5, ITPE-NMU/MEBA. These offices are spread throughout the United States and you should know the closest one to you. Get to know your Shop Steward and your Union Representative by name. Get to know the phone number of the Union office that is closest to you and above all make sure you go to your Union meetings when they are held in your area. In true Union spirit, an informed member is the best member.

**BOSTON, MA 02111**  
186 South Street 4th Fl.  
Tel.: 617-542-0546  
**ITPE REPRESENTATIVE**  
Arthur Petitpas

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

**ALTON, IL 62002**  
1623 Washington Ave.  
Suite 211  
Tel.: 618-462-0440  
**ITPE REPRESENTATIVE**  
Craig Foster

**HOUSTON, TX 77012**  
8329 Lawndale  
**ITPE SECRETARY-  
TREASURER**  
H. Ralph Smith  
Tel.: 713-928-8086

**LAS VEGAS, NV 89104**  
720 E. Charleston Blvd.  
Suite 202  
**ITPE VICE PRESIDENT**  
T. (Ruthie) Jones  
Tel.: 702-384-7171

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

**NEW YORK, NY 10003**  
360 West 31st St. - 10th Fl.  
Tel.: 212-244-4000  
**ITPE REPRESENTATIVE**  
Enrico Esopa

**PHILADELPHIA—MARYLAND  
WASHINGTON, D.C.,  
VIRGINIA AREA**  
1150 17th St., NW  
Suite 700  
Washington, D.C. 20036  
202-296-4076  
609-423-7268  
**ITPE ORGANIZING  
COORDINATOR**  
Elwood Hampton  
**ITPE REPRESENTATIVE**  
Eddie Rhoden

**PUERTO RICO**  
Express mail:  
ILA Building  
J.F. Kennedy Ave.  
2nd Floor  
Km. 2.1. Carrera, #2  
Puerto Nuevo, PR, 00922  
Regular mail:  
P.O. Box 14546  
San Juan, P.R. 00916-4546  
Tel.: 787-793-8965  
**ITPE REPRESENTATIVE**  
Carmen Diaz

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

**SAN ANTONIO, TX 78227**  
333 Valley High Drive  
Suite 2217  
Tel.: 210-670-8417  
**ITPE REPRESENTATIVE**  
Pat Foley

**ITPE DISTRICT HEADQUARTERS  
District 5, ITPE-NMU/MEBA,  
AFL-CIO**  
2222 Bull St., Suite 200  
Savannah, GA 31401  
Tel.: 912-232-6181-82  
Mailing Address:  
P.O. Box 22697  
Savannah, GA 31403  
**ITPE PRESIDENT**  
John F. Conley  
**ITPE VICE PRESIDENT**  
Mary Williams  
**ITPE ORGANIZING  
COORDINATOR**  
Dennis Arrington

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

**WASHINGTON, DC  
ITPE PLANS OFFICE**  
1150 17th St., NW  
Suite 700  
Wash, D.C. 20036  
Tel.: 202-862-9854  
**ITPE PLANS  
REPRESENTATIVE**  
Patricia Dorn

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

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**NMEBA HEADQUARTERS**  
1150 17th Street, NW  
Washington, DC 20036 (202) 872-0902  
Louis Parise, Secretary-Treasurer

**D-5 NMU/MEBA Counsel**  
Sidney H. Kalban, Esq.  
30 Montgomery Street, Jersey City, N.J. 07302 (201) 332-7070  
Michael D. Derby, Esq.  
1150 17th St., N.W., Suite 700, Washington, D.C. 20036  
(202) 872-0910

**AFL-CIO MARITIME COMMITTEE** 1150 17th St., NW  
Suite 700, Washington, DC 20036 Tel.: 202-835-0404  
Talmage Simpkins, Executive Director

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

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

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