



ITPENews

ITPE – Leading Representative of SCA Workers

President John F. Conley • Secretary Treasurer John Brenton, III • Vice Presidents Elwood Hampton, T. (Ruthie) Jones, Mary Williams

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Summer 1998

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REPORT OF THE PRESIDENT

by John F. Conley

Since my last report, the ITPE has held its first convention, a truly historic event. The convention followed shortly on the heels of the ITPE becoming a fully autonomous union while maintaining our fraternal relationship with the MEBA.

Delegates to the ITPE convention met in Washington, D.C. on March 23. The delegates voted unanimously to approve a number of constitutional amendments. One of these changed the name of your Union to the Industrial Technical & Professional Employees Union, AFL-CIO, thus more accurately reflecting who we are. We will still be known, for brevity, as the ITPE. Another amendment provides for five additional delegates for future conventions, increasing the number to twenty delegates in addition to the five Union officers who are automatic, ex officio delegates.

The delegates heard addresses at the convention from Congressman Albert Wynn of Maryland's 4th District; Nila Stovall, Branch Chief, Wage & Hour Division, U.S. Department of Labor; Peggy Taylor, the AFL-CIO's Director of Legislation; ITPE Funds and Tal Simpkins, Director of the Labor Management Committee, AFL-CIO. All of our speakers are strong supporters of the Service Contract Act. We applaud them and express sincere thanks for their inspirational messages to our delegates.

I personally wish to thank all the delegates for their time and for their dedication to making the ITPE convention a huge

success. All delegates left the convention full of pride in their Union and dedication to organizing the unorganized.

Also since my last report, there have been meetings of the ITPE Benefit Plans' Board of Trustees. The ITPE Health & Welfare Board has instructed the Fund's representative and the actuary to research the cost of introducing a prescription drug program for our members and their dependents. The Board of the Annual Benefit Fund is also reviewing increases in benefits, such as pro rata vacation, a scholarship program and/or payment of bonus holidays. Hopefully, in my next report I will be able to announce the actual implementation of these benefit improvements.

Several of our convention speakers emphasized the need for all Union members to become involved in the political process; otherwise, the enemies of Labor on Capitol Hill will continue their efforts to eliminate worker protections such as the Service Contract Act. If you are not a registered voter, register now, make your voice heard. Last, but certainly not least, VOTE! When you are asked by your ITPE representative or your shop steward to let your congressman and senators know how you feel, please pick up your pen and write that letter, so that your representatives in Washington will know how you and other workers feel about the important issues which can affect you directly.



Report of ITPE Benefit Plans

by Representative Roy J. Boyd

In your Winter issue of The ITPE News, I discussed problems that many citizens of our society are experiencing with their health and welfare benefits; we too are experiencing the effects of the same problems. Fortunately, we are still able to choose our own doctors! We try to stay abreast of the trends in the health care industry and work to resolve problems within our limited means. I recently reported to you our changes in benefits for those contracts that went to the \$1.25 per hour Health and Welfare contribution rate. These increased benefits are already paying off for many of our members. You can really see the difference in the claims from last quarter to this quarter. Health care costs continue to rise, so your ITPE officials continue to press for more contributions for health and welfare benefits.

During the week of April 20, the ITPE Health and Welfare Board of Trustees held its annual meet. The ITPE President, Mr. John Conley, reported that the union was attempting to negotiate additional money for Health and Welfare. Much discussion was held by the Trustees as to what additional benefits would be most beneficial to you. The Fund Actuary, and Plan Administratrix and I gave our reports to the Trustees. Our reports included recommendations for increases in benefits subject to the union being successful in getting what it is asking for in its contract negotiations. Union officials expressed their opinions as to what type benefits they thought you would prefer to see increased or added to the plan. Company officials were also very vocal about wanting to know what you thought

would be most beneficial to you in terms of increased benefits. I have been instructed by the Trustees, made up of your union and company officials, to conduct a survey to determine what you think would be to your best benefit!

Here is the situation. If the union is successful in negotiating approximately \$1.40 per hour contributions for Health and Welfare, we could either add an approximately \$300 to \$350 per year family prescription drug benefit or increase hospital expense benefits by about \$3,500 to \$4,000 more per each hospital stay. These figures are based on Class 4 benefits, 30 hours or more per week. Other classes would be adjusted accordingly. I have personally recommended that hospital or medical benefits be increased instead of adopting the limited prescription drug benefit, although some disagree with me.

Since the Board of Trustees' meeting, I have spoken to five groups of participants. They overwhelmingly voted to use any additional monies in Health and Welfare to increase hospital and outpatient medical benefits. One lady stood up in a meeting and said, "I can get \$25 or \$50 from somebody if necessary to get a prescription filled, but I don't know anybody who will sign with me on a \$4000 or \$5000 hospital balance. You folks increase that hospital coverage!" I agree with that lady's reasoning.

We want you to talk to your Union representatives and let them know what you believe would be the most beneficial health benefits we could provide with any additional monies the Union can negotiate. Would you prefer the increases in hospital and medical expense benefits or do you wish to start a family prescription drug program? If any of you wish to write to me, please do so! My address is:

Roy J. Boyd
ITPE Funds Representative
365 Bull Island Road
Brunswick, GA 31525-5714

For Your Info

Areas by Vice President Jurisdiction

West Coast

by John Brenton, Sec./Treasurer
Pat Hasard Seattle
John Brenton San Francisco
Paul Harvey San Pedro

Central

by Ruthie Jones, Vice President
Ruthie Jones Las Vegas
James Foster Alton, Ill.
Pat Foley San Antonio

East Coast

by Mary Williams, Vice President
Mary Williams Savannah
Dennis Arrington Savannah
Cindy Diehm Fort Bragg

Washington, D.C.

Elwood Hampton, Vice President

ITPE-Affiliated with District No. 1 PCD-MEBA AFL-CIO



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ITPE DISTRICT OFFICERS

John F. Conley, *President* John Brenton, III, *Secretary-Treasurer*

Vice Presidents

Elwood Hampton

T. (Ruthie) Jones

Mary Williams

FOPSCO-AFSPA NEWS

Once again, the ITPE welcomes the opportunity to bring FOPSCO-AFSPA members up to date on their union's current activities.

After many requests from our Executive Board officers and members of FOPSCO-AFSPA for a newsletter to keep our membership posted on what is going on in the world of security enforcement, we hope you will enjoy this newsletter. We welcome any comments, pro or con, so we may continue to bring you the news.

UNION REPRESENTS HOTEL EMPLOYEE

The wheels of justice turn slowly. FOPSCO-AFSPA has tried to organize the security forces at the Claridge and Sands Hotel and Casino in Atlantic City. In November 1995, because of anti-union tactics by both casinos, unfair labor charges were filed with the Board in Philadelphia. Under today's anti-union atmosphere, many of the charges were dismissed. However, one charge is still pending involving a former security officer at the Claridge Hotel and Casino who had been fired for his union activities. A hearing was held on January 21, 1998, with an administrative judge presiding. The employee has over \$30,000 in back pay, which the Union is attempting to get back.

ORGANIZING HELP NEEDED

This Union needs your help in organizing so that we may increase our membership, and also increase our muscle. Our organizational director, Howard Johannssen, who is also the Vice President of the Union, reports several organizational efforts that would bring in over 500 members if we are successful.

DUES INCREASE

Since the founding on FOPSCO-AFSPA, membership dues have remained at \$15.00 per month. At a reorganizational meeting held at the Hyatt Hotel in Princeton, New Jersey last year, the new Executive Board determined that a dues increase must go into effect sometime in 1998. We will be holding Union meetings at our many locations to inform members and allow them to vote on a dues increase. Two sets of proposals will be

outlined concerning future dues payments. Look for notice of the meeting and please attend.

ARBITRATION PROCEEDINGS

There are two arbitration proceedings currently pending in our Union, one at Princeton involving a security officer in Public Safety. The employee was suspended for five days for not responding promptly and properly to a call for assistance. That case is in arbitration. Ironically, this same officer has recently been fired for responding too quickly to an emergency. That, too, will be a continuing arbitration case.

The second case involves a security officer at the Federal Building in Philadelphia who is charged with insubordination to a supervisory lieutenant.

CONTRACT SETTLED

A contract was settled at Lebanon Valley College in Lebanon, Pennsylvania, resulting in a substantial pay increase over a three-year period for security officers. Many other benefits were gained, most importantly improved working conditions and a voice in selecting vacations, holidays and personal days.

NEW CONTRACT NEGOTIATIONS

Negotiations are approaching for Princeton University for Public Safety, Art Museum and the Firestone Library. We look forward to increasing wages and benefits and improving working conditions.

A new contract for General Security of Philadelphia called for a pay increase on February 1, 1998, a 401(k) pension plan and increased medical benefits. A \$25,000 life insurance policy will go into effect in the near future.

MOVING / GETTING TRANSFERRED?

If you are moving or getting transferred, the ITPE has over 200 contacts throughout the United States, Alaska, Hawaii, Puerto Rico and Panama. Do you know there may be a job opportunity available for you near your home? It is possible the company you work for now may have a contract here. If this is the case, you may be able to transfer your employment, possibly retaining your seniority, Health/Welfare and pension plan benefits.

Protect your future. Before you make that move or resign your present job, check with your local Union representative to see what may be available at your new location. Your Union offices are listed on the back page, so call before you pack up and make that move—there just may be a job waiting for you.



ITPE ON THE MOVE!

Organizing Report

By Dennis R. Arrington, Organizing Director

Since the last issue of the ITPE newsletter, organizing efforts have been successful in winning representation for the following bargaining units.

Peterson AFB: Food service employees employed at the dining facilities on Peterson AFB located in Colorado Springs, Colorado. Negotiations are in progress for an agreement.

Lackland AFB: Negotiations are in progress for an agreement for employees under the Maintenance of Security Police Dog Training contract.

Houston Federal Building: Employees on the Housekeeping Maintenance contract in Houston. Negotiations are in progress for an agreement.

Galveston Federal Building: Employees employed on the Housekeeping Maintenance contract in Galveston, Texas. Negotiations are in progress for an agreement.

Twenty-Nine Palms Marine Corps Base: Employees on the Food service contract at the base. Negotiations are in progress for an agreement.

Balboa Naval Hospital: Employees on the Housekeeping contract at Balboa Naval Hospital, located in San Diego. An agreement has been negotiated, with increases in wages and fringe benefits which became effective May 1, 1998.

Balboa Naval Hospital: Employees on the Food Service contract in the cafeteria of the hospital. Negotiations are in progress for an agreement.

Federal Law Enforcement Training Center: Employees on the Warehousmen contract at FLETC in Glynco, Georgia. Negotiations are in progress for an agreement.

Federal Law Enforcement Training Center: Employees on the Custodial contract at FLETC in Glynco. Negotiations are in progress for an agreement.

USCG Station: Employees on the Food Service contract at the Coast Guard station in Yorktown, Virginia. An agreement has been reached and increased wages and fringe benefits will become effective October 1, 1998.

IRS Complex: Employees on the Janitorial contract at the IRS Complex in Fresno, California. Negotiations are in progress for an agreement.

Camp LeJeune: Employees on the Maintenance contract located at Jacksonville, North Carolina. An agreement has

been reached providing increased wages and fringe benefits to become effective October 1, 1998.

Dunn, North Carolina: Waste Water Treatment employees on this civilian site. An agreement has been reached providing increased wages and fringe benefits to become effective immediately.

Charleston Naval Weapons Station: Employees on the Base Custodial contract at the C.N.W.S. in Charleston, South Carolina. An agreement has been reached providing increased wages and fringe benefits to become effective October 1, 1998.

Operations of Personnel Management: Employees on the OPM Building Custodial contract located in Washington, D.C. An agreement has been reached providing increased wages and fringe benefits to become effective October 1, 1998.

Franconia Distribution Center: Security Guard employees at the center located in Washington, D.C. Negotiations are in progress for an agreement.

The Department of Interior Fish and Wildlife Service: Security Guard employees at U.S.D.J.I.N.S. in Washington, D.C. Negotiations are in progress for an agreement.

United States Department of Justice Immigration Naturalization Service: Security Guard employees at U.S.D.J.I.N.S. in Washington, D.C. Negotiations are in progress for an agreement.

The Ronald Reagan Building: Security Guard employees at The Ronald Reagan Building in Franconia, Virginia. Negotiations are in progress for an agreement.

WNRC Suitland, MD and USDA Beltsville, MD: Employees on the Security Guard contract in Washington, D.C. Negotiations are in progress for an agreement.

The Bureau of Prisons (BOP): Security Guard employees at the B.O.P. in Washington, D.C. Negotiations are in progress for an agreement.

Goddard Space Flight Center: Employees on the Security Guard contract at the Center in Washington, D.C. Negotiations are in progress for an agreement.

Mobile/Modular Express: Employees on the Maintenance Service contract in Edwood, Maryland. Negotiations are in progress for an agreement.

Continued on page 5

Organizing Report (cont.)

Eastern Maintenance & Services, Inc.: Employees on the Maintenance Service Contract in Edwood, Maryland. Negotiations are in progress for an agreement.

New Jersey, Counties of Bergen, Essex, Hudson, Middlesex, Monmouth, Passaic & Union: Security Guard employees with the Barbosa Group Incorporated at the above locations. Negotiations are in progress for an agreement.

Dover AFB, Delaware: Employees on the Food Service contract at Dover, Delaware. Negotiations are in progress for an agreement.

As you can see from my report, the ITPE is on the move organizing new units. We must continue to concentrate on organizing to maintain growth and survival. There are literally thousands of workers among us who need but do not have union representation. These people need our help. Get involved, talk to people on non-union contracts. Ask them these questions:

1. Do you have increases in wages every year?
2. Do you have health & welfare coverage for you and your family?
3. Do you have a pension plan?
4. Do you have a paid vacation and holidays?
5. Do you have sick leave?
6. Do you have paid jury duty?
7. Do you have bereavement leave?
8. Do you have representation on the worksite?

If the answer to any of these questions is "no," tell them they need to join the ITPE union. It will make a difference to you and others around you to have union presence and unity in our communities.

I would like to take this opportunity to thank the ITPE representatives and our membership for their support and organizing efforts. Continue the good work and you will succeed in establishing the ITPE Union as second to none in the nation.

Remember, contact your local representative or make a collect call to Dennis Arrington, Organizing Coordinator, at (912) 232-6181 if you know someone who needs union representation.



Norma Plaisance, ITPE member who assisted in organizing the House-keeping Unit at Balboa Naval Hospital in San Diego; Dennis Arrington, Pepito Ramos, P.M. Shift Leader



Shop steward Christopher Boggs of the Transportation Unit at FLETC in Glynco, Georgia poses with Dennis Arrington



FLETC Security Police officer and shop steward Tommy Haisten with Tim Manning

Don't let members lose their identity

All photos submitted to the ITPE News for publication are greatly appreciated. But to enhance their importance, please include the names of all members in photos you submit. Remember, this is your paper and any suggestions to improve its quality are appreciated.

If you know of any news which you would like to submit to the ITPE News for publication, or have any photos that you would like published (black and white, if possible), feel free to send to:

ITPE News
P. O. Box 22697



From The Washington Office

By Elwood Hampton, ITPE Vice President/Legislative Director

Washington was the host city for ITPEU's first convention, attended by delegates representing thousands of members throughout the U.S. The convention was addressed by a variety of dignitaries as follows.

Peggy Taylor

Legislative Director of the AFL-CIO

Ms. Taylor brought to our attention various issues and bills that are pending and being debated in Congress. She cited labor's position on fast track, team act, possible repeal, the service contract, pay check protection, and campaign finance reform which would put working people at a disadvantage against business. Ms. Taylor's address was informative and moving.

Congressman Albert Wynn

4th District, Maryland

Congressman Wynn stressed the right of unions to contribute to political education committees. He explained some features of H.R. 3246, which passed by a 202-200 vote. Among other things, this legislation would prohibit the use of an organizing method called salting, would allow companies to refuse to hire a worker if they knew he or she belonged to a union and would keep union workers out of non-union installations. President Clinton has promised to veto this bill. Congressman Wynn urged unions to inform their members about the performance of their representatives in Congress.

Miss Nila Stovall, Branch Chief, Wage & Hour Division, U.S. Department of Labor

Miss Stovall reviewed many areas of the Service Contract Act. Although delegates were already aware of the Act, it should be reviewed from time to time in terms of its application at the Department of Labor and the various contracting agencies. Other unions' collective bargaining agreements have been found to be in violation of the Service Contract Act, causing some employees not to receive their proper benefits. The union must negotiate in a timely manner and submit agreements to the contracting agency in proper form before a wage determination is issued, stressed Miss Stovall. She informed the delegates that the Department of Labor has always been open to questions from our representatives regarding contracts, 1998 forms, and Health and Welfare contribution information.

IN WASHINGTON

As we continue the situation regarding the Clinton Administration's demand for the withdrawal of the recently amended Federal Acquisition Regulations (FAR) which removed the Service Contract Act coverage from subcontracts at any tier for "commercial items," the definition of this has been expanded to include many services performed by workers who have been covered by the Service Contract Act since its passage in 1966.

That action involved in the amended FAR was originated without legal authority by the Office of Federal Procurement Policy (OFPP), since only the Secretary of Labor has authority to grant variations from the Service Contract Act, and even the Secretary is bound by tight statutory restrictions regarding that authority.

As matters now stand, the OFPP action has, without legal authority, removed the protection of the Service Contract Act from thousands of service workers who are members of the AFL-CIO. We continue to oppose that dangerous position

and shall be meeting with the Department of Labor and various Congressional delegates on this issue.

ITPE shall participate in the Wage and Hour Division Stakeholders' Forum. Our primary concern shall be government contracts. We shall raise the compliance issue of bond performance regarding contractors who escape without paying their employees all monies due them. We shall also raise the issue of the rights of employees remaining on a contract that has been taken over by another contractor. We urge the right of first refusal for all service contract employees.

Previously, a number of unions have been meeting with top Labor Relations' advisors of the Army, Navy, Coast Guard, Air Force and Army Corps of Engineers regarding the application of the Service Contract Act. These meetings were hosted by Bob Setera (deceased) of Labor's International Union of America. On June 3, these meetings will resume. ITPE will be represented by Vice President Hampton.

From The Washington Office



Dan Kellerher, Lisa Vittell, Anthony Jones, Lou Laneiras, Sam Chantsri of Lakehurst Warfare Naval Air Station, New Jersey. Kelly's Janitorial Services, Food Services Workers



Above: Cora Evans, Carmen Seguanat, Robert Conway, Pauline Carter, Food Service Workers at Fort Indiantown Gap, Annivillie



Above right: front row: Irene Burke, cook; Rita Chester, shop steward; back row: Stan Bogan, worker; Thomas Bethune, cook of U.S. Coast Guard Base, Cape May, New Jersey

Right: Chief shop steward Fritz Von Schmidt of the Security Forces at the Raytheon site in Princeton, New Jersey. Fritz involves himself in all aspects of the CBA. Good job, Fritz!



PROPOSITION 226 DEFEATED!

Proposition 226, which was on the June 1998 ballot in California, was sponsored by a group of out-of-state interests, including an insurance tycoon and a Washington, D.C.-based lobbyist with close ties to Speaker of the House Newt Gingrich.

Proposition 226 would:

1. ...not decrease the amount of foreign donations to political campaigns. Federal law already prohibits foreign donations to political candidates.
2. ...set up two sets of rules governing how different types of organizations engage in political campaigns. Proposition 226 would curb unions and employee organizations from engaging in politics to protect pensions, health and safety laws, and health care benefits.
3. ...cost state and local governments and schools millions to implement because of its bureaucratic regulations on employees' political activities.

Meanwhile, big business, which already outspends unions and employee organizations by 11 to 1, would be able to freely contribute to campaigns, influencing governmental policy and political decisions.

California working families mobilized in an unprecedented way to educate voters about Proposition 226. Below is a summation of volunteer activities conducted by the California Labor Federation along with union members and their families.

- 650,000 volunteer phone calls were made to California voters in an effort about Prop. 226
- 5,005 California precincts were walked to distribute literature and talk to voters about Prop. 226
- 18,000 worksites were visited to distribute literature and talk to workers about Prop. 226
- 24,000 union members and their families participated in phonebanks, precinct walks or worksite visits
- 3,500 union members and their families participated in Get-Out-The-Vote efforts

In addition to the efforts organized in conjunction with the California Labor Federation, local unions, non-affiliated unions and community groups conducted extensive internal education efforts and community outreach. Their efforts played an integral part in the success of this campaign.

Below are excerpts from a June 3, 1998 memo regarding the defeat of Proposition 226 from John J. Sweeney, President of the AFL-CIO

A modern political miracle, the defeat of California Proposition 226 by an overall 54 to 46 percent margin, sprang from voters' strong sense of fairness and union members' unprecedented mobilization against a right-wing effort to silence the voices of working men and women in our nation's political system. The defeat of Proposition 226 sends a clear message about the prospects of other such worker-bashing initiatives in other states and the message is, simply put, "Pounding working families is a losing proposition."

Yesterday's vote shows that the nationally coordinated effort by Newt Gingrich, Grover Norquist and Pete Wilson to take working families out of the political process is a clear loser. When voters learned who backed and funded the deceptively named "Campaign Reform Initiative" and the agenda behind it, early support disintegrated.

Working families and our unions are fed up with phony campaign reform schemes and ready for the real thing.

Instead of challenging the participation of working women and men in the political system through our unions, we need real campaign reform that challenges too-powerful corporate special interests and helps restore the participation and confidence of ordinary Americans.

For nearly six months, we've played effective defense against the attempt to wipe us off the political map. Now it's time to go on the offensive on behalf of a Working Family Agenda, demanding that elected officials take action in support of the right to organize and on behalf of key worker concerns like health care, fair pay, and retirement security.

Health care is about to be the subject of a major congressional contest and I want your help taking this opportunity to kick off intensive work on working family issues that will carry us into the fall. And in everything we do for the rest of this year, I want you to join with me in constantly raising a battle cry about restoring workers' right to organize.

Thank you again and congratulations on a great victory!

ON THE LABOR FRONT

THINK GLOBALLY, ACT LOCALLY

The Global March Against Child Labor ended its month-long trek across the United States with a teach-in and rally in Washington, D.C.

"So I ask you, are your hands clean?" AFL-CIO President John Sweeney challenged listeners as he observed that many consumer products Americans take for granted are produced by children around the globe. He pledged the union movement's commitment to fighting this scourge "until every single child is in a classroom getting access to education instead of being trapped in tiny sweatshops." The march's May 28 completion in Geneva was timed to coincide with a meeting of the International Labor Organization to consider a convention that would impose criminal penalties and preventive measures targeted at the most abusive forms of child labor.

"Children who are ill-treated grow up to be adults who are ill-prepared in nations that are ill-equipped to face the future," Sen. Tom Harkin (D-Iowa) warned.

A SEAT AT THE TABLE

When Chrysler and Daimler-Benz merge, the UAW will have a seat on the new firm's governing board. The union will use its position to work closely with IG Metall, the German metalworkers union, while seeking changes in German law to open more seats to foreign worker representation.

SOLIDARITY ACROSS BORDER

Mexican unions filed a NAFTA complaint alleging that U.S. labor law has failed to provide legal protection for farm workers' union bargaining rights in Washington state's apple industry. The unions also charge that apple growers have discriminated against migrant workers and committed safety and health violations.

POSSIBLE TURBULENCE AHEAD

After 20 months of talks, pilots at Northwest Airlines have authorized a strike in the event the National Mediation Board declares an impasse. "While we always prefer to negotiate, should management force us into a strike situation, we have both the unity of the pilot group and the tools in place to conduct an effective strike if necessary," said ALPA Master Executive Council President Steve Zoller.

ON THE SAME TRACK

The Brotherhood of Locomotive Engineers and the United Transportation Union have agreed to explore uniting the two rail unions "while ensuring the protection of craft autonomy and existing rights of representation." The unions agreed to exert every effort to conclude their review of all issues and negotiations by September 30.

THE INFORMATION SUPER TOLLWAY

A new report gives credence to Communications Workers' concerns about the proposed MCI-WorldCom merger. *The Coup of the Century?: Another Look at the MCI-WorldCom Merger* predicts that by dominating the Internet backbone market, owning major Internet connection points and controlling the second-largest long distance facilities, the telecommunications behemoth could effectively block innovation and alternative technologies in much the same way that Microsoft Corp. built on its control of computer operating systems.

FIRST CLASS PROTEST

Postal employees nationwide engaged in an APWU-organized day of picketing on May 27 to protest the contracting-out of Postal Service operations. In Washington, D.C., unionists rallied in front of USPS headquarters to raise public awareness of the use of Emery Worldwide Airlines for priority mail and of other privatization efforts.

BEVERLY SUIT DUMPED

A \$225,000 defamation suit by nursing home operator Beverly Enterprises, Inc. against Cornell University researcher Kate Bronfenbrenner was dismissed by a federal district judge. Bronfenbrenner maintained that the company fired workers for union activity, harassed and spied on others and illegally altered wages to keep unions from gaining recognition at its nursing homes.

POLITICALLY SPEAKING

The AFL-CIO will hold two day-long seminars on political communications, covering the Working Families Agenda for 1998 and communicating political messages effectively. The sessions are for labor editors and writers, as well as union members and volunteers who communicate regularly. Sessions will be held July 11 at the Executive Towers in Denver and July 25 at the Maritime Institute for Technology and Graduate Studies in Linthicum, Maryland. For more information, contact Michael Matthews in the Political Department at 202-637-5101 or Judy Robbins at the International Labor Communications Association at 202-637-5068.

1998-99 SCHOLARSHIP AWARDS

Five four-year college scholarships and two two-year scholarships have been awarded by the ITPE Health & Welfare Fund for the 1998-99 academic year.

Congratulations to these winners!

FOUR-YEAR COLLEGE AWARDS \$5,000 PER YEAR



Audrey M. Bermudez

Audrey M. Bermudez

Mother Maria E. Bermudez
Ft. Jackson, South Carolina

Audrey will attend the University of South Carolina where she will major in Human Biology and minor in Education. After earning her undergraduate degree, Audrey plans to apply to USC's five-year Masters Degree Program to earn a Master's in Secondary Education.



Graciela Garcia

Graciela Garcia

Mother Milagros Garcia
Ft. Campbell, Kentucky

Graciela will study medicine at Austin Peay State University in Tennessee.



Paul J. Houston

Paul J. Houston

Mother Tung T. Houston
Pt. Mugu, California

Paul has been accepted at, and plans to attend, California State University at Northridge. He will pursue a degree in Business administration with a major in Management Information Systems. Two of Paul's brothers also received ITPE-NMU scholarships.



Melissa Nieves

Melissa Nieves

Mother Marylyn Nieves
Miramar, California

Melissa plans to attend San Diego State University.



Christal Quiles

Christal Quiles

Mother Joyce Quiles
NAS Pensacola, Florida

Christal plans to major in Biology at Florida State University. Her career goal is to become a pediatrician.

TWO-YEAR VOCATIONAL-TECHNICAL AWARDS \$2,500 PER YEAR



Shelly M. Butler

Shelly M. Butler

Employee at Ft. Bragg,
North Carolina

Shelly will attend Central Carolina Community College, where she will study to become a Veterinarian Tech.



Vonetta Rice

Vonetta Rice

Father James E. Rice
Ft. Bragg, North Carolina

Vonetta will major in Nursing and Emergency Medical Tech at Fayetteville Technical Community College this fall.



Greetings From The East Coast

By Mary Williams, Vice President

Since the last issue of the ITPE newsletter, I've been assigned to service the ITPE contracts located in the panhandle of Florida, which includes Pensacola NAS, Pensacola Naval Hospital, Tyndal AFB, Hurlburt Field, and Eglin AFB. Negotiations for this area are completed for October 1, 1998.

The Fort Stewart Laundry has been reorganized under ITPE and we have successfully negotiated a contract starting October 1. We welcome back all our friends at the laundry.

At this time I am working on reaching an agreement with Teltara on Noble Army Hospital & Clinic at Ft. McClellan, Alabama as well as the Naval Weapons Station at Charleston, South Carolina.

Laura Stefanik, who has been a Union member for twenty years, is retiring after 24 years of service at Eglin AFB in Florida. We wish her a lot of happiness in her retirement. Spend your ITPE pension money wisely, Laura!

Congratulations are in order for Maria Bermudez, ITPE member since 1990. She is the proud mother of Audrey Marie Bermudez, one of the four-year scholarship winners. Audrey plans to attend the University of South Carolina in Columbia. We wish her great success in the years to come!

Joyce Quiles is the mother of Christal Quiles, another four-year scholarship winner. Christal is the first winner at Pensacola NAS and she has been accepted at Florida A&M in Tallahassee.

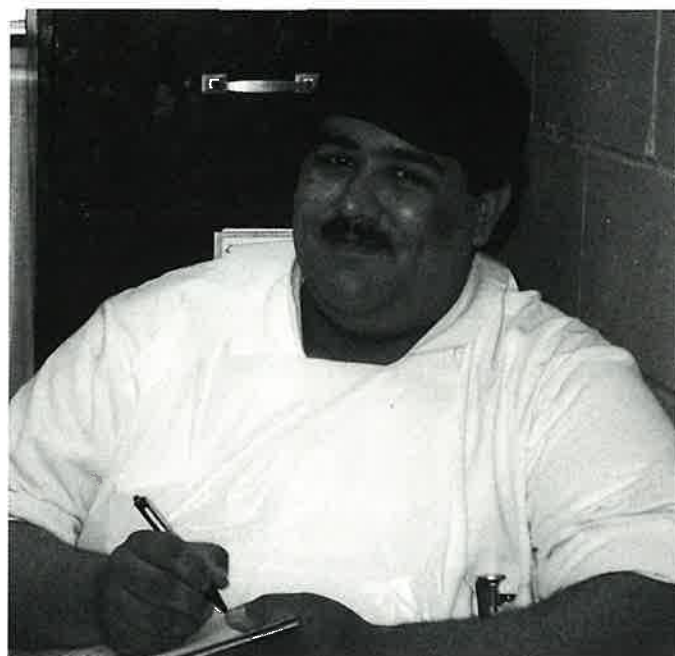
If you have pictures or articles of interest that might be appreciated by ITPE members, please send them to me.

I want to take this opportunity to urge each and every member to register and get out and vote. Your vote counts, especially with all of the cuts in the Service Contract Act. We need to support the elected officials who support us.

Until the next issue, have a safe and fun summer.



Ms. Tomase at Fort Dix Food Service



Brother Bryon Pless, shop steward at Fort Dix, New Jersey



Mrs. Kaegi Porntip at Fort Dix Food Service



Happy Franklin, second from right, poses with H. Gelber, Jerry Bowden, Al Franco, J. Conley, S. Gruber, Jay Lipscomb, and E. Hampton. Mr. Franklin, has been a trustee co-chairman of the ITPE H&W Plan since its inception in 1971. At the age of 85, he announced his retirement at the last H&W/Pension Plan Trust meeting. Mr. Franklin's wisdom and negotiating skills will be missed by both Union and Employer trustees.



Laura Stefanik has been a union member for twenty years. She is retiring after 24 years of service at Eglin AFB, Florida. We wish her a lot of happiness in her retirement. Spend your ITPE Pension money wisely, Laura!



Greetings From Las Vegas

By Theatla "Ruthie" Jones, Vice President

"Welcome Aboard" to Main Building Maintenance Employees at Peterson Air Force Base

On March 26, employees at Peterson Air Force Base in Colorado Springs voted 35 to 17 to join the Union. James Cockrell was the observer for the Union. Also present for the vote were Pat Foley, ITPE Representative, Roy Boyd, Fund Representative, and myself. We were proud of the participation in the election by the employees and naturally happy with the outcome. Now we are in the process of contract negotiation on behalf of the employees at that site. Soon we will be getting another contract out of the Colorado Springs area in Colorado.

Congratulations to the employees at Nellis Air Force Base. Thanks to Superior Services, who has implemented an incentive program at Nellis Air Force Base for their employees.

Mr. Foley and Ms. Maureen Asheimer, ITPE Representatives from the San Antonio area recently organized Dos aviation employees at Hondo, Texas and the motor pool employees at Fort Polk. Mr. Foley recently brought in 40 new members.

Mr. James Foster, ITPE Representative out of Alton,



Leopoldo Diaz, Claudio Bonilla Jr., Alma Estrada, Concha Villanueva of Silgan Containers in Crystal City, Texas

Continued on page 13

Las Vegas (cont.)

Illinois, has reorganized the National Mine Safety Cafeteria employees under contract in Beckley, West Virginia. Mr. Foster is now in the process of getting back pay for employees from Customer Service, Inc. at Wright Patterson Air Force Base. Also, James was recently victorious in a major grievance for one of his shop stewards.

I am proud of the marvelous jobs these representatives in my group are doing. Keep up the good work!

The ITPE convention in Washington, D.C. was a SMASH! Hail to The Chief, Mr. John Conley. We are proud of you!

To members Jack Oden at the Air Force Academy and my assistant Eleanor Locatelli, out prayers are with you, hang in there and keep the faith. You will overcome this! And to any of our other members who are ill, our prayers go out to you.



Mr. Lloyd McConkey, Yellow Cab driver, waiting to go out on his shift.

HOW MANY MORE WILL DIE?

By Craig Harris, Associate Editor

The robbery season for taxi drivers in Las Vegas started late in 1997. It wasn't until well after Thanksgiving that we started having multiple robberies during the night and early morning shifts. I held out hope that we could get through the year without burying a driver.

Then along came Alexander Arasakov, a Checker driver and Russian immigrant whose throat was cut. Although he suffered a deep cut, it missed his carotid artery and he survived. Tragically, four days before Christmas, another driver, Billy Rex Traver was shot on duty and he did not survive. Within three months of his death, John E. Harris was murdered in this Vegas-Western cab.

U.S. Department of Labor studies have confirmed that driving a cab is nearly twice as dangerous as being a cop and half again more death defying than being a clerk in a convenience or liquor store. Convenience retailers have responded well to the situation, adding a second clerk to graveyard shifts, installing video cameras, adding bright exterior lights and even hiring security guards. The thugs had to move on, and it looks like they may be coming back to taxi drivers because we are more vulnerable than a Seven-Eleven. That doesn't mean we can't do something to improve the odds. I challenge James Jimmerson, Transit Authority board chairman, and all Transit Authority personnel, company owners, law enforcement officials and drivers to work together to find some solutions before anyone else dies needlessly.



During a recent trip to Galveston, Mr. H. Ralph Smith was presented the engraved walnut plaque awarded to him during the ITPEU Convention. Mr. Smith asked that we pass along his sincere thanks to the staff and all union members. He further advised that he is enjoying retirement and does a lot of fishing!



Craig Harris, ITPE shop steward and editor of Tripsheet Magazine, which keeps drivers informed about what's going on in the industry.

Don't forget—when in Las Vegas, ride in a union cab and remember to tip your union brother or sister. ITPE Union cabs in Las Vegas are Yellow, Checker, Star and Henderson.



Greetings From The West Coast

By John Brenton, III, Secretary/Treasurer

Members on the west coast were excited to hear about the March convention and all that their delegates accomplished. This union is constantly on the move and looking for new contracts. As a member, you must be proud of your representatives, as it is due to their hard work and constant organizing that union dues are kept to a minimum.

Pat Hasard, the North Pacific ITPE representative, has successfully organized a food service contract at Gowen Field, Boise, Idaho with Do-Well; furthermore, she has successfully organized the Federal Police Emergency Operators with G.S.A. in Auburn, Washington. Good job, Pat!

Paul Harvey, the Southern Pacific ITPE representative, has successfully organized the food service contract with Superior Services at the Marine Corps base at Twenty-Nine Palms, California. He was also successful with the food service (L&E Services) and the custodial services (Teltara Inc.) at the Balboa Naval Hospital in San Diego. Keep on trucking, Paul.

Malmstrom AFB, Great Falls, Montana has a new contractor, Dellew Corporation. Stacey Esterby had been the shop steward there before I became their representative. She has guided the members through a nine-month remodeling closure and through a three-month "in house." She wasn't able to work during that time, but she still managed to keep the members united and loyal to the ITPE. She is always the first to say that the Union is only as strong as its members. Stacey certainly deserves many thanks and congratulations on being such a great shop steward.



Stacey Esterby, Malmstrom AFB, Montana

Fairchild AFB, Spokane, Washington had two contract changes. The food service contract went to Command Management Services, Inc. out of Portland, Oregon. Housing maintenance went to J&J Maintenance out of Austin, Texas. The contract change was on April 1st. On April 1st, I also celebrated my birthday. What a great birthday present—both companies kept all of the employees, offering

them an opportunity to prove themselves. Welcome aboard!

Ft. Lewis, Washington is gearing up for ROTC. It is a very busy time for everyone supporting the effort. McChord AFB in Washington is very busy also. Food Service, Commissary and Custodial are at their peak work time. A lot of reserves and other summer projects keep everyone on their toes.

Ft. Wainwright and Ft. Greely Alaska Food Service are looking forward to a wage and fringe benefit increase this next contract period. All the other Alaska contracts are still in negotiations. I look forward to visiting Alaska late this summer. I have got to give those mosquitoes time to grow to full size (the size of a crow). They are vicious. Of course, I wouldn't want to miss the twenty-four hours of daylight, either. I always have to end every article with, "there are no better people on this Earth than Alaskans. They are always there to lend a hand and offer any help needed."

I would also like to welcome the TMI custodians at the IRS Complex, Fresno, into the ITPE family.

A special "thanks and congratulations" to Agent Mike Young who has been promoted and transferred to Jacksonville, Florida. Mike has been a long-time friend and advocate for the ITPE members in Hawaii. He and Dave Boback, Assistant District Director from the Hawaii D.O.L., have been instrumental in helping ITPE retrieve over half a million dollars due to members at various Hawaii contracts. The ITPE in Hawaii will miss Mike and congratulate Jacksonville D.O.L. for getting a great employee-oriented agent.



Congratulations, Jason Shapiro (on my left) for becoming new shop steward at Hickam AFB Mail Clerks. Jason replaces longtime shop steward Jerry Shoemaker, who is leaving the island.

OFFICERS AND CONVENTION DELEGATES

First Convention—Industrial, Technical & Professional Employees Union AFL-CIO

O F F I C E R S



John F. Conley
President



John Brenton, III
Secretary-Treasurer



Elwood Hampton
Vice President



T. Ruthie Jones
Vice President



Mary Williams
Vice President

1 9 9 8 C O N V E N T I O N D E L E G A T E S



Dennis Arrington



Linda O. Barr



Young Bell



Geraldine Bryant



Dau Chapman



Cindy Diehm



Connie Ellis



Patrick Foley



Paul Harvey



Patricia Hasard



James Lowe



Eddie Rhoden



Sandra Robinson



Talmage Simpkins



Emma Teddlie

PROCEEDINGS

First Convention—Industrial, Technical & Professional Employees Union AFL-CIO Capitol Hilton Hotel, Washington, D.C.

Monday, March 23, 1998

The first convention of the Industrial, Technical and Professional Employees Union was convened Monday, March 23, 1998 at 10:00 a.m. at the Capitol Hilton Hotel, Washington, D.C., with John F. Conley, ITPE President presiding.

The delegates were privileged to hear from several guest speakers: Peggy Taylor from AFL-CIO; Nila Stovall from the U.S. Department of Labor; Congressman Albert Wynn from Maryland's 4th District; Joe Rice, contractor employer; and Tal Simpkins, Director of AFL-CIO Labor Maritime Committee. All delivered inspiring messages. President Conley provided a history going back for 35 years, which he called the first chapter of ITPE, pledging to make the second chapter even more eventful. One would have to say the convention was a huge success, with 18 of the 28 delegates present unanimously approving the following eight constitutional amendments.

CONSTITUTIONAL AMENDMENT 98-1

The delegates to this Convention, being duly assembled in Washington, D.C., this 23rd day of March 1998, wishing to establish a systematic Order of Business for this and future conventions, hereby suspend the regular order of business as currently set forth in the Union's Constitution and hereby amend Article V, Section 10 of this Union's Constitution, in its entirety, as follows:

Section 10—Order of Business

1. Calling the Convention to order
2. Approval of appointment of Committee on Credentials
3. Address of Welcoming
4. Report of Committee on Credentials
5. Appointing officers for the session (if necessary)
6. Approval of Appointment of Standing or Special Committees
7. Reports of officers
8. Old business
9. New business
10. Report of committees
11. Good and welfare
12. Closing of the Convention

CONSTITUTIONAL AMENDMENT 98-2

WHEREAS this labor organization has recently restructured itself; and

WHEREAS the reference to "District No. 5" is no longer necessary or logical to be included in the name of this Union;

NOW, THEREFORE, this 23rd day of March 1998, this Convention hereby RESOLVES:

1. Effective immediately, this Union shall be and hereby is known as the Industrial, Technical & Professional Employees Union and, for purposes of brevity and continuity, shall be known as the ITPE; and
2. The title of this Union's Constitution shall be amended to reflect the new name of this organization; and
3. Any and all references to "District" in this Union's Constitution shall be amended to read, "Union;" and
4. Article I ("Objectives"), Section 1 of this Union's Constitution shall be and hereby is amended to read as follows:

Section 1—Name: This organization shall be known as the Industrial, Technical & Professional Employees Union and, for the purpose of brevity, is to be known as the ITPE. Its powers herewith shall not interfere with the religious or legitimate political activities of its members.

CONSTITUTIONAL AMENDMENT 98-3

The Delegates to this Convention, being duly assembled in Washington, D.C., this 23rd day of March 1998, wishing to assure an orderly process following the tally of ballots for the election of Union Officers and to allow the Impartial Administrator and the Credentials and Tally Committee sufficient time to reduce their election reports to writing, hereby amend Article X, Section 6(e) of this Union's Constitution, in its entirety, as follows:

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ITPE Convention Proceedings (cont.)

(e): The Impartial Administrator and the Committee shall commence their work on the day that the ballots are collected and shall complete their work, including the preparation and filing of their reports, as quickly as possible.

CONSTITUTIONAL AMENDMENT 98-4

WHEREAS this Union's Constitution contains apparent clerical errors in its Article VII ("Duties of Officers and Other Personnel"), Section 5(c); and

WHEREAS it is the desire of this Convention, duly assembled in Washington, D.C., this 23rd day of March 1998, to correct said errors and further amend said Section;

NOW, THEREFORE, this Convention hereby RESOLVES to amend said Article VII, Section 5(c), in its entirety, to read as follows:

(c): In any event, they shall prepare and forward to the Union President a monthly report showing their activities during the month and complying with all other reporting directions issued by the President.

CONSTITUTIONAL AMENDMENT 98-5

WHEREAS this Union's Constitution contains an apparent clerical error in its Article XV ("Charges and Trials of Members"), Section 3(e); and

WHEREAS it is the desire of this Convention, duly assembled in Washington, D.C., this 23rd day of March 1998, to correct said error;

NOW, THEREFORE, this Convention hereby RESOLVES to amend said Article XV, Section 3(e), in its entirety, to read as follows:

(e): A charge which satisfies the requirements of this section shall be presented by the Union President at the next meeting of the Union Council following the date of filing of the charge, provided that the charge was filed at least five (5) business days prior to the meeting. If the charge is received by the Union President less than five (5) business days before the first such Union Council meeting, then the charge shall be presented to the following Union Council meeting. The substance of the charge shall be read by the Union President at the meeting. Thereafter, the Union Council members in attendance at the meeting shall vote on whether to accept or reject the charge. If the charge is rejected by the majority of the Union Council members voting at the meeting, no further action shall be taken thereon.

CONSTITUTIONAL AMENDMENT 98-6

WHEREAS it is the desire of this Convention, duly assembled in Washington, D.C., this 23rd day of March 1998, to have the Constitution explicitly set forth certain duties and responsibilities of the Union Council which are implicit in a current Constitutional provision;

NOW, THEREFORE, this Convention hereby RESOLVES to amend Article VI, Section 5, in its entirety, to read as follows:

Section 5—Duties and Responsibilities: The Union Council shall be responsible for all contract negotiations and the formulation of bargaining demands. It shall also be responsible for the administration of the day-to-day affairs of the Union, including but not limited to, the authority to open or close Union offices, to hire, fire, reassign and lay off ITPE Representatives and all other Union employees, to establish the compensation and benefits for all Union officers and employees and to direct, assign and otherwise supervise all Union officers and employees, except to the extent that specific administrative duties are assigned by this Constitution or by the Union's Convention to a particular officer or officers. The Union Council is empowered to authorize the expenditure of such funds as it may deem necessary for the proper administration of the Union's affairs, consistent with the stated purposes and objectives of this Constitution. The Union Council shall have the exclusive authority, between Conventions, to interpret this Constitution and such interpretation shall continue in effect unless and until amended by Convention action. The Union Council shall have such other powers, duties and authority conferred upon it by the Convention.

CONSTITUTIONAL AMENDMENT 98-7

WHEREAS this labor organization has recently restructured itself; and

WHEREAS, as a result of that restructuring, this Union is not entitled to have Delegates with full voting rights at the Conventions of the National Marine Engineers Beneficial Association;

NOW, THEREFORE, this 23rd day of March 1998, this Convention hereby RESOLVES:

1. Effective immediately, this Union's Constitution shall be and hereby is amended to delete any and all references to the National Convention and/or Delegates to the National Convention from Article V, Section 5; Article IX, Section 1; and Article X, Sections 1, 3(a) and 8(b) thereof. As a result of this Amendment and of Amendments previously passed at this Convention, said Sections shall now read as follows:

ITPE Convention Proceedings (cont.)

Article V, Section 5—Eligibility of Delegates: All members eligible for election to office in this Union shall be eligible for election as delegates to the Union Convention. Qualified delegates to any Union Convention must be elected in the same manner as prescribed herein for the election of officers.

Article IX, Section 1—Eligibility: Any member is eligible for nomination to and election as a Union Officer or as a Delegate to the Union Convention 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 Union 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 Union in each of two out of the three calendar years immediately preceding the election year, provided that time spent by members holding office in the Union or engaged in official Union business shall be considered as employment time for the purpose of this subsection.

Article X, Section 1—Elected Positions: The membership shall elect the Union President, Secretary-Treasurer and three Vice Presidents. The membership shall elect Delegates to the Union Convention at the same time as the election of officers.

Article X, Section 3—Nominations: (a) Any member may be nominated or nominate another member for the offices of Union President, Secretary-Treasurer, Vice President, or Delegate to the Union Convention by delivery in person or sending by registered mail, a nomination petition signed by at least twenty-five (25) members in good standing addressed to the Credentials Committee in care of the Union President at the Headquarters address.

Article X, Section 8—Installation: (b) The duly elected Union President, Secretary-Treasurer, three (3) Vice Presidents and Delegates to the Union Convention shall take over their respective offices and jobs, and assume the duties thereof at 12:01 a.m. on January 1 immediately following the election year. At that time, the terms of their predecessors shall expire. This shall not apply where the successful candidate cannot assume the elected office because of temporary unavailability for a reason which the Union Council shall determine as just cause, in which event the incumbent shall remain in office until the successful candidate assumes the office. If the successful candidate does not assume the office in all cases within 90 days, unless such period is extended by the Union Council for just cause, the provisions of Article VIII of this Constitution shall apply. All

other cases of failure to assume the office shall be dealt with as decided by a majority vote of the Union Council. and

2. It is further resolved that the reference to the National Convention contained in Article VII, Section 1, shall remain and that, consequently, the Union President, Secretary-Treasurer and Vice Presidents shall continue to be ex officio delegates to the National Convention for all relevant purposes as they deem necessary.

CONSTITUTIONAL AMENDMENT 98-8

WHEREAS this labor organization desires to expand the participation of its members in the governance of the Union; and

WHEREAS the Union Convention is the highest governing body of the Union;

NOW, THEREFORE, this 23rd day of March 1998, this Convention hereby RESOLVES that effective at the time of the next nomination and election of Union Delegates, the number of Delegates shall be expanded from 15 to 20; and that, to effectuate that change, Article V, Section 3 shall be amended to read, in its entirety, as follows:

Section 3—Representation: The membership shall elect 20 Delegates to the Union Convention at the same time and in the same manner as the election of Union officers. In addition, the members of the Union Council shall be ex officio Delegates to the Convention with full voting powers. Each Delegate, including each ex officio Delegate, shall have the same voting strength.

PRIORITY ONE: ORGANIZING— The “first priority” of newly, and unanimously, elected RWDSU President Stuart Applebaum is to dramatically expand the union’s organizing program, he told delegates at the RWDSU convention in Chicago last week. He also promised to take a tough stand if Federated Department Stores moves against workers in upcoming contract talks with Macy’s. Retiring president Lenore Miller was honored with a gala tribute to close the convention.

UNIONS WORK, PRODUCTIVITY— Union shops dominate the ranks of the country’s most productive workplaces, according to a recent analysis. The average unionized establishment showed productivity levels 16 percent higher than a “typical” firm, which was defined as a nonunion shop with limited profit-sharing and without formal quality-enhancing methods. The studies’ authors, Lisa Lynch of Tufts University and Sandra Black of the New York Federal Reserve, say unions have the productivity advantage because most have quality-enhancing programs, union workers feel a greater stake in the companies they work for and employees can negotiate on an equal footing. How to complete: the Impact of Workplace Practices and Information is \$5 from National Bureau of Economic research, 1050 Massachusetts Ave., Cambridge, Mass 02138, or phone 617-868-3900.

SCENES FROM THE ITPE CONVENTION



Above: ITPE President John Conley presents a plaque honoring former ITPE Sec.-Treas. Ralph Smith. Pat Foley, ITPE representative and convention delegate, accepted the plaque for Mr. Smith, who was unable to attend due to illness. We all wish Ralph a speedy recovery. Below: Paul Harvey and Mary Williams



Members of the ITPE District Executive Council: J. Conley, President; John Brenton, Secretary-Treasurer; E. Hampton, Mary Williams and Ruthie Jones, Vice Presidents; guest Carmelita Aman; Dennis Arrington, Comptroller and Organizing Director. The Council met prior to the Convention.



Top left, Ricky Esopa; Top right, Sandra Robertson; above, Tal Simpkin. Right: Denise Moore, shop steward, helps out at the ITPE Washington office.



Above: Linda Barr, Dennis Arrington. Left: Dau Chapman, John Brenton

ITPE

BRANCH OFFICES

Listed below are branch offices of the ITPE Union. 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.

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 Talmage Simpkins, Executive Director
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ITPE Health and Welfare Plan

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 Joan Wolfe, Administrator
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ITPE Pension Plan

ITPE Annual Benefit Plan, ERISA Systems
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 Albert Franco
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