



# ITPE NEWS

## ***ITPE – Leading Representative of SCA Workers***

President John F. Conley, Sec. Treas. John Brenton, III, Vice Presidents Elwood Hampton, T. (Ruthie) Jones, Mary Williams

Vol. 18, No. 1

July - August, 1997

## **Health and Welfare, Pension and Annual Benefit Funds**

### **Report of Roy Boyd, Funds Representative ITPE-NMU/MEBA**

The last three years have been years of much change in the Service Contract Industry. These changes have affected the lives of many thousands of ITPE-NMU/MEBA Funds participants. Base closings, contract downsizing and very strict fiscal policy on the part of the U.S. Government has meant loss of jobs and hours of employment on most all contracts.

Fortunately, the Union continued to spread its services by organizing new groups and maintained a strong membership through new members. The Union's ability to maintain a large based membership has made it possible not only to maintain a large Health & Welfare Fund in the Service Contract sector for the money spent, but also to continue a Pension Plan which has the rare distinction of having never had a negative year in an individual participant's Pension account.

The last several years have certainly shown the strong foresight of the Trustees of the three ITPE-NMU/MEBA Funds. As you know, the Boards of Trustees are made up of Union Officials and Contractor Company Officials. Decisions by the Trustees are not based on Union or Company interest, but what is in the best interest of the participants in the funds. A good example of what is in the best interest of the participant is a provision in the Pension Plan that allows the participants to withdraw their vested Pension money if an installation is closed for a period in excess of 120 days and it is apparent that there will be no more contracting out at that installation. Many ITPE members at closed Military Bases were able to keep their homes or automobiles by receiving and using their Pension money after Base Closure.

Tight fiscal policy by the government has squeezed contractors' funds. Many ITPE members jobs have been saved by virtue of participation in the ITPE-NMU/MEBA Annual Benefit Fund. When there are contract changeovers, many new

employees. The contractor would have to pay the same hourly rate for the new employee under the Annual Benefit for Vacation, Holidays, Sick Pay, etc. This fact makes it more likely that a new contractor would keep the present and more experienced employees. This program is becoming more understood and is continuing to grow in popularity with Employers and Employees.

The Trustees of the ITPE-NMU/MEBA Health & Welfare Fund have already adopted increased benefits to be phased in as higher contributions for Health & Welfare are negotiated in your contracts. Some of you are already experiencing some of the benefits! The following are some of the benefits I am speaking about:

**EFFECTIVE JULY 1, 1996**

**When Health & Welfare rate is \$1.00 and greater, VISION BENEFIT IS payable EVERY YEAR.**

**When Health & Welfare rate is \$1.25 and greater, the following is effective:**

	Class I Emp. Dep.		Class II Emp. Dep.		Class III Emp. Dep.		Class IV Emp. Dep.	
Hospital Indemnity	\$55	\$35	\$65	\$45	\$90	\$65	\$100	\$80
Room & Board	\$125	\$75	\$145	\$100	\$190	\$145	\$215	\$175
Hospital Miscellaneous	\$1250	\$1250	\$1850	\$1850	\$3750	\$3750	\$5000	\$5000
Supplemental Sickness per year	\$320	\$320	\$425	\$425	\$565	\$565	\$750	\$750
Radiation Therapy per year	\$750	\$750	\$1000	\$1000	\$1500	\$1500	\$2000	\$2000
Physical/Speech Therapy per year	\$750	\$750	\$1000	\$1000	\$1500	\$1500	\$2000	\$2000

It is a pleasure to report that all of your Employee Benefit Funds are in sound financial condition and as many of you have remarked to me -- they are getting better.

My very best wishes to all ITPE Members and Plan Participants.

## **NOTICE OF NOMINATIONS**

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ELECTIONS  
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contractors are reluctant to hire employees whose seniority give rise to high vacation time. Where the Annual Benefit Fund is in effect, a new contractor has no financial reason not to hire the present

# WHERE DO MY UNION DUES GO?

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

So, what about those dues? Union dues are quite a deal. They are the premium paid on "real life" insurance. You reap the benefits while still on this planet, make money on your investment, and save even more of those hard-

earned dollars by taking advantage of membership benefits. If you have an accident or get in a bind, your protection comes with no deductible, and the union is always looking for more people to serve, not less.

The Union works hard to make your work life safer and better so you can live long enough to retire, and then some. Union dues fund the system that exists only to serve your interests as a working person; they are also spent to try to make government work for you.

No other individual, group, or organization insists on standards for America's work force. No one in Congress or state legislatures spends all of their time watching out for you or working to

insure that the standard of your work life is not diminished.

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

When the rest of America's workers

## DO YOU KNOW ITPE-NMU/MEBA HEALTH & WELFARE SCHOLARSHIPS ARE AVAILABLE?

To be eligible, the student must be a high school senior graduating in January or June of the current year prior to College or Vocational school.

The Scholarship candidate must be either an eligible employee or a son, daughter, step-son, step-daughter, or legally adopted child of the employee.

Scholarship applications must be filed with the Education Testing Service at Princeton, NJ, prior to December of their academic year.

### AVAILABLE SCHOLARSHIPS

Five (5) Four year scholarships for study at a college or university in the amount up to \$5,000 a year.

Two (2) Two year Vocational/Technical scholarships in the amount up to \$2,500 a year.

In the past, very few have applied for the Vocational/Technical scholarships. This covers many fields to choose from, for example:

- Computer Training
- Auto Mechanics
- Dental Hygienist
- Beautician
- Electrician
- Television

and many, many other trade courses.

Your employer, shop steward, and Union Representatives have the applications for your use. You may also contact this fund office and an application will be mailed directly to your home address. (912) 352-7169

**Fund Administratrix Office**  
Post Office Box 23679  
Savannah, Georgia 31403-3679

## EDWARDS AIR FORCE BASE



These are a few of the members who were owed vacations from the predecessor contractor, Thigpen Limited, Inc. The Union was able to collect all monies due to these employees, which totaled \$11,511.34

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



# ITPE NEWS

*ITPE - Leading Representative of SCA Workers*

Vol. 18, No. 1

July - August, 1997

### ITPE District officers

John F. Conley, *President*

John Brenton, III, *Secretary-Treasurer*

#### Vice Presidents

Elwood Hampton

T. (Ruthie) Jones

Mary Williams



# ITPE Financially Sound Thanks to It's Membership

By John F. Conley  
President

It is with great pleasure that I, as your President, report your Union has been successful in overcoming many of the problems we have been combating the past several years --- base closures, reduction in force and cut backs. All of these have led to a decline in membership and a loss of revenue.

Thanks to the overwhelming support of the ITPE membership in its wisdom voting favorably for the recent increase in dues, we are once again becoming financially sound. We must keep in mind Congress intends to

continue closing bases and making cut backs. Therefore, the ITPE must continue to organize. At a recent meeting of your District Council, minimum organizing goals were established. When met, these goals will help make up some of the membership and revenue losses. You too can help in this endeavor.

It is regrettable that long-time ITPE Representative H. Ralph Smith submitted his resignation as Secretary-Treasurer due to illness. We all wish

Ralph many happy years of retirement. As a result of Mr. Smith's resignation, long-time representative John Brenton III was selected by the District Council to fill the position of Secretary-Treasurer, and Elwood Hampton was appointed to the position of Vice President.

I am pleased to announce the appointment of Paul Harvey ITPE Rep. from Southern California and Cindy Diehm ITPE Rep. from Fort Bragg, NC as Alternate Trustees to the ITPE-NMU/MEBA Pension Plan.

## It's your union – keep it going

### ITPE-NMU/MEBA PENSION PLAN SUMMARY OF MATERIAL MODIFICATIONS FOR FISCAL YEAR ENDED SEPTEMBER 30, 1996

In keeping with Federal Regulations, the Trustees of the ITPE-NMU/MEBA Pension plan are providing you with a summary of the material that occurred during the planning year that ended September 30, 1996.

#### Full Trustees

#### Deletions:

Oliver Bell  
B & R Food Systems, Inc.  
205 Franklin Street  
Dawson Springs, KY 42408

#### Additions:

None

Provides that the term "Union" shall mean District No. 5-ITPE, NMU/MEBA (AFL-CIO), and any designated affiliate thereof, any related District of NMU/MEBA, American Federation of Special Police Officers ('AFSPSO') and American Federation of Special Police Association ('AFSPA').

#### Amendment No. 96-2 to the Agreement and Declaration of Trust Establishing the ITPE-NMU/MEBA Pension Fund

Revises the Fund's collection procedures with respect to employer contributions.

#### Amendment No. 96-1 to the ITPE-NMU/MEBA Plan

Provides that the term "Union" shall mean District No. 5-ITPE, NMU/MEBA (AFL-CIO), and any designated affiliate thereof, any related District of NMU/MEBA, American Federation of Special Police and Security Officers ('AFSPSO') and American Federation of Special Police Association ('AFSPA').

#### Amendments:

During the plan year ended September 30, 1996, the following amendments were adopted to the plan's documents:

#### Amendment No. 96-1 to the Agreement and Declaration of Trust Establishing the ITPE-NMU/MEBA Pension Plan

# NOTICE OF NOMINATIONS

## DISTRICT NO. 5-ITPE, NMU/MEBA (AFL-CIO) ("ITPE")

PLEASE TAKE NOTICE in accordance with Article X, Section 3 of the Constitution of District No. 5-ITPE NMU/MEBA (AFL-CIO), nominations will be open from July 1, 1997, through July 31, 1997, for the following ITPE officer and Delegate positions:

**President**

**Secretary-Treasurer**

**3 Vice Presidents**

**15 Delegates to the District Convention**

**15 Delegates to the National MEBA Convention**

The President, Secretary-Treasurer and Vice Presidents will also be ex-officio Delegates to the District and National MEBA Conventions.

### QUALIFICATIONS

Any member is eligible for nomination to an election as a District Officer or as a Delegate to the District and National Conventions provided that member: (1) is a member in good standing at the time of both nomination and election; (2) has been a member in good standing of the District for at least one year immediately preceding the date of the closing of nominations; and (3) has had at least 120 days of employment (not including vacation time) in a collective bargaining unit represented by the District in each of two out of the three calendar years immediately preceding 1997 (i.e, 1996, 1995 and 1994), provided that time spent by mem-

bers holding office in the Union or engaged in official Union business shall be considered as employment time for these purposes.

### NOMINATION PROCEDURE

Any member may be nominated or nominate another member for the offices of District President, Secretary-Treasurer and Vice President; or the positions of Delegate to the District or the National Conventions by delivery in person or by sending by registered or certified mail a nomination petition signed by at least twenty-five (25) members in good standing addressed to:

Credentials and Tally Committee  
c/o John F. Conley, President  
District No. 5-ITPE,  
NMU/MEBA (AFL-CIO)  
2222 Bull Street, Suite 200  
Savannah, GA 31401

TO BE TIMELY, THE NOMINATION PETITION MUST BE RECEIVED AT DISTRICT HEADQUARTERS NO LATER THAN 5:00 P.M. ON JULY 31, 1997.

Printed nomination forms will be available upon request from your ITPE Representative and from ITPE Headquarters beginning on July 1, 1997. The nomination petition must be dated and must contain the following:

1. The full name of the candidate.
2. The candidate's home address, mailing address and Social Security number.

3. The number of the candidate's last dues receipt, or the identity of the candidate's employer and work site if dues are paid in accordance with a dues check-off system.

4. The title of the office or delegate position for which the member is a candidate.

5. The printed names, signatures and Social Security numbers of at least 25 members in good standing. (It shall be the responsibility of the candidate to be sure of the good standing of the members signing the petition.)

6. Evidence of qualifying employment time.

7. Attached to the petition must be a certificate in the following form, signed and dated by the candidate:

"I hereby accept the nomination for the office or delegate position of \_\_\_\_\_. I certify that I am not now, nor for the five (5) years last past, have I been convicted of, or served any part of a prison term resulting from conviction of robbery, bribery, extortion, embezzlement, grand larceny, burglary, arson, violation of narcotics laws, murder, rape, assault with intent to kill, assault which inflicts grievous bodily injury, or violations of Title 2 or 3 of the Landrum-Griffin Act, or conspiracy to commit any such crimes."

Dated \_\_\_\_\_, 1997

\_\_\_\_\_  
Signature of Candidate



# FROM THE WASHINGTON OFFICE

BY ELWOOD HAMPTON, *ITPE Vice President/Legislative Director*

The Fourth of July, Independence Day, shall soon be upon us, and our representatives will be out of Washington, D.C. District No. 5-ITPE, NMU/MEBA (AFL-CIO) continues urging you not to allow them the freedom of not hearing from you, our membership.

We have been able to slow down the train that was loaded with the Repeal of the Service Contract Act and the Davis-Bacon Act. The TEAM Act, which was passed by Congress (H.R. 743) would have permitted companies to establish employee representatives but was vetoed by President Clinton. Currently there is other legislation that our members should oppose. Examples: Elimination of Affirmative Action and provisions to bar the Census Bureau from developing statistical sampling methods to augment the traditional head count in the 2000 Census. This provision, attached to the supplemental appropriation bill (H.R. 1469), was vetoed by the President after the ITPE and other unions pointed out that it would sweep a great many Americans under the rug. They would not be listed or counted, and thereby deprived of various benefits. This group would likely have included many ITPE members.

Your Senators and Representatives must be constantly reminded that as a taxpayer and a voter you have concerns to

which they must respond. Therefore, during the recess, make it a priority to write or visit their local offices.

The ITPE shall keep you informed and you must likewise keep us informed of your activities.

If you do not know your Congress person or Senator, you may call the toll free hot line 1-800-522-6721.

Your Washington office operates as follows:

1. Meets with the Department of Legislation, AFL-CIO, and Service Contract Department and assists in preparing letters and briefing materials.

2. Coordinates efforts with AFL-CIO Policy Department.

3. Makes visitations to as many Congressional Officers as possible, advising them of your concerns.

4. Works on Capitol Hill to preserve workers' rights under the Service Contract Act as well as Union rights, including the current major battle against additional base closings and cut-backs.

5. Monitors and promotes Government actions which will improve your benefits and job security.

6. Advises and provides all Union offices and shop stewards with background materials, status reports, and Con-

gressional local office addresses.

7. Assists all ITPE offices and shop stewards in communicating, writing and visiting with their Congressional and Senate representatives locally.

8. Monitors and tracks the letter writing campaigns.

9. Attends meetings with U.S. Department of Labor and various government agencies: Army, Navy, Air Force, etc.

10. Meets with the U.S. Department of Labor regarding various new and proposed regulations that affect our members.

11. Assists in organizing efforts,

12. Helps base committees which have been formed to generate greater participation in Union activities by the membership; we shall continue to promote this concept.

13. Services all installations in the Washington, D.C., Virginia, Maryland, Pennsylvania, and New Jersey areas.

The participation of our members in various letter writing campaigns has been great, with over 500 letters sent out. A number of responses from Senators and Congressmen have been received with a majority supporting our positions. Let us hope this trend continues.

# 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, 1996. 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 \$8,833,210. These expenses included \$1,001,359 in administrative expenses and \$7,831,851 in benefits paid to participants and beneficiaries. A total of 19,522 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 \$50,472,801 as of September 30, 1996, compared to \$49,712,169 as of October 1, 1995. During the plan year, the plan experienced an increase in its assets of \$760,632. This increase includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference 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 costs of assets acquired during the year.

The plan had total income of \$9,593,842 including employer contributions of \$6,526,516, and earnings from investments of \$3,027,802.

Enough money was contributed to the plan to keep it funded in accordance with 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, 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 and at no charge, a statement of the assets and liabilities of the plan and accompanying notes or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the office of the plan, located at 100 Crossways Park West, Suite 200, Woodbury, 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 copying costs. Requests to the Department should be addressed to: Public Disclosure Room, N5638, Pension and Welfare Benefit Programs, Department of Labor, 200 Constitution Avenue N.W., Washington, D.C. 20210.

## U. S. COAST GUARD - KODIAK, ALASKA



**Clinton Rosales** has been the shop steward at Kodiak, Alaska for over four years. He has done a wonderful job.

Old saying is, "If you want a job done, give it to a busy person." This is Clinton. He volunteers his time to many different organizations. He works at the Filipino Food Booth each year at the Annual Kodiak Crab Fair. He helps people with every step of their effort to qualify for citizenship and he interprets letters for people and when he has some spare time he is on two bowling leagues, usually keeping score and keeping the books on them. He also sometimes works at the U.S. Post Office during its peak busy time.



ITPE Member **Nita Caldrene** mopping the dining facility at U.S. Coast Guard in Kodiak, Alaska



# Greetings From The West Coast

By John Brenton, III, Secretary/Treasurer

The ITPE is alive and doing well on the West Coast and Hawaii.

Congratulations, Mr. Paul Harvey ITPE Representative in Southern California. Mr. Harvey has been appointed as an alternate trustee to the ITPE-NMU/MEBA Pension Fund.

The ITPE has won it's two year fight with Thigpen Limited for back vacation monies totaling \$11,511.34 for the members at Edwards Air Force Base.

Congratulations to Rosita Mills. Rosita was the Shop Steward for Sub Base, Hawaii, and is now the supervisor. Rosita was very instrumental

in keeping her fellow members working during the contract change from Tom's Maintenance Inc. to Selrico Services, Inc.

Ms. Remedios Lamosao will replace Ms. Mills as shop steward. Ms. Lamosao is excited with her new position and feels comfortable she can provide all the assistance that may be required.

Many thanks to Shop Stewards Lucy Carroll and Richard Leary for their assistance in keeping their fellow members working during a critical contractor change at Onizuka Air Station.

Congratulations to the negotiating team at Fort Lewis

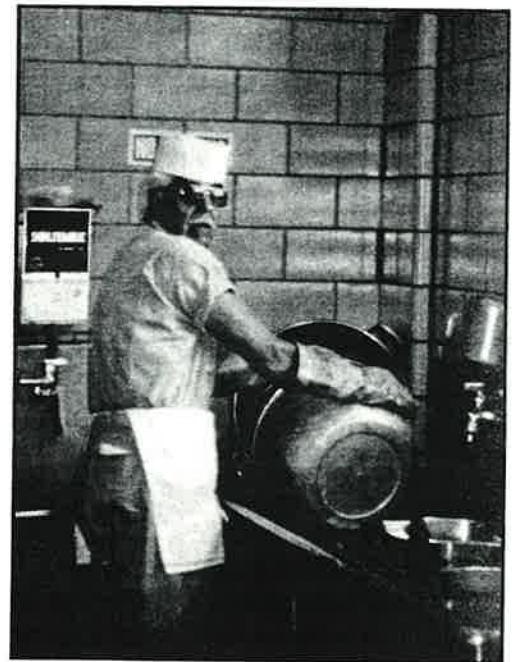
Washington, for sticking to their guns and getting the collective bargaining agreement they wanted. The team had to endure two (2) days in a vacant barracks with no bathroom facilities to win their battle. Just goes to show what good representation and strong members can accomplish. Again, job well done.

ITPE sent a delegate to the April 23, 1997, AFL-CIO organizing Seminar held in Seattle. All who attended came away from the Seminar with an improved understanding (which was shared with the other ITPE officials) of why and what it takes to organize.

## Ketchikan Coast Guard / Fort Lewis



Ketchikan Coast Guard Unit. Organized only 3 years ago. Jeff Dasher (middle) Shop Steward.



Ed Montijano, a Fort Lewis K.P.

# IT'S YOUR JOB.....

## DO I HAVE RIGHTS ON THE JOB?

Yes - there are laws to protect all workers in America. These laws give you the right to get paid for the work you do...the right to a safe workplace...the right to work without discrimination or sexual harassment...and much more

## WHO LOOKS OUT FOR MY RIGHTS?

The U. S. Department of Labor has offices around the country that look out for your rights on the job. In most states, these rights are also enforced by your State Labor Department. In addition to the federal laws described here, many states have their own laws to protect you. You'll find the phone number for the agency in your state that looks after your rights:

### Call if you need help

#### State or U.S. Labor Department Offices

AK .....	902-465-4855	NC.....	919-733-2152
AL.....	205-223-7450	ND .....	701-224-2660
AR.....	501-682-4500	NE.....	402-471-4711
AZ.....	602-542-4515	NH .....	603-271-6294
CA.....	415-703-4510	NJ .....	609-292-7860
CO.....	303-894-7541	NM .....	505-841-8983
CT.....	203-566-3450	NV .....	702-687-4850
DC.....	202-639-1000	NY .....	518-457-2730
DE.....	302-577-2882	OH .....	614-644-2239
FL.....	904-487-2536	OK .....	405-528-1500
GA .....	404-347-4807	OR.....	503-373-1447
HI .....	808-586-8755	PA .....	717-787-4671
IA .....	515-281-5387	PR .....	809-721-2119
ID .....	208-334-2327	RI .....	401-457-1808
IL .....	312-793-2612	SC .....	803-765-5981
IN .....	317-232-2673	SD .....	605-773-3682
KS .....	913-296-4062	TN.....	615-781-5344
KY .....	502-564-2784	TX.....	800-832-9243
LA.....	504-291-5132	UT.....	801-530-6801
MA .....	617-727-3476	VA.....	804-786-2386
MD .....	410-333-6200	VT.....	802-828-2157
ME .....	207-624-6410	VI .....	809-773-1994
MI .....	313-256-3584	WA .....	206-956-5316
MN .....	612-296-6107	WI .....	608-266-6860
MO .....	314-425-4706	WV .....	304-558-7890
MS .....	601-965-4347	WY .....	307-234-8650
MT .....	406-444-5600		

Unions also work to protect your rights. They helped get those rights enacted in the first place. Your union will assist you if you think your job rights have been violated.

## DO I HAVE RESPONSIBILITIES TO MY EMPLOYER?

Yes. Workers have responsibilities to their employers – just as employers have responsibilities to the people who work for them.

Your responsibilities to your employer include:

- Getting to work on time
- Doing a good job for the hours you're paid
- Calling in if you're sick or going to be late
- Dressing appropriately for your work
- Cooperating with others as a member of the team
- Asking questions if you don't understand
- Keeping yourself healthy and substance-free

## WHAT HAPPENS IF I'M SICK?

Let your employer know promptly if you can't come to work. Say when you expect to return.

An employer isn't required to pay you if you're sick. Some jobs do offer paid sick leave, though.

After you've worked a year for an employer, you may be entitled to unpaid leave if you are ill, having a baby, or caring for a sick family member – under the Family & Medical Leave Act.

## WHAT IF I GET HURT ON THE JOB?

Your employer's workers' compensation plan will pay your medical costs if you're injured on the job. It can also pay some of your lost wages if you have to miss work because of the injury.

If you get hurt at work, immediately tell your employer and your doctor.

## MUST I WORK IF IT'S NOT SAFE?

No – you can't be required to do dangerous work. If you're under 18, there are special laws that protect you from working in occupations that are hazardous to young workers. Your State Department of Labor can give you a list of dangerous occupations and machinery.

Regardless of age, every worker has the right to a safe and healthy workplace. Your employer must tell you if any chemicals used there could be harmful to your health.

Talk to your employer or union if a job duty appears unsafe or makes you uncomfortable. Or call the appropriate number in your state to talk to the agency that can help you.



# THESE ARE YOUR RIGHTS

## WHEN DO I GET OVERTIME PAY?

You're entitled to time-and-a-half for any hours you work over 40 hours a week. Time-and-a-half equals 1 1/2 times your hourly pay rate.

When your job is covered by a union contract, overtime is spelled out in the contract – usually based on a higher hourly pay rate than the minimum set by law.

## WHAT HOURS CAN I WORK?

If you're under 16, federal laws protect you from working long hours – particularly when school is in session. It's important not to let work interfere with your education or your health.

Your school counselor can help you get a work permit if your state requires one for workers your age.

## WHAT'S TAKEN OUT OF MY PAYCHECK?

Most paychecks have some money deducted. Your employer must give you a written statement that tells you what has been taken out.

**Gross pay** - the total amount you've earned in this pay period.

**FICA** - the amount withheld for Social Security and Medicare. Your employer pays an equal amount. When you retire, your lifetime earnings history will determine the size of your monthly Social Security check.

**Tax** - the amounts withheld for federal and state income taxes. These amounts are based on information you give your employer when you fill out tax withholding forms. You may get a tax refund when you or your family file your income taxes.

**Net pay** - the dollar amount of your check, after subtracting all deductions.

## AM I PROTECTED IN OTHER WAYS?

Yes – you have a number of other rights on the job.

- You can't be discriminated against because of your race, color, sex, age, religion, disability, national origin, or political affiliation or beliefs.

- You're entitled to work in an environment that's free of racial or sexual harassment or abuse.

- You have the right to join a union. Under federal law, your employer cannot punish you for exercising your right to join a union and participate in union activities.

- If you are laid off from work, you may be entitled to unemployment compensation – provided you've worked long enough to be eligible. If you qualify, you'll receive an unemployment check for a limited time while you look for a new job.

- Your State Department of Labor may have more laws to protect your wages, hours of work, and working conditions

**Everyone has a right to a workplace free of discrimination and sexual harassment.**

**Federal law, entitles you to at least the minimum wage, which for most jobs is \$4.75 an hour.**

- If you get tips – At least \$2.16 an hour plus tips, totaling \$4.75 an hour.
- If you're paid a piece rate for each item you produce – At least \$4.75 average hourly pay.
- If your job is covered by a union contract - The labor agreement sets your wage – often at a much higher rate than the minimum wage.
- If you work in construction – Your pay may be higher than the minimum wage, depending on the job and where you work.
- If you're working as a certified student-learner – Your pay may be lower than the wage in some cases.
- If your state has its own minimum wage law – The minimum wage in your state may be higher than the federal minimum wage.

*Keep track of the hours you've worked. If the amount you're paid doesn't agree with your records, talk to your employer. Or discuss it with your union. Your employer must pay you regularly – weekly, or every other week, or monthly.*

# ITPE Member Treated More Than Fair by Grateful Fare

David Hacker heard the words and winced.

"Take me to Bally's," his fare drawled, sliding into the back seat of Hacker's Yellow Cab around midnight.

Bally's was a nice enough place. It's just that he had made the pickup at The Mirage, and a trip that short meant chump change on his Tuesday night meter.

"It's a \$3.50 ride, and I hope I get the \$5," Hacker explained.

The driver managed a smile as he deposited the gambler, received the \$5 he expected and headed to his apartment near the Strip to take a break before turning in his cab at 1 a.m. The 10-hour run was over, and Hacker was counting coins.

Then it happened.

As Hacker checked the back seat of the cab, he found a wallet belonging to Lance Dykes of Georgia. Tuesday nights would never be the same.

Inside were three \$5,000 packs of \$100 bills in casino wrappers, a sports betting slip worth another \$10,000 and enough gold credit cards to buy out the Fashion Show Mall.

The common cabdriver found himself faced with a \$25,000 question: Would he report the wallet, or quietly keep the money?

No one would know but the gambler and the driver.

To appreciate David Hacker's dilemma, you need to know a little about the man. He was born in Cleveland 45 years ago and raised by his single mother a waitress, in the heart of a poor, ethnic neighborhood near East 116th Street and Buckeye Road. From there, you needed a tank of gas and a map to find the light of day.

"We had nothing," he said. "It was just me and my mom."

He moved to Las Vegas nine years ago for the chance to turn nothing into something and wound up driving a cab. It was a living. He liked people and, give or take a tip, most drivers make around \$30,000 a year.

That night, Hacker held a year's pay in his perspiring hands. Before he had time to think, he called Yellow's night dispatcher and reported the wallet and raced to Bally's.

He found Dykes at the roulette wheel and showed him the wallet. He hadn't known it was missing.

"I don't believe it," Dykes said. "I can't believe you did this. I can't believe anyone would do something like this."

Dykes peeled off 20 \$100 bills and handed them to Hacker.

"Take the rest of the week off," the high roller told him. "You're my guest."

Thus began David Hacker's week as a wealthy man.

On Wednesday night, the cabby ate lobster tails in an expensive suite.

"It was the first time for me," he admitted later. "I'd never eaten lobster before."

Dykes raved about his new-found friend, surely one of the last honest men in Las Vegas. When they gambled, the high roller found his good luck charm in the cabby named Hacker. Dykes won \$40,000 and handed over \$2,000 more to the driver.

On Thursday, Hacker brought along his Cleveland pal Bob Kadunc, and the trio went shopping at Bally's. About \$1,000 later, Hacker and Kadunc looked like billboards for the resort with their \$250 jackets and \$80 shirts. They gambled a little more and ate a stack of lobster tails.

"I acquired a taste for lobster pretty quickly," Hacker said.

On Friday night, Hacker and his girlfriend were treated to another gourmet meal and front-row seats at the Engelbert Humperdinck show.

By the time Saturday rolled around, Hacker's head was spinning. He joined Dykes in the sports to place a few bets before the Georgia businessman's flight

home. Dykes won again and swore to keep in touch with his good luck charm. Hacker drove Dykes to McCarran and received a \$500 check about a week's pay for the cabby.

And then the spell was broken. His benefactor was gone, and some would argue Hacker was a common cabdriver once more.

Except, there's nothing common about an honest man.

"I was sick four years ago with very bad stomach problems," Hacker said. "I made a little pact that if God got me out of that, I would return whatever I found in the cab. God and a good doctor got me out of it, and today I feel great. I feel even better doing this. I think God made me find the wallet to test me."

He passed the test.

"Going back to work, this is not going to be easy," he said. "Last week I was eating lobster tails. This week it's back to Burger King. Really, though, I could care less if it happened again. I've been to the mountain. To be able to order whatever you want. To be able to buy whatever you want. I mean how many times in your life are you ever going to be able to do that?"

David Hacker's week as a high roller is over now, but he is as rich in character as any man in town.



**Dave Hacker, Yellow Cab Driver** - Congratulations to Dave Hacker, an outstanding member of the Union which Mr. Hacker likes to boast about and says that he would not be working if it was not for this Union which saved his job. Mr. Hacker returned \$25,000 which was left in his cab by Mr. Dykes of Georgia where our Headquarters for ITPE is located, and received nationwide notoriety. He was on various talk shows, e.g. David Letterman, NBC Today, Maury Povich, Entertainment Tonight, in addition to Mr. Dykes wining and dining him, just to name a few rewards for the fantastic deed of honesty.

# LV Yellow Cab Co. Dispatcher Kawadler Dies

Richard "Dick" Kawadler was never shy about expressing his opinion.

When Las Vegas police recently arrested three cabdrivers on charges of participating in drug deals in Meadows Village, Kawadler said he would "put our number of arrests of cabdrivers against a Metro's number of arrests of police officers anytime."

When the Taxicab Authority decided to put more cabs on the street in 1995, Kawadler called it "a disgusting example of a (private) industry controlling a regulatory Agency."

He argued for safety enhancements for cabbies and often took up the personal causes of drivers in his publication, Trip Sheet, a small and boisterous newsletter.

Kawadler, a dispatcher with Yellow Cab Co. died of heart failure Wednesday in Brockton, Mass. He was 58.

"Probably on a monthly basis he would take on some decision of the Taxicab board or me," said Robert Anselmo, administrator of the Taxicab Authority. "He didn't do it in a personal

way and I respected him."

"I think he was their (cabdrivers') public voice," Anselmo said. "The larger cab companies have unions inside. But he attempted to be the conscience of the cabdrivers from the little guy to the big guy."

Kawadler's brother, Marvin, said "he always took it upon himself to help those who didn't have power, and he did it in a way that was fair and equitable to all.

"He had a wonderful outlook on life even though he knew his health was failing," the brother said. "He would look at the lighter side of things and say you should not get mired in worrying about what people think of you, just do what you think is right."

Kawadler, a Yellow Cab employee since 1983, had recently taken a trip to London and Paris, meeting with publishers of cabbie newsletters there, his brother said.

"It was his whole life," he said.

Kawadler also was chief steward of the Las Vegas chapter of the Maritime

Union in the 1980's, union Vice President Ruthie Jones said.

"He was the lifeline to the drivers through his Trip Sheet magazine," Jones said.

"The drivers read it religiously," she said of the publication, in operation since 1986. Jones recalled Kawadler had troubled sleeping and would sometimes call her at 2 a.m. to talk about cabbie issues.

"He continued to pay his union dues even though he was management," she said. "It was such a loss to me and it's so emotional."

Kawadler is survived by his mother, Sophia Kawadler-Karp; son Bruce of Berkley, Mass; daughters Ellen Walkama of Plymouth, Mass., and Susan Marriott of Wareham, Mass; and two grandchildren.

Services were held in Massachusetts. The family has asked that donations be made to the Wayne Newton Taxi Drivers Relief Fund or the Binion's Horseshoe Taxi Driver's Relief Fund at 2413, S. Eastern Ave., #230, Las Vegas, 89104.

## ITPE Remembers

### Dick Kawadler

A great loss to us all. Dick had gone on vacation to Europe and had returned



to his home (Boston) on the last leg of his vacation. He called on Thursday, May 22nd all excited with information of what he had gathered pertaining to the

taxi industry and was scheduled to return to Las Vegas on Saturday but unfortunately that night he suffered a massive heart attack and died the following Wednesday. Dick was the owner of the Trip Sheet Magazine which was published every month. It contained news from all over the world pertaining to the taxi industry. The drivers always looked forward to their next issue of the magazine. He dedicated his life fighting for the driver's rights regardless of how controversial the issue may be he would put it in his magazine. He was instrumental in establishing the Wayne Newton and Binion's Horseshoe driver's

relief fund for drivers that suffered injuries caused on the job by criminal acts. Dick was a close dear friend of mine. When I came on board 11 years ago he was one of the first driver's that extended a hand to me and he became my Chief Steward and assisted me with all of the hearings and legislative matters that we had to attend, until he went into Management as a Dispatch Supervisor. He continued paying dues because he was a loyal union person. He was one to get key information to me for cases and I in turn would give him facts pertaining to those cases for his magazine. He would call the office all hours of the night when he couldn't

sleep. I will miss various things that he used to do that I would look forward to. He was a major support system and he will be sorely missed by me and his colleagues. To the taxi industry his Trip Sheet Magazine was known world wide and was considered one of the top taxi magazines.

When Dick went to Management, Murray Cohen took over as my Chief Shop Steward. Unfortunately he too passed away in 1996 and now Dick in 1997. Both these wonderful men were like brothers to me. They both helped me through rough times. They were always there.

## Frances G. Franklin

It is with great sadness we inform you of the death of Frances G. Franklin on October 31, 1996 after a long illness with cancer. Mrs. Franklin was the wife of Happy I. Franklin, Employer Chairman of the ITPE-NMU/MEBA Health & Welfare and Pension Funds. Mr. Franklin has been Chairman of these funds since their inception.

The Scholarship Program of the Health & Welfare Fund is named for Mr. Franklin and former Union President Shannon J. Wall.

Mr. & Mrs. Franklin were married for 36 years and were inseparable. Where you saw one you always saw the other. She will be missed by all who knew her.



# DISTRICT NO. 5

## ITPE

## SPOLIGHTS



**District No. 5 - GSA Federal Building - Houston, Texas - Custodial contract membership meeting**



**U.S. Air Force Academy, Colorado Springs - Food Services - Jeffrey Scarsello, Fund Representative Roy Boyd, Roy Green. Mr. Boyd discussing the benefits with Roy Green and Jeff Scarsello, cooks at the Air Force Academy, Colorado Springs.**



**Superior Services, Nellis A.F.B., Las Vegas, Nevada - Food Services - Chief Steward Delia Arroyo (center) explaining an issue on the Annual Benefit Plan to Avila Aurora and Elizabeth Turner**



**Fitzsimmons Army Medical Center, Colorado - Food Services - Puangtong Teagues, Chief Shop Steward Margaret Thomas, Fund Representative Roy Boyd, Joyce Maxy**



**Superior Services, Nellis A.F.B., Las Vegas, Nevada - Food Services - Chief Steward Delia Arroyo discussing bargaining unit issues with Neil Burgess and shop steward Larry Brower**



**Falcon Air Force Base, Colorado - Food Services - Mr. Boyd the guest speaker with some of the membership at Falcon Field after a membership meeting where he answered questions and updated the members on their benefits.**



**San Antonio, Texas** - Ft. Bliss, El Paso, Texas Food Service - Shop Stewardess **Manuel Lopez**, Contract Manager **Donald Hoskinson** with Union Representative. Taken after a meeting with the Project Manager.



**Fort Polk, LA** - Food Services Contract, membership meeting



**District No. 5 - Lackland AFB, Texas** - Food Services Contract, membership meeting



**Austin, Texas** - VA Data Processing Center and Treasury Disbursing Center janitorial services membership meeting.



**Oberlin, OH** - Members at FAA Site - **Mike Varner**, **Ara Vetta Alston**, **Phillip Payne**



**Fort Hood, Killeen, Texas** - Darnall Army Community Hospital membership meeting of Hospital Housekeeping.



# Greetings From the East Coast

By Mary Williams, Vice President

ITPE is pleased to have concluded negotiations with Tel Tara, the Housekeeping Contractor at Womack Army Hospital.

Congratulations are in order for ITPE member Jestean Dicks of Fort Gordon, GA. Jestean is the proud mother of Rob Antonio Dicks, the No. 1 ITPE Health and Welfare Scholarship winner. Jestean has been a member and an employee on the Food Service contract with Ronlyn for 17 years.

Chief Shop Steward Connie Ellis at Fort Jackson, SC, has been promoted to Data Entry Clerk. Congratulations, Connie. Connie still finds time to assist our members, along with Sandy Elliot Shop Steward.

Thanks to Jerlene Lewis in her acceptance of the Chief Shop Steward's position at the Meridi-

an NAS Contract Site.

The Food Service Contract at Fort McClellan, AL, was recently awarded to the Division of the Blind, State of Alabama, who entered into a joint venture with K.C.A. Corporation. Chief Shop Steward Lillie Williams, along with all the Fort McClellan Shop Stewards, did an excellent job during this transition.

I have recently visited all of the contract sites in my immediate area, as well as Camp Pendleton and the San Diego Sub Base during a recent Trust Meeting in California. In general, it appears our members are very familiar with their benefits and are aware of some of the problems such as base closures, etc.

I wish to thank all of the ITPE members for their recent support on the dues increase.

## ORGANIZING

By Organizing Coordinator  
Dennis Arrington

During recent months, ITPE organizers have won representation for the following Bargaining units:

**ARAMARK** - Uniform Laundry service employees voted for ITPE Representation at the Aramark Plant in Savannah, GA. Negotiations will begin as soon as the NLRB certifies the election.

**FEDERAL LAW ENFORCEMENT TRAINING CENTER** - Security Police Officers employed at the (FLETC) Training Center, Glynco, GA., selected ITPE as their bargaining representative. An agreement has been negotiated with increases in wages, benefits, etc. to take effect October 1, 1997.

**R.O.W. SCIENCES, INC.** - The Animal Care Technical and Housekeeping employees located at Research Triangle Park, NC voted for ITPE Representation.

**RAVEN SERVICES** - Again ITPE is chosen for bargaining representation by the Mail Clerks at Research Triangle Park, NC.

We welcome all of the above units to the ITPE Family!

DO YOU have a relative or friend who wants or needs representation on their job? If yes, let your ITPE Representative know. **We Can Help.**

# LABOR EYES HIGH-TECH

In public, John Sweeney is directing his attention toward low-wage strawberry workers in California and apple workers in Washington state.

But in private, the president of the 13 million-member AFL-CIO admits that organized labor is also eyeing high-technology workers such as those at Intel Corp.'s assembly plant in DuPont.

"We're not ready to announce any targets yet," he said in an interview before speaking in Seattle on Wednesday morning. "We're still doing research so we can be prepared for the kinds of campaigns that the workers in these industries will want."

Sweeney said labor unions cannot afford to ignore high-tech industries, since they are among the fastest-growing, most successful components of America's economy.

And, he said, they are ripe for organizing.

"Any time you have an industry where there is high productivity and low wages, you can rest assured that those workers will be looking for a union in the not-too-distant future," he

said.

But while the AFL-CIO's current campaigns seek to organize entire industries-strawberry farms, for example, and apple orchards - Sweeney said he thinks the high-tech industry will be

unionized the old-fashioned way.

"We'll probably be organizing in a way more similar to the way heavy industry was organized: plant by plant, company by company."



AFL-CIO President Mr. John Sweeney addressed a seminar on Union organizing and on his plan for the direction of the Union for the upcoming years. He stressed how important it is for all unions to have a very strong organizing drive. This picture was taken the night before the seminar at a reception held for Mr. Sweeney. Over 700 people attended the seminar while only 200 were expected. A marching demonstration was held in support of the strawberry pickers.



# SCHOLARSHIP WINNERS

Again ITPE scholars are awarded \$135,000 for College or Vocational/Technical School. There were twenty-nine (29) applicants for the ITPE-NMU/MEBA Health & Welfare Fund Scholarships. Of these only one (1) for vocational technical was awarded. Co-chairmen were contacted to see if we could offer a college award to the next student at \$2,500 for two (2) years, as we did four (4) years ago. Approval was given and Princeton University was contacted to award the \$2,500.

The college winners are awarded \$5,000 per year for 4 years.

## **Rob Dicks**

Son of Jestean Dicks, Ft. Gordon, GA  
Valdosta Stata College  
Valdosta, GA

## **Laura Rupert**

Daughter of R. E. Rupert, Logistic Support Office  
University of North Carolina  
Chapel Hill, NC

## **John Yang**

Son of Insook Yang, Presidio of Monterey, CA  
University of California, Berkeley  
Berkeley, CA

## **Michelle Smith**

Daughter of Brenda L. Smith Ft. Indiantown Gap, PA  
Temple University  
Philadelphia, PA

## **Diane Matacavege**

Daughter of Myong Matacavege, Ft. Hood, TX  
Texas A & M University  
College Station, TX

Two-year College, \$2,500 each year

## **Douglas Byrd**

Son of Houston Byrd, Ft. Polk, LA  
Louisiana College  
Pineville, LA

Vocational/Technical School winners are awarded \$2,500 each year for 2 years.

## **Ilda Miguel**

Daughter of Constantina Miguel, Camp Pendleton, CA  
California State University/San Marcos  
San Marcos, CA

All winners have been notified by the Scholarship & Recognition Program Director of their awards.

## ITPE REPRESENTATIVE JIM FOSTER



**Alton, Illinois** - Customer Service, Wright Patterson AFB - Mandy Burns, Linda Mason, ITPE Representative Jim Foster, Boonchvey Earle. Mr. Foster visiting one of his sites.



**Fort Campbell, Illinois** - Robertson Penn Laundry (membership meeting) - Jim Foster (standing) with Shop Steward Deidre Hammond (center) and membership (F row) Brenda Baron, Brenda Ruiz, Ponzie McGuire, Regina Louder. (B row) Bill Hammond, Linda Whitty, Diane Brewster, Ron Brown.



**Fort Campbell, Illinois** - Mr. Foster with KCA Janitorial Services. Galen Waynic, ITPE Representative Jim Foster, Milagros Garcia & daughter Rorotea Munoz.



**Fort Campbell, Illinois** - First Choice Food Service - Lori Wilson, Clusteen Mayfield, Martha Ewing, Lori Ann Wilson, Sara Stacker, ITPE Representative Jim Foster, Perlle Braswell, Mary Harrison



**Barkley, WV** - ITPE Representative Jim Foster at the WV Society for the Blind. Allen Chatfield, Jim Foster, Jean Treadway, Connie Scott, Annie Walker.

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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 Representatives 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.  
**ITPE REPRESENTATIVE**  
Arthur Petitpas  
617-542-0546

**FORT BRAGG, NC 28307**

P. O. Box 70630  
**ITPE REPRESENTATIVE**  
Cindy Diehm  
910-497-1661

**ALTON, IL 62002**

1623 Washington Ave.  
Suite 211  
**ITPE REPRESENTATIVE**  
James Foster  
618-462-0440

**LAS VEGAS, NV 89104**

720 E. Charleston Blvd.  
Suite 202  
**ITPE VICE PRESIDENT**  
T. (Ruthie) Jones  
702-384-7171

**NEW YORK, NY 10003**

360 West 31st St. - 10th Fl.  
**ITPE REPRESENTATIVE**  
Enrico Esopa  
212-244-4000

**PHILADELPHIA-MARYLAND**

**WASHINGTON, D.C.,  
VIRGINIA AREA**  
1150 17th St., NW  
Suite 700  
Washington, D.C. 20036  
**ITPE VICE PRESIDENT**  
Elwood Hampton  
**ITPE REPRESENTATIVE**  
Eddie Rhoden  
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609-423-7268

**PUERTO RICO**

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P. O. Box 14546  
San Juan, P.R. 00916-4546  
**ITPE REPRESENTATIVE**  
Carmen Diaz  
787-793-8965

**SAN FRANCISCO, CA 94107**

1040 Mariposa Street  
**ITPE SEC./TREASURER**  
John Brenton, III  
415-558-8945 (46) (47)

**SAN ANTONIO, TX 78227**

333 Valley High Drive  
Suite 2217  
**ITPE REPRESENTATIVES**  
Pat Foley  
Maureen Alsheimer  
210-670-8417

**ITPE DISTRICT  
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ITPE-NMU/MEBA, AFL-CIO**

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**ITPE VICE PRESIDENT**  
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**ITPE ORGANIZING  
COORDINATOR**  
Dennis Arrington

**SEATTLE, WA 98109**

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Pat Hasard  
206-282-8995

**WASHINGTON, DC  
ITPE PLANS OFFICE**

1150 17th St., NW  
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**ITPE PLANS  
REPRESENTATIVE**  
Patricia Dorn  
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**SAN PEDRO, CA 90731**

1300 Beacon Street, Suite 117  
**ITPE REPRESENTATIVE**  
Paul Harvey  
310-832-5893

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**D-5 ITPE Counsel**

360 W. 31st St.  
3rd Floor  
New York, NY 10001  
Sidney H. Kalban, Esq.  
212-465-8840

**AFL-CIO MARITIME COMMITTEE**

1150 17th St., NW  
Suite 700  
Washington, D.C. 20036  
Talmage Simpkins, Executive Director  
202-835-0404

**ITPE-NMU/MEBA Welfare Plan**

835 E. 65th Street, Suite 200  
Savannah, GA 31405  
P. O. Box 23679  
Savannah, GA 31403-3679  
Joan Wolfe, Administrator  
912-352-7169

**ITPE-NMU/MEBA Pension Plan**

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

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