



ITPENews

AFFILIATED WITH DIST. NO. 1-PCD-MEBA-AFL-CIO

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

Vol. 18, No. 4

Winter 1999

Season's Greetings

**INSIDE
NOTICE TO
EMPLOYEES2**

**REPORT OF ITPE
FUNDSPG 3**

**WASHINGTON
REPORT..... PG 4**

**LAS VEGAS
REPORT..... PG 5**

**REPORT ON
BASES PG 7**

**SCHOLARSHIP
WINNERS .. PG 9**

**ORGANIZING
REPORT .. PG 12**

**GREETINGS FROM
THE WEST COAST
PG12**

**KNOW YOUR
RIGHTS15**



REPORT OF THE PRESIDENT

by John F. Conley

On January 1-2000 we move into a new millennium. (A period of 1000 years) When we look back. It is obvious the human race has come a long way. The ITPE isn't quite that old, however in its 36 year history the ITPE has also come a long way.

We close out this year on a note of accomplishments. Our own autonomy (the right to self-govern), a financially sound organization, continued membership growth through our organizing successes, strong membership support. Responsible management of resources requiring only minimal dues increases during the 36 years. Leadership, coupled with a dedicated team of officers, representatives and support staff. Of course I would be remiss if I didn't mention the ITPE Benefit Plans. In today's market most companies, corporations, etc. are reducing employee benefits. What is the ITPE doing? Just the opposite! The ITPE is increasing benefits including scholarship programs for ITPE members and their dependents. You will learn more about these benefits when you read the Fund Representatives Report (Roy Boyd) and elsewhere in this issue.

Now that a new year is upon us we cannot let our guard down. Continued success will only come as a result of foresight and hard work. Working men and women still have their enemies out there. There continues to be attempts to evade the Service Contract Act on Capitol Hill. The Department of Labor is currently reviewing surveys intent on eliminating certain job classifications and reducing prevailing area wide wage rates. If this is

allowed to happen this will also impact on our members. More and More contracts are being awarded to NISH agencies.

Now more than ever we must roll up our sleeves and be united in protecting that, what we have worked so hard for. How do we do that? "Answer" Register to vote. Do so now. National elections are to be held in the year 2000. We must get out and vote for legislators who are supportive of the Labor movement, the Service Contract Act, your rights to join and support your union. Don't gamble on your rights, you do have a voice. Let it be heard, "VOTE"! Not only you, your spouse, your family, friends and neighbors. Get them all to vote, every vote counts.

We will let you know later who those legislators are that support the principles of working men and women.

Keep your Union strong, support the PAC Fund. Assist your representatives in organizing the unorganized. Attend Union meetings and Vote.

Thank you for helping me to lead the ITPE into the next millennium.

Have a Joyous Holiday
You've Earned It
Fraternally,

John F. Conley

President

NOTICE TO EMPLOYEES COVERED BY UNION SHOP AGREEMENTS

The Industrial Technical & Professional Employees Union, AFL-CIO ("ITPE") represents employees throughout the country and assists them by negotiating better wages, benefits and other conditions of employment and by pursuing meritorious grievances. All but a small portion of the ITPE's financial resources are spent on these and related activities. That remaining, small portion is used for organizing, support for political activities and community services. All of these activities are for the benefit of the members of this union.

Many workers represented by the ITPE are in units covered by collective bargaining agreements which include union shop clauses. Those are provisions which

require the covered workers to be members of or otherwise provide financial support to ITPE. This annual notice will assist you in understanding the advantages and benefits of union membership and provides you with information on your obligations if you choose not to be a full member and instead to pay a non-member fee.

Benefits of Union Membership

All employees covered by an ITPE collective bargaining agreement, including non-members, receive the protections and benefits of that agreement. However, only members are entitled to attend Union meetings, to serve as shop stewards, to nominate and vote for candidates for Union office or Convention Delegate and to run and be elected to any of those positions. Only members are allowed to participate in the development of contract proposals and Union policies.

Dues for ITPE membership and a full voice in the Union are only \$20.00 per month. In all but a few instances, you have the convenience of having your employer deduct the dues from your paycheck and send the money to the ITPE.

Non-Member Fees

Employees who are covered by a union shop clause but choose not to be ITPE members must pay non-member fees. These fees cover the ITPE's services related to the collective bargaining process and representation, such as negotiation of col-

lective bargaining agreements, enforcement and administration of those agreements, meetings with employees and employers, and representation of employees in grievance and arbitration proceedings. Excluded from the services covered by the non-member fees are the costs of organizing, of any community service and of political activities. Also excluded from the current calculation are any publication expenses.

The ITPE had certified public accountants review its expenditures for calendar year 1998 and determine the percentage of those expenses which are chargeable to non-members (and, thus, included in the fee) and which are nonchargeable (and therefore excluded). It determined that the chargeable costs were 80.55% of the ITPE's expenditures for that year (i.e., the nonchargeable costs were 19.45%).

Applying this percentage to the \$20.00 per month dues paid by full ITPE members, the non-member fee is \$16.00 per month for the period of January 1, 2000, through December 31, 2000. As noted above, any employee who chooses to pay the non-member fee instead of full Union dues has no voice in any ITPE affairs.

Please note that since the chargeable and nonchargeable expenses may change from year to year, the non-member fee may also fluctuate each year. Individuals who elect to pay the non-member fee rather than

Continued on page 5

FOR YOUR INFO

Areas by Vice President Jurisdiction

West Coast

by John Brenton, Sec./Treasurer

John Brenton	Fresno
Pat Hasard	Tacoma
Paul Harvey	San Pedro
William Cable	Hawaii

Central

by Ruthie Jones, Vice President

Ruthie Jones	Las Vegas
James Foster	Alton, Ill.
Pat Foley	San Antonio
Maureen Alsheimer	San Antonio

East Coast

by Mary Williams, Vice President


Mary Williams	Savannah
Cindy Diehm	Fort Bragg
Dennis Conley	Savannah

Washington, D.C.

Elwood Hampton, Vice President

Eddie Rhoden
Charles Hampton
Sandra Robinson

INDUSTRIAL, TECHNICAL AND PROFESSIONAL EMPLOYEES UNION



ITPE NEWS

AFFILIATED WITH DIST. NO. 1-PCD-MEBA-AFL-CIO

Vol. 18, No. 4

Winter 1999

ITPE OFFICERS

John F. Conley, *President*

V. P.
Elwood Hampton

John Brenton, III, *Secretary-Treasurer*

Vice Presidents
T. (Ruthie) Jones

V. P.
Mary Williams

NOTICE TO EMPLOYEES COVERED BY UNION SHOP AGREEMENTS

The Industrial Technical & Professional Employees Union, AFL-CIO ("ITPE") represents employees throughout the country and assists them by negotiating better wages, benefits and other conditions of employment and by pursuing meritorious grievances. All but a small portion of the ITPE's financial resources are spent on these and related activities. That remaining, small portion is used for organizing, support for political activities and community services. All of these activities are for the benefit of the members of this union.

Many workers represented by the ITPE are in units covered by collective bargaining agreements which include union shop clauses. Those are provisions which

require the covered workers to be members of or otherwise provide financial support to ITPE. This annual notice will assist you in understanding the advantages and benefits of union membership and provides you with information on your obligations if you choose not to be a full member and instead to pay a non-member fee.

Benefits of Union Membership

All employees covered by an ITPE collective bargaining agreement, including non-members, receive the protections and benefits of that agreement. However, only members are entitled to attend Union meetings, to serve as shop stewards, to nominate and vote for candidates for Union office or Convention Delegate and to run and be elected to any of those positions. Only members are allowed to participate in the development of contract proposals and Union policies.

Dues for ITPE membership and a full voice in the Union are only \$20.00 per month. In all but a few instances, you have the convenience of having your employer deduct the dues from your paycheck and send the money to the ITPE.

Non-Member Fees

Employees who are covered by a union shop clause but choose not to be ITPE members must pay non-member fees. These fees cover the ITPE's services related to the collective bargaining process and representation, such as negotiation of col-

lective bargaining agreements, enforcement and administration of those agreements, meetings with employees and employers, and representation of employees in grievance and arbitration proceedings. Excluded from the services covered by the non-member fees are the costs of organizing, of any community service and of political activities. Also excluded from the current calculation are any publication expenses.

The ITPE had certified public accountants review its expenditures for calendar year 1998 and determine the percentage of those expenses which are chargeable to non-members (and, thus, included in the fee) and which are nonchargeable (and therefore excluded). It determined that the chargeable costs were 80.55% of the ITPE's expenditures for that year (i.e., the nonchargeable costs were 19.45%).

Applying this percentage to the \$20.00 per month dues paid by full ITPE members, the non-member fee is \$16.00 per month for the period of January 1, 2000, through December 31, 2000. As noted above, any employee who chooses to pay the non-member fee instead of full Union dues has no voice in any ITPE affairs.

Please note that since the chargeable and nonchargeable expenses may change from year to year, the non-member fee may also fluctuate each year. Individuals who elect to pay the non-member fee rather than

Continued on page 5

FOR YOUR INFO

Areas by Vice President Jurisdiction

West Coast

by John Brenton, Sec./Treasurer

John Brenton	Fresno
Pat Hasard	Tacoma
Paul Harvey	San Pedro
William Cable	Hawaii

Central

by Ruthie Jones, Vice President

Ruthie Jones	Las Vegas
James Foster	Alton, Ill.
Pat Foley	San Antonio
Maureen Alsheimer	San Antonio

East Coast

by Mary Williams, Vice President

Mary Williams	Savannah
Cindy Diehm	Fort Bragg
Dennis Conley	Savannah

Washington, D.C.

Elwood Hampton, Vice President
Eddie Rhoden
Charles Hampton
Sandra Robinson



REPORT OF ITPE FUNDS REPRESENTATIVE ROY J. BOYD

Many times while visiting you at your ITPE Union meetings or on your job sites, you ask me how we go about determining what benefit changes are to be made in the ITPE Health and Welfare Plan. I am taking this opportunity to explain the process.

The ITPE Health and Welfare Fund Board of Trustees has appointed a Benefits Committee. The Benefits Committee is composed of Company Officials and ITPE Union Officials who also serve as members of the ITPE Health and Welfare Fund Board of Trustees. This Benefits Committee has the responsibility of studying the needed improvements to the ITPE Health and Welfare Plan. The Committee studies several options and then makes recommendations to the Board of Trustees. The recommendations include cost estimates for each of the various proposed benefits. Mrs. Joan Wolfe, the Plan Attorney, Mr. Reed Joiner, the Plan Actuary and I, the Plan Representative, attend the Benefits Committee meeting. We have to make reports on statistics gathered during the year to the Benefits Committee.

Throughout the course of the year, records are kept to show exactly how much money is spent on each type of benefit provided by the Fund. As your Health and Welfare claims are processed, we are able to track those benefits that you seem to need the most. Of course, the benefits are limited in relationship to the amount of contributions available. Since contributions are limited, decisions must be made to spend available monies for those benefits that appear most needed and desired by you. This is why we like to have input from you, the participant, throughout the year, your ITPE Union Representatives report to us what you tell them concerning desired changes in the Health and Welfare Plan. The prescription drug benefit is a relatively new benefit provided by the ITPE Health and Welfare Fund. This benefit was given priority over other needed benefits due to the many requests by you for a prescription drug benefit. In fact, the need for and use of this benefit has been such that the Benefits Committee is already recommending an increase in the prescription drug benefits. During the latter part of 1997 and in 1998, a lot of publicity was done concerning the cost of

funerals. The Benefits Committee studied this situation relative to the ITPE Health and Welfare Plan death benefits. The great concern was the death benefits for dependents deaths. Consequently, death benefits for employees and dependents were raised! During the past several months, Outpatient Diagnostic X-ray and Lab Benefits have been increased by 33%! Anesthesiology Benefits have been doubled! Since these changes were made, another year has gone by.

The ITPE Health and Welfare Benefits Committee has given much consideration to the ever increasing cost of treatment for circulatory conditions such as heart problems and strokes. The Committee is recommending benefits specifically for these costly treatments. "In Hospital" costs is another area that the Benefits Committee is recommending higher levels of benefits for you.

The ITPE Health and Welfare Fund Board of Trustees will hold its next meetings during the week of October 18, 1999. The Board of Trustees will carefully evaluate all recommendations made by the Benefits Committee. After hearing from all other Committees, the Board of Trustees will decide what benefit improvements the Fund can afford. By the time you read this article, many of you will already be using benefits improvements brought about at these meetings.


Read your ITPE News Carefully. Somewhere in the ITPE News, the new Health and Welfare increases will be reported to you. The ITPE Union Representatives and the participating employers are to be congratulated for their successful negotiating on your behalf! Please be reminded that now is the time to get scholarship applications filed for yourselves and your senior class children!

I look forward to my next visits with you. In the meanwhile, have a safe and happy Holiday Season!

Very truly yours,

Roy J. Boyd
ITPE Fund Representative

Holiday Newsletter

INDUSTRIAL, TECHNICAL AND PROFESSIONAL EMPLOYEES UNION		
 <h1>ITPENews</h1>		
AFFILIATED WITH DIST. NO. 1-PCD-MEBA-AFL-CIO		
Vol. 18, No. 4		Winter 1999
ITPE OFFICERS		
John F. Conley, <i>President</i>		John Brenton, III, <i>Secretary-Treasurer</i>
V. P. Elwood Hampton	Vice Presidents T. (Ruthie) Jones	V. P. Mary Williams



FROM THE WASHINGTON OFFICE

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

ITPE WASHINGTON OFFICE remains on the cutting edge as the assault continues against Service Contract Employees from all directions.

A letter was dispatched to President Clinton, requesting an extension to Executive order no. 12933, which would grant all service Contract Employees the right to remain on the job when a contract changes contractors. This request has not been acted upon as of this date. ITPE shall continue to push for a commitment from the President.

On July 28, 1999, a meeting was held in Washington D.C., attended by ITPE Representatives- Elwood Hampton and Sidney Kalban. The Wage & Hour Director, described the wage and hour intentions to institute a new wage determination process by June 30, 2000 affecting all Federal Contracts governed by the service Contract Act. Our views were requested by the Dept. Of Labor.

ITPE considers our views critical and we thank the Department of Labor for the opportunity to express them.

ITPE also believe that a good membership is one that is best informed. Our views to the Dept. of Labor, in total are as follows:

William W. Gross, Director

Thank you for meeting with us and the other labor organization representatives on July 28 and for giving us this opportunity to comment on the proposals presented at the meeting for the changes in the survey used to determine area-wide prevailing wages under the Service Contract Act. However, after reviewing the materials distributed at the meeting, it is not possible for us to fully evaluate the alternative proposals without a more in-depth explanation. Specifically, the labor organization representatives would appreciate the opportunity to meet with BLS staff, together with you and your staff, so that we can more fully understand the survey methodology used in their surveys. We strongly believe that until

we have had such a meeting, we cannot make any definitive judgments about how the alternatives might impact the service workers we represent.

Accordingly, the comments below are only preliminary and do not address the full range of concerns we have regarding the proposals to use different surveys in the development of area-wide wage rates.

A. OES Survey Results

If the OES surveys in North Carolina are illustrative of results elsewhere, it appears they are being conducted, whether internationally or not, in a manner which drives down the current area-wide wage rates. Indeed, many of those decreases would drive wages so low that



numerous

Federal contractor employees would end up below the poverty level and on the welfare rolls, thereby increasing the expenditures of other government agencies.

There are some striking anomalies in the OES results. These aberrations include cooks supposedly having lower mean and median wages than the food preparation workers (and employees in other food service job categories) who are supposed to assist them. Another anomalous OES survey outcome indicates that the average wage for legal secretaries (whether mean or median) is lower than that for all other secretaries in the locality. Real

life experience would point to quite the opposite.

Other issues are raised by the changes in job classifications used in the OES surveys. Some are broader than those in the current SCA Directory while others are narrower. There is enough difficulty with the "fit" of the Food and Sanitation Specialists represented by the ITPE within the existing definition of Mess Attendant It is unknown whether these workers would be "waiters and waitresses," "dining room and cafeteria attendants," "food preparation workers" or "all other food service workers" under the OES survey. In addition to the questionable wage data for cooks, many of the OES surveys do not include a category for institutional cooks, leading to the problem of what classification should be used for the service contract cooks, nor any gradation of cook. The federal service contract cooks represented by ITPE are required to have substantial experience and some to have advanced skills. The OES survey would improperly lump them with novices to determine their area-wide rate.

The OES surveys also do not differentiate between armed and unarmed guards nor do they seem to have a classification for hospital housekeeping employees. The over-inclusive categories will not reveal the true prevailing wages of the higher skilled workers within them; while the under-inclusive categories make it difficult, and generally impossible, to determine which (if any) "fits" the work actually performed. (The "combined" categories, which would appear to require employees to perform multiple duties, for some reason tends to have lower wage rates than the jobs they are combining. This could lead to employers and/or procurement agents requiring employees to perform multiple tasks, all of course at the high levels required by service contracts, in order to decrease the wages paid, another very anomalous result of the OES surveys.

B. Due Consideration

The evident tendency of the OES
(Continued on p. 11)



FROM THE WASHINGTON OFFICE

BY ELWOOD HAMPTON, ITPE Vice President/Legislative Director

ITPE WASHINGTON OFFICE remains on the cutting edge as the assault continues against Service Contract Employees from all directions.

A letter was dispatched to President Clinton, requesting an extension to Executive order no. 12933, which would grant all service Contract Employees the right to remain on the job when a contract changes contractors. This request has not been acted upon as of this date. ITPE shall continue to push for a commitment from the President.

On July 28, 1999, a meeting was held in Washington D.C., attended by ITPE Representatives- Elwood Hampton and Sidney Kalban. The Wage & Hour Director, described the wage and hour intentions to institute a new wage determination process by June 30, 2000 affecting all Federal Contracts governed by the service Contract Act. Our views were requested by the Dept. Of Labor.

ITPE considers our views critical and we thank the Department of Labor for the opportunity to express them.

ITPE also believe that a good membership is one that is best informed. Our views to the Dept. of Labor, in total are as follows:

William W. Gross, Director

Thank you for meeting with us and the other labor organization representatives on July 28 and for giving us this opportunity to comment on the proposals presented at the meeting for the changes in the survey used to determine area-wide prevailing wages under the Service Contract Act. However, after reviewing the materials distributed at the meeting, it is not possible for us to fully evaluate the alternative proposals without a more in-depth explanation. Specifically, the labor organization representatives would appreciate the opportunity to meet with BLS staff, together with you and your staff, so that we can more fully understand the survey methodology used in their surveys. We strongly believe that until

we have had such a meeting, we cannot make any definitive judgments about how the alternatives might impact the service workers we represent.

Accordingly, the comments below are only preliminary and do not address the full range of concerns we have regarding the proposals to use different surveys in the development of area-wide wage rates.

A. OES Survey Results

If the OES surveys in North Carolina are illustrative of results elsewhere, it appears they are being conducted, whether internationally or not, in a manner which drives down the current area-wide wage rates. Indeed, many of those decreases would drive wages so low that



numerous

Federal contractor employees would end up below the poverty level and on the welfare rolls, thereby increasing the expenditures of other government agencies.

There are some striking anomalies in the OES results. These aberrations include cooks supposedly having lower mean and median wages than the food preparation workers (and employees in other food service job categories) who are supposed to assist them. Another anomalous OES survey outcome indicates that the average wage for legal secretaries (whether mean or median) is lower than that for all other secretaries in the locality. Real

life experience would point to quite the opposite.

Other issues are raised by the changes in job classifications used in the OES surveys. Some are broader than those in the current SCA Directory while others are narrower. There is enough difficulty with the "fit" of the Food and Sanitation Specialists represented by the ITPE within the existing definition of Mess Attendant It is unknown whether these workers would be "waiters and waitresses," "dining room and cafeteria attendants," "food preparation workers" or "all other food service workers" under the OES survey. In addition to the questionable wage data for cooks, many of the OES surveys do not include a category for institutional cooks, leading to the problem of what classification should be used for the service contract cooks, nor any gradation of cook. The federal service contract cooks represented by ITPE are required to have substantial experience and some to have advanced skills. The OES survey would improperly lump them with novices to determine their area-wide rate.

The OES surveys also do not differentiate between armed and unarmed guards nor do they seem to have a classification for hospital housekeeping employees. The over-inclusive categories will not reveal the true prevailing wages of the higher skilled workers within them; while the under-inclusive categories make it difficult, and generally impossible, to determine which (if any) "fits" the work actually performed. (The "combined" categories, which would appear to require employees to perform multiple duties, for some reason tends to have lower wage rates than the jobs they are combining. This could lead to employers and/or procurement agents requiring employees to perform multiple tasks, all of course at the high levels required by service contracts, in order to decrease the wages paid, another very anomalous result of the OES surveys.

B. Due Consideration

The evident tendency of the OES
(Continued on p. 11)



From Las Vegas

By Theatla "Ruthie" Jones, Vice President

Welcome to Markrist Electrical Engineers who were recently organized here in Las Vegas. I was successful in negotiating a satisfactory contract for our new members with the Vice President of Markrist, Mr. Mark Patel. The area of coverage by the guys is the University of Nevada Las Vegas, where they take much pride in making sure everything is up to par.

I have on going potentials in organizing in other areas.

As of October 1 we have a new contractor for the clinic portion of Main Building Maintenance, Hospital Klean of Texas, Inc. is the successor. The remainder of the MBM maintenance contract was to be awarded to a successor contractor also October 1 but it has been extended for another month. So at this point in time we do not know who the successor will be.

We are currently reviewing the situation at the Fort Carson site where "Goodwill" of Colorado Springs took over October 1, 1999. Concerns are growing over contracts being assigned to NISH groups particularly where some of these NISH groups are not really helping the physically or emotionally handicapped but are being used in welfare to work programs. They are knocking people who have worked for years at these bases out of their jobs and are putting them onto welfare in order to get some government grant, they take other people off welfare and replace them with the ones they knock out of jobs. We are checking into the legality of these actions.

All in attendance at my meetings participated in the ITPE Political Pac Fund. Way to go Colorado Springs. The Pac Fund is alive and well, so members get a hold of your representatives and let them know you want to be a participant in helping protect your future and that of your family. You have good wages and benefits that you are receiving now, which are only getting better. My advice to you, my sisters and brothers is, if you want to continue to receive better wages and benefits, you must help us to continue this fight in securing your future. I cannot over emphasize how valuable your support is in the PAC program. So when your union representatives approach you about the pac fund, I urge you to listen and be ACTIONARY WITH YOUR

SUPPORT.

For those employees under the Annual Benefit Plan the Trustees were able to provide you with additional benefits and to add on to the educational benefits plan. For those of you not covered by the ANNUAL BENEFIT FUND you should urge your employers to agree to contribute to that plan for your vacations, holidays, sick leave, bereavement, jury duty training pay programs and other improvement of your benefits.

On the San Antonio TX front with Pat Folev and Maureen Alshmerier, have done a fantastic job in organizing. They have been very busy. Areas organized: Sheppard AFB, TX, janitorial service; Dyess AFB, TX, Refuse; Ft. Sam Houston, TX, Food Service; Lackland AFB, TX Animal Control; Presidio, TX, Security. We are still busy organizing other places.

On the Alton, IL front with James Foster : We welcome back Linda Wedoe from a leave of absence.

After a long, arduous struggle, the payment of vacation and sick leave benefits to former employees of Customer Service, Inc. at Wright-Patterson AFB has been settled. Also, partial payment (over \$7,000.00) was received for delinquent payments to the ITPE Annual Benefit Fund, with promise of the balance being paid by September 30th of this year. Also Mr. Foster is working with several groups who have expressed an interest in joining the ITPE. One group is in Ohio and the other group is in West Virginia. Initial meetings are being scheduled to discuss the benefits of membership in our Union.

As always, GREAT JOB GANG. Way to go.

On a solemn note and in the memory of two long time loyal members and strong union supporters, Thomas Munch, age 55, a Yellow Cab driver died from a heart attack on August 28th. Carol Johnson, age 57, a Yellow Cab driver died of respiratory failure on September 4th. Dear dear friends. They will be solely missed.

FRATERNALLY,
V.P. T 'RUTHIE' JONES

Continued from page 2

membership dues must do so each year by filing an objection in accordance with the procedure set forth as follows.

Filing of Objections

Anyone who objects to paying membership dues (and who will, instead, pay the non-member fee) must file an objection annually. That objection must be filed in writing with the ITPE Dues Objection Administration, ITPE Headquarters, 2222 Bull Street, Suite 200, Savannah, GA 31401. Any non-member

who is currently covered by a union shop clause and who objects to paying membership dues for calendar year 2000 must file that objection no later than January 31, 2000. (An employee who first becomes covered by a union shop clause after December 31, 1999, and any member who resigns from full ITPE membership will have thirty days from notification of the option to pay a non-member fee in which to file an objection.)

Any employee who files an objection will be sent a detailed description of

how the non-member fee was calculated, including further information regarding for which categories of expenditures they will be charged and for which they will not be charged. They will also be informed of the procedure to be used by anyone who wishes to challenge the calculation.

Fraternally,

John Brenton III
Secretary-Treasurer

Alton Branch Area



#1 ITPE members during a recent meeting with ITPE Representative Jim Foster at National Railway Locomotive Rebuilders at Silvas, IL. Dave Schooley and Jim Bowan are the Shop Stewards there.



#2 ITPE-Shop Steward Jamie Matson center with other ITPE members at the Department of the Treasury, Bureau of Public Debt, Parkersburg W-Va. They all are security guard employees employed by Government Contract Resources, Inc. With the smiles on those faces, they must be happy.



#3 Food Service employees at the Job Corp Training Center at Golconda, IL. (L-R) Seated - Terry Rose, Agnes Shultz, Annie Kaylor, and Shelia Lasater.

ITPE HEALTH AND WELFARE BENEFIT INCREASES

I am pleased to announce the Board of Trustees approved at its meeting on October 21, 1999 the following ITPE Health and Welfare Benefits increases to be effective retroactively to October 1, 1999.

John F. Conley
Co-Chairman

At the \$1.63 Contribution Rate:

Accident & Sickness Benefit (Disability)

Class I From	\$20.00 to \$35.00 per week
Class II From	\$25.00 to \$45.00 per week
Class III From	\$42.00 to \$75.00 per week
Class IV From	\$57.00 to \$100.00 per week

Hospital Miscellaneous

Class I From	\$1,250.00 to \$2,500.00
Class II From	\$1,850.00 to \$3,750.00
Class III From	\$3,750.00 to \$7,500.00
Class IV From	\$5,000.00 to \$10,000.00

Supplemental Sickness

Class I From	\$320.00 to \$450.00 per year
Class II From	\$425.00 to \$575.00 per year
Class III From	\$565.00 to \$750.00 per year
Class IV From	\$750.00 to \$1,000.00 per year

Supplemental Accident

All Classes	From \$400.00 to \$800.00 per accident
-------------	--

Vision Benefit

Add Frames	New	\$50.00
------------	-----	---------

Family Prescription Benefit

Class I & II	From \$175.00 to \$700.00
Class III & IV	From \$250.00 to \$1,000.00

When hospitalization is due to stroke and heart disease; Hospital miscellaneous and Surgery benefits pays double.

At the \$1.39 rate, Prescription benefit was increased as listed:

Class I & II	From \$175.00 to \$350.00
Class III & IV	From \$250.00 to \$500.00



#3A Food Service Employees during a meeting at Job Corp Training Center, Galkonda, IL.



Ft. Knox

#4 ITPE is well represented at Ft. Knox. (L-R) Food service employee's Evelyn Underwood (cook) and Shop Stewards Nelda Dennis, Dominic Pallummo, Elizabeth White and Bertha Brookins.



#4A Clarence Mitchell seated - Managing Partner of Contract employee Rivercity Managing services at a recent meeting with some of the First Cooks at Ft. Knox.

Alton Branch Area



#1 ITPE members during a recent meeting with ITPE Representative Jim Foster at National Railway Locomotive Builders at Silvas, IL. Dave Schooley and Jim Bowan are the Shop Stewards there.



#2 ITPE-Shop Steward Jamie Matson center with other ITPE members at the Department of the Treasury, Bureau of Public Debt. Parkersburg W-Va. They all are security guard employees employed by Government Contract Resources, Inc. With the smiles on those face, they must be happy.



#3 Food Service employee's at the Job Corp Training Center at Golconda, IL. (L-R) Seated - Terry Rose, Agnes Shultz, Annie Kaylor, and Shelia Lasater.

ITPE HEALTH AND WELFARE BENEFIT INCREASES

I am pleased to announced the Board of Trustees approved at its meeting on October 21, 1999 the following ITPE Health and Welfare Benefits increases to be effective retroactively to October 1, 1999.

John F. Conley
Co-Chairman

At the \$1.63 Contribution Rate:

Accident & Sickness Benefit (Disability)	
Class I From	\$20.00 to \$35.00 per week
Class II From	\$25.00 to \$45.00 per week
Class III From	\$42.00 to \$75.00 per week
Class IV From	\$57.00 to \$100.00 per week

Hospital Miscellaneous

Class I From	\$1,250.00 to \$2,500.00
Class II From	\$1,850.00 to \$3,750.00
Class III From	\$3,750.00 to \$7,500.00
Class IV From	\$5,000.00 to \$10,000.00

Supplemental Sickness	
Class I From	\$320.00 to \$450.00 per year
Class II From	\$425.00 to \$575.00 per year
Class III From	\$565.00 to \$750.00 per year
Class IV From	\$750.00 to \$1,000.00 per year

Supplemental Accident	
All Classes	From \$400.00 to \$800.00 per accident

Vision Benefit	
Add Frames	New \$50.00

Family Prescription Benefit	
Class I & II	From \$175.00 to \$700.00
Class III & IV	From \$250.00 to \$1,000.00

When hospitalization is due to stroke and heart disease; Hospital miscellaneous and Surgery benefits pays double.

At the \$1.39 rate, Prescription benefit was increased as listed:

Class I & II	From \$175.00 to \$350.00
Class III & IV	From \$250.00 to \$500.00



#3A Food Service Employees during a meeting at Job Corp Training Center, Galconda, IL.



Ft. Knox
#4 ITPE is well represented at Ft. Knox. (L-R) Food service employee's Evelyn Underwood(cook) and Shop Stewards Nelda Dennis, Dominic Pallummo, Elizabeth White and Bertha Brookins.



#4A Clarence Mitchell seated - Managing Partner of Contract employee Rivercity Managing services at a recent meeting with some of the First Cooks at Ft. Knox.

West Coast Area



#1 Ft. Lewis, WA - Food Service employee's enjoy meeting John Brenton III, Secy-Treasurer center and Shop Steward Young Bell to his left



#2 Ft. Lewis, WA - ITPE members listen intently at a member-ship meeting conducted by ITPE Secy-Treasurer John Brenton.



#3 McChord AFB, Tacoma, WA - Ms. Annie Jackson a long time ITPE Union supporter has a laugh with ITPE Representative Pat Hasard and John Brenton III. Ms. Jackson will celebrate 25 years at McChord in July 2000.



#4 McChord AFB, Tacoma, WA - Shop Steward Joan Logan in hat with Secy-Treasurer John Brenton III pose with custodial employees. All expressed great satisfaction with the Annual Benefit Fund. Do-Well Services is their employer.



#5 McChord AFB, Tacoma, WA - Another group of ITPE members express their appreciation of the Annual Benefit Plan and the importance of the PAC Fund. All contribute generously. (L-R) The Happy Hawaiian, George Makalana, Barrick Sewell, Shop Steward Vanessa Sablan, John Brenton Secy-Treasurer and Duane Naparan. All commissary employee's employed by Do-Well Services.



#6 McChord AFB - Food Service employee's at a recent ITPE meeting pose with John Brenton standing center rear and ITPE Rep. Pat Hasard on left and Asst. Project Manager Pen Breeze in suit.

Report on Bases From Pat Hasard, Tacoma, WA

Ft. Greeley is rumored to be closed down in about SIX months. These rumors have persisted for over five years, but seem more of a reality now.

Ft. Wainwright Food Service- All is well People busy preparing for the winter and all the hardship it brings.

Eielson A.F.B., North Pole, has been very busy with it's annual exercise called "Cope Thunder". They have been feeding military personnel from Japan, Austrailia, Singapore and other exotic local. So when Santa visits his own "home town" food service members, he knows they have not only been good, but very, very good, feeding all these people with no extra help!!!

Hospital site, Bassett Army hospit

Fairbanks, AK. has bid fare well to shop steward Barbara McCall. We wish her all the best in her new location and a hardy thanks for a job well done.

VA Hospital & Ft. Richardson Clinic are both happy about better wages and improved fringe benefits.

My Coast Guard Bases one in Ketchikan remains the same, no new fringes. Kodiak got wage and H & W increases.

My local bases are busy this time year. It all slows down around the holidays. Ft. Lewis, very happy about John's visit. Happy about the two days of holiday pay from the A.B.F. McChord Comm. very happy about A.B.F. benefits and are nervously waiting to get a new contractor in April of 2000 . McChord Food Service and Custodial are waiting to hear who their new contractor will be. Both very pleased that they got to meet Sec.-Treas. John Brenton III. GSA Auburn is still adjusting to their new contractor, Portland Habilitation All is

going well. My unit In Oregon is doing well. Personal note: Bernie Blakeney's husband is home and doing much better after his two month stay in Madigan Army Hospital.

Sincerely,
Pat



COLORADO.



D.E.W. Management, Inc. Ft. Carson, CO
L - R: - Yoshi Sinde, Chief Steward Jerry Sanchez and
Mila Nicholson



Members in attendance at the meeting



Members in attendance at the meeting



ProServe Corporation
-Schriever Air Force Base CO



Members in attendance at the meeting

ABF - Bonus Days

To: ANNUAL BENEFITS FUND PARTICIPANTS

On behalf of the Trustees of the ITPE Annual Benefit Fund I am pleased to announce the Trustees have voted to provide all eligible participants -Two (2) Bonus Days

The automatic payment of these Two (2) Bonus Days will be made during the month of December to all employees covered by the ABF who would be eligible to receive a holiday or sick leave benefit as of September 1, 1999.

If your employer is not a party to a Collective Bargaining Agreement with the provision of the Annual Benefit Fund you should encourage them to become a contributing employer at our next negotiations

Have a Joyous Holiday!

John F. Conley
Co-Chairman

ITPE SCHOLARSHIP TIME

It's that time of year again. Applications for the ITPE Health and Welfare Scholarships must be received by December 1, 1999

Those applying for the ITPE Annual Benefit Fund Educational Benefits Program must have their applications in by January 1, 2000.

Don't miss out, these are excellent Scholarship Benefits available to ITPE eligible Members, Employees and Dependents.

John F. Conley

Plans Co-Chairman

COLORADO.



D.E.W. Management- Inc. Ft Carson, CO
L - R: - Yoshi Sinda, Chief Steward Jerry Sanchez and
Mila Nicholson



Members in attendance at the meeting



Members in attendance at the meeting



ProServe Corporation
-Schriever Air Force Base CO



Members in attendance at the meeting

ABF - Bonus Days

To: ANNUAL BENEFITS FUND PARTICIPANTS

On behalf of the Trustees of the ITPE Annual Benefit Fund I am pleased to announce the Trustees have voted to provide all eligi- ble participants -Two (2) Bonus Days

The automatic payment of these Two (2) Bonus Days will be made during the month of December to all employees covered by the ABF who would be eligible to receive a holiday or sick leave benefit as of September 1, 1999.

If your employer is not a party to a Collective Bargaining Agreement with the provision of the Annual Benefit Fund you should encourage them to become a contributing employer at our next nego- tiations

Have a Joyous Holiday!

John F. Conley
Co-Chairman

ITPE SCHOLARSHIP TIME

It's that time of year again. Applications for the ITPE Health and Welfare Scholarships must be received by December 1, 1999

Those applying for the ITPE Annual Benefit Fund Educational Benefits Program must have their applications in by January 1, 2000.

Don't miss out, these are excellent Scholarship Benefits available to ITPE eligible Members, Employees and Dependents.

John F. Conley
Plans Co-Chairman

Peterson AFB



Hospital Clean of Texas, Inc.
L - R: - Shirley James, Kristal Waller, Dawn Williams



Some of the members after the meeting waiting to ask questions.

NELLIS AFB



SUPERIOR SERVICES, INC. -
L - R: Seated Cleo Price; ITPE Vice President Ruthie Jones, ITPE Vice President/ Legislative Director E. Hampton; Vascola Scott, Steward Standing: Carolyn Chumbley; Malfeda "Gigi" Gonnella; Rose Tatro Discussing matters of interest that's going on in Washington with the Legislative body and benefits.

Scholarship Winners



CHU HUI PAK

Chu Hui Pak is an 18 year old student who was born in South Korea. She is the daughter of Myong Logan who is employed with Superior Services, Inc. at Nellis AFB. She attended Halifax County High School and since September has been living in Blacksberg, VA, where she attends the University of Virginia. A straight A student, avid tennis player and in highschool she was on the yearbook staff and apart of the academic team. She is planning on being an engineer. She has high aspirations for her future.

Dear ITPE members,

Thank you so much for the opportunity to go to Virginia Tech through your generous donation. It will help to pay for my room and board. Because of your organizations help, my parents are less burdened with the responsibilities for me to attend Virginia Tech. I plan to keep up my grades and hopefully make the members of ITPE proud. Thank you so much for contributing to help me in college.

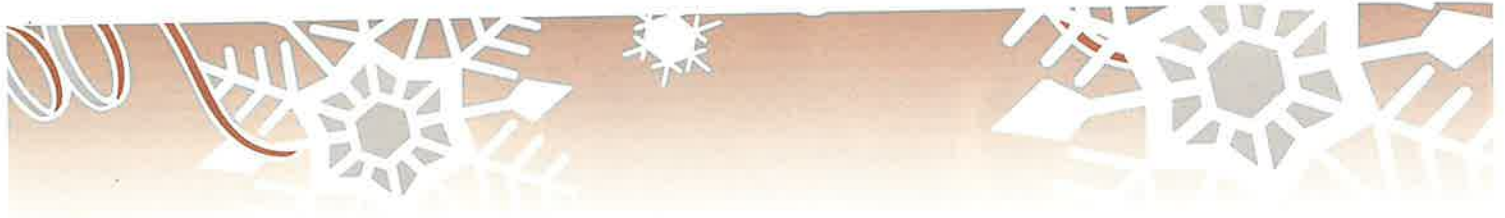
Sincerely,
Chu Hui Pak



STEVEN KULPACA

ITPE Member and employed as a Security Guard by World Wide Security, Inc. at the Ronald Regan Library in Simi Valley, CA.

I would like to thank the ITPE Annual Benefit Fund for awarding me this scholarship. I'm extremely proud to have been selected and thankful for the financial help you have given me. I am 25 years old, and very fortunate to have had so many positive and exciting experiences happen in my life. After serving four years in the United States Marine Corps, it was time for me to decide what I wanted to do with my life. I looked forward to seeing what other possibilities were out there for me. I was confident with my life long skills I learned in the Marines, which included strong leadership skills, teamwork, discipline and most importantly, being mentally strong. The infantry was a tough job, but the toughest challenge for me was the transition to civilian life, which also included becoming a student. A-er my first two years at Moorpark Colle-e, I received my Associates degree. I decided to continue my education at California State University, Northridge and am currently studying Business in which I'm focusing on Management Information Systems. I plan to attend graduate school and receive my MBA after finishing my Bachelor's degree. Throughout my college years, I have had the great honor of working for the Ronald Reagan Presidential library. I have had the privilege of meeting many wonderful people, some of whom have helped me get to where I am today. I am so proud to be an American and to have served in the United States Marine Corps. I am very blessed to have such wonderful parents who have always been there for me, believed in me, and supported me in any and all of my decisions. I am excited about what the future holds for me and would like to thank the ITPE Annual Benefit Fund again for helping me stay motivated and making my goals and dreams a reality.



Travis A.F.B.



The Contractor at Travis AFB is Pride Industries a NISH Agency. The ITPE and Pride Industries have entered into CBA's at several contract sites. The pictures below were taken during a recent visit by ITPE Secy-Treasurer John Brenton III.

#1 L-R John Brenton, Secy-Treasurer, Travis AFB poses with the Food Service Shop Steward, Joy Hardy.



#2 L-R John Brenton, Secy-Treasurer, poses with Food Service employee Alice Krumer, another Shop Steward at Travis AFB.

L.A. Convention



L/R - ITPE President, John F. Conley, Mike Sacco, S.I.U. President, State of Hawaii Congressman, Neil Abercrombie and ITPE Secy-Treasurer, John Brenton III pose with Congressman Abercrombie a good friend of the working men and women of America. This picture was taken during a recent Maritime Trades Department Convention held in conjunction with the AFL-CIO convention in Los Angeles, CA.

Hampton Area, IRS Andover, MD



Andover, MD
"Smile but ready to do battle if necessary" Corporal William Castro, IRS West Gate Security.



"Good morning. This is IRS may I help you?" Officer Ed Sanders, IRS West Gate Security.



"We are represented by a Union and have good benefits. Come Join us." Officer Christine Gagne, Main gate visitor reception area.



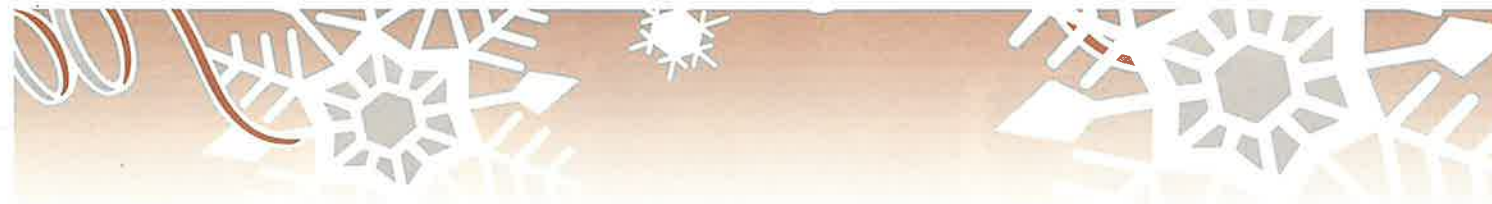
"I would like to see your ID." Officer Alex Messina, Rear lobby reception area.



"We stand ready to guard Andover." CPL Don Ficek and Officer John Mascard, IRS Patrol Officers.



"Welcome aboard!" Officer Gilbooly, Main gate entrance.



Travis A.F.B.



The Contractor at Travis AFB is Pride Industries a NISH Agency. The ITPE and Pride Industries have entered into CBA's at several contract sites. The pictures below were taken during a recent visit by ITPE Secy-Treasurer John Brenton III.

#1 L-R John Brenton, Secy-Treasurer, Travis AFB poses with the Food Service Shop Steward, Joy Hardy.



#2 L-R John Brenton, Secy-Treasurer, poses with Food Service employee Alice Krumer, another Shop Steward at Travis AFB.

L.A. Convention



L/R - ITPE President, John F. Conley, Mike Sacco, S.I.U. President, State of Hawaii Congressman, Neil Abercrombie and ITPE Secy-Treasurer, John Brenton III pose with Congressman Abercrombie a good friend of the working men and women of America. This picture was taken during a recent Maritime Trades Department Convention held in conjunction with the AFL-CIO convention in Los Angeles, CA.

Hampton Area, IRS Andover, MD



Andover, MD
"Smile but ready to do battle if necessary" Corporal William Castro, IRS West Gate Security.



"Good morning. This is IRS may I help you?" Officer Ed Sanders, IRS West Gate Security.



"We are represented by a Union and have good benefits. Come Join us." Officer Christine Gagne, Main gate visitor reception area.



"I would like to see your ID." Officer Alex Messina, Rear lobby reception area.



"We stand ready to guard Andover." CPL, Don Ficek and Officer John Mascard, IRS Patrol Officers.



"Welcome aboard!" Officer Gilbooly, Main gate entrance.

(Continued from p. 4)

statutory mandate to give "due consideration" to the federal employee wage rates in determining prevailing wages for the applicable job categories. Those federal rates are, of course, themselves determined by surveys in the applicable localities and reflect prevailing wages disclosed by those surveys. If, as appears from the North Carolina OES surveys, the two sets of surveys result in widely divergent numbers, it is incumbent upon the Department of Labor to reconcile those differences. It is only such reconciliation which would meet the obligation under the Act to give "due consideration" to the federal employee rates.

We would suggest that giving "due consideration" to federal rates would also remedy at least some of the aberrations, discussed above, caused by the OES surveys. Such anomalies as higher-level job classifications being paid below lesser-skilled levels would become readily apparent when the OES results were compared to the federal wages. "Due consideration" would also point out those job categories which have been omitted from the OES survey, those which have been included with lower paid categories in a catch-all classification, and those which require additional skill levels in the area-wide wage determination; and give the Department of labor's staff the opportunity to correct those problems.

C. Impact Upon Section 4(c) Variance Procedures

The apparent problems with the OES data and the lack of "due consideration" would inevitably lead to a plethora of requests by procurement agencies for 4(c) substantial variance hearings, as negotiated wage rates now 8 or 9 percent above area-wide rates balloon (without their raw numbers changing at all) to 20 or 30 percent above the new and dramatically lower OES area-wide wages. The Department of Labor have to make clear, as has been indicated, that before it directs that a 4(c) hearing take place, its staff will require the requesting agency to demonstrate not only that the negotiated wage rates are 10 percent above the OES mean and median, but are also substantially at variance from the mean and median wage rates for all similar job classifications as determined by various other surveys.

We suggest that any data submitted by procurement agencies in support of

requests for 4(c) hearings be required to control for the far more strenuous job qualifications imposed by their service contracts. It is well established that the educational, hygienic and performance conditions commonly established by procurement contracts and/or imposed by the agencies are far more rigorous than those imposed throughout the rest of the private sector. They are more similar to those in the federal sector, again indicating the need (and the reason for the statutory mandate) that "due consideration" be given to federal wage rates. Otherwise, with their negotiated wages constantly under threat, the highly qualified service contract employees would look elsewhere for employment.

We also respectfully suggest that all such conditions be set forth in a directive from the Wage and Hour Administrator, along with any announcement of the change in surveys used in setting area-wide wage determinations, in order that there can be no question as to the criteria for ordering Section 4(c) hearings.

Otherwise, agency and Labor Department staff which will become highly dependent on the OES surveys will simply and mechanically reply on their numbers, causing the contractors and unions involved to expend tens of thousands of dollars on 4(c) hearing,s. Moreover, the Department of Labor will be forced to use funds from its hard-pressed budget to hold the hearings and send Administrative Law Judges, lawyers and staff around the country to participate in them.

D. "Red Circled" Rates

Many of the problems, outlined above, relating to any proposed change of survey system can be obviated by maintaining current area-wide wage rates unless and until (1) the OES survey rates match or exceed those current prevailing wages, or (2) all parties are satisfied that the OES survey reflects the true prevailing rates, whichever occurs first. It is our understanding that such a process, referred to as "red circling" or "grandfathering" rates has been a past practice in establishing area-wide wage determinations. Given the difference in survey methodology and job classification definitions, it is only reasonable to make sure that a service contract employee does not suffer because of some anomaly of the new procedure. It is certain that less adversely affected prevailing rates

are "red circled," the most qualified employees will not remain in federal service contract employment when their wages are slashed. The will find work elsewhere, at rates - well above the OES median and mean - which will properly compensate them for their skills and experience.

E. Conclusion

We will continue to review the materials you have provided to us and will provide any further comments to you when we next meet. Please advise us when the Wage & Hour and the BLS staffs will be able to meet with us and the other labor organization representatives. Thank you for your consideration.

AGAIN WE EXPRESS OUR VEIWS

October 5, 1999

Mrs. Nila Stovall
Wage & Hour Division

Thank you and Mr. Gross for meeting on September 23 with us and the various other parties interested in the proposed changes in methodology to determine prevailing wages under the Service Contract Act. At that meeting, you requested the groups in attendance to submit our thoughts and comments concerning the retention of levels within certain occupational titles.

As you are aware, of the various occupations on the list your office provided to us, the ITPE is particularly interested in the positions of Cooks, Guards and Hospital Housekeepers. Please be advised that it is the position of the ITPE, for the reasons discussed below, that there should still be two different levels of Cooks and Guards and that the wage determinations should include a separate category of Hospital Housekeepers, preferably also at two levels.

On most service contracts with which we are familiar, there are at least two levels of Cooks. The first cooks (referred to as Cook I in the current SCA Directory of Occupations) perform more sophisticated cooking tasks, tend to be in charge of the kitchen and therefore are paid at higher wage. This is only logical and so these first cooks should remain a separate job category from the contracts also have grill cooks, still another category, but more the individual performing that task is also a

(Continued on p. 16)



ORGANIZING REPORT

by Dennis R. Arrington, Organizing Director

ORGANIZING REPORT BY
DENNIS R. ARRINGTON, ORGANIZING
DIRECTOR

Since the last issue of the ITPE Newsletter, Summer 1999, Organizing efforts have been successful in winning representation for the following bargaining units:

USN FAMILY HOUSING (A/C) GUAM: Air Conditioning Service Employees at Guam, M.I. An agreement has been reached effective October 1, 1999.

USCG BASE WOODS HOLE, MASS. Food Service Employees at United States Coast Guard Base, Woods Hole, Massachusetts. An agreement has been reached effective October 1, 1999.

DOVER AFB, DELAWARE: Food Service Employees at the Dover Air Force Base. An Agreement has been reached effective October 1, 1999.

DYESS AFB, TEXAS: Recycling Service Employees at Dyess Air Force Base, Texas. An agreement has been reached effective October 1, 1999.

SHEPPARD AFB, TEXAS: Custodial Service Employees at Sheppard Air Force Base, Texas. An agreement has been reached effective October 1, 1999.

FLETC, GLYNCO, GA: Logistic Service Employees at Federal Law Enforcement Training Center, Glynco, Georgia. An agreement has been reached effective October 1, 1999.

FLETC, GLYNCO, GA: Housekeeping Employees at Federal Law Enforcement Training Center, Glynco, Georgia. The NLRB conducted an election between the ITPE and OMNI CORP. on September 23, 1999. The tally was ITPE 44, Omni Corp. 2. Negotiations are in progress for the October 1, 2000 contract period.

FLETC, GLYNCO, GA: Grounds Maintenance Employees at Federal Law Enforcement Training Center, Glynco, Georgia. Negotiations are in progress for the October 1, 2000 contract period.

VANDENBURG AFB, CA: Security Guard Employees at Vandenberg Air Force Base, California. An agreement has been reached effective October 1, 1999.

RESEARCH TRIANGLE PARK, NC: Security Guard Employees at RTP, North Carolina. An agreement has been reached effective October 1, 1999.

LAS VEGAS, NEVADA: Engineers employed at Las Vegas, Nevada. An agreement has been reached effective October 1, 1999 with Pride Industries, a NISH Contractor

TRAVIS AFB, CA: Food Service Employees at Travis Air Force Base, California. An agreement has been reached effective January 1, 2000.

RONALD REAGAN BLDG: Security Guard Employees employed at the Ronald Reagan Building, Washington D.C. An agreement has been reached effective November 1, 1999.

EDWARDS AFB, CA: Food Service Employees employed at Edwards Air Force Base, California. An agreement has been reached effective September 1, 1999.

LACKLAND AFB, TX: Canine Handler Employees employed at Lackland Air Force Base, Texas. An agreement has been reached effective October 1, 1999.

COLUMBUS FED. BLDG, OHIO: Security Guard Employees employed at the Federal Building in Columbus, Ohio. Negotiations are in progress for an agreement.

The ITPE welcomes it's new members and hopes that the Holiday Season will bring joy to all.

If you should have a friend or relative who does not have the benefits of being a Union Member at this time, please call Dennis R. Arrington, Organizing Director at (912) 232-6181, ext. 15.

Hampton Area



I.N.S. D.O.T. Brooklyn, NY

Manuel Matias, Dishwasher "I wash a clan dish. Check me out"



(R to L) Hermino Mereno, Food Service worker, Janice Ellerbe, Head Cook & Shop Steward, James Allen, Driver I.N.S. "We do it all. Cook and Drive. Come join us—we are ITPE and proud."



(Front Row) Frank Glasgow, Driver, Daniel Burgos, Driver (Back Row) Herbert Hicks, Cook II, George Hinton, Driver, Carol Cobos, Food Service Worker, Liza Maldonado, Cook Helper, McArthur Young, Food Service Worker, Barbara Barbill, Cook I



ORGANIZING REPORT

by Dennis R. Arrington, Organizing Director

ORGANIZING REPORT BY
DENNIS R. ARRINGTON, ORGANIZING
DIRECTOR

Since the last issue of the ITPE Newsletter, Summer 1999, Organizing efforts have been successful in winning representation for the following bargaining units:

USN FAMILY HOUSING (A/C) GUAM: Air Conditioning Service Employees at Guam, M.I. An agreement has been reached effective October 1, 1999.

USCG BASE WOODS HOLE, MASS. Food Service Employees at United States Coast Guard Base, Woods Hole, Massachusetts. An agreement has been reached effective October 1, 1999.

DOVER AFB, DELAWARE: Food Service Employees at the Dover Air Force Base. An Agreement has been reached effective October 1, 1999.

DYESS AFB, TEXAS: Recycling Service Employees at Dyess Air Force Base, Texas. An agreement has been reached effective October 1, 1999.

SHEPPARD AFB, TEXAS: Custodial Service Employees at Sheppard Air Force Base, Texas. An agreement has been reached effective October 1, 1999.

FLETC, GLYNCO, GA: Logistic Service Employees at Federal Law Enforcement Training Center, Glynco, Georgia. An agreement has been reached effective October 1, 1999.

FLETC, GLYNCO, GA: Housekeeping Employees at Federal Law Enforcement Training Center, Glynco, Georgia. The NLRB conducted an election between the ITPE and OMNI CORP. on September 23, 1999. The tally was ITPE 44, Omni Corp. 2. Negotiations are in progress for the October 1, 2000 contract period.

FLETC, GLYNCO, GA: Grounds Maintenance Employees at Federal Law Enforcement Training Center, Glynco, Georgia. Negotiations are in progress for the October 1, 2000 contract period.

VANDENBURG AFB, CA: Security Guard Employees at Vandenberg Air Force Base, California. An agreement has been reached effective October 1, 1999.

RESEARCH TRIANGLE PARK, NC: Security Guard Employees at RTP, North Carolina. An agreement has been reached effective October 1, 1999.

LAS VEGAS, NEVADA: Engineers employed at Las Vegas, Nevada. An agreement has been reached effective October 1, 1999 with Pride Industries, a NISH Contractor

TRAVIS AFB, CA: Food Service Employees at Travis Air Force Base, California. An agreement has been reached effective January 1, 2000.

RONALD REAGAN BLDG: Security Guard Employees employed at the Ronald Reagan Building, Washington D.C. An agreement has been reached effective November 1, 1999.

EDWARDS AFB, CA: Food Service Employees employed at Edwards Air Force Base, California. An agreement has been reached effective September 1, 1999.

LACKLAND AFB, TX: Canine Handler Employees employed at Lackland Air Force Base, Texas. An agreement has been reached effective October 1, 1999.

COLUMBUS FED. BLDG, OHIO: Security Guard Employees employed at the Federal Building in Columbus, Ohio. Negotiations are in progress for an agreement.

The ITPE welcomes its new members and hopes that the Holiday Season will bring joy to all.

If you should have a friend or relative who does not have the benefits of being a Union Member at this time, please call Dennis R. Arrington, Organizing Director at (912) 232-6181, ext. 15.

Hampton Area



I.N.S. D.O.T. Brooklyn, NY

Manuel Matias, Dishwasher "I wash a clan dish. Check me out"



(R to L) Hermino Mereno, Food Service worker, Janice Ellerbe, Head Cook & Shop Steward, James Allen, Driver I.N.S. "We do it all. Cook and Drive. Come join us—we are ITPE and proud."



(Front Row) Frank Glasgow, Driver, Daniel Burgos, Driver (Back Row) Herbert Hicks, Cook II, George Hinton, Driver, Carol Cobos, Food Service Worker, Liza Maldonado, Cook Helper, McArthur Young, Food Service Worker, Barbara Barhill, Cook I

From The West Coast

By John Brenton, III, Secretary/Treasurer



The holidays are upon us and I'm hoping that you have a wonderful time. It is a time to give thanks for what we have and what has been given to us by our Heavenly Father.

As we reflect on what we have and what has been given to us, we must also think of what we can lose and what can be taken away from us.

The Service Contract Act was given to us in 1963 as a way of protecting the unprotected, in other words, it gave people working for contractors with Government Contracts a right to organize and be protected.

This Act is under constant scrutiny by those who feel the workers are making too much money. They would prefer this money go other places and these places only enhance the rich. Yes, it is the same old story; the rich get richer and the poor get poorer.

How can we fight this injustice? Two ways that I know are: (1) vote, your single vote is significant (2) support your Union and the ITPE PAC Fund.

As I travel my area and others I get the same questions:

1. Why should I support the ITPE PAC Fund?
2. Don't my dues pay for the PAC Fund?
3. Does the ITPE have a PAC Fund and if it does why haven't I heard about it?

I will attempt to answer these questions in reverse order. The ITPE has had a PAC Fund since 1994. Your National Officers and Local Representatives were the only contributors. However, we were not generating enough money.

I have been given the responsibility of overseeing the ITPE PAC Fund. I get to see first hand how much money is coming in

and how much is going out. With only Union Officials contributing there's not much coming in therefore not a lot to go out.

We must support our friends, people who are sympathetic to our cause, in getting elected or reelected. I know that if every member of this Union would make a contribution to this fund, we could generate enough money to help all our friends and show a real presence where needed.

Your Union dues can not be used for political purposes. The strong are always trying to keep the weak, weak. Remember "Paycheck Protection"? California workers defeated this attempt to silence them at last years ballot. However they have a new name "Workers Paycheck Fairness Act". It is fair to let one side play and not the other? Big Business spent 400 times what organized labor spent in the last election, but the big money did not fool the California workers who turned out to vote.

We contribute to this fund so that we may be heard, so that we can support our friends and we can have a presence where we are needed, where our fight can be recognized as a battle for survival.

Remember, we enjoy our standard of living only through the protection of the Act and our Union.

God Bless all.
Fraternally,

John Brenton, III
Secretary/Treasurer



Dear Mr. Conley:

Thank you for your letter of September 2, 1999, to President Clinton concerning Executive Order 12933, "Nondisplacement of Qualified Workers Under Certain Contracts." In your letter, you note that you believe the Executive Order has successfully served the purposes for which it was issued. Because of that success, you request that the Executive Order be extended to cover all service contract workers, particularly those who work on Department of Defense and NASA installations.

Although NASA does not have the authority to change the Executive Order, be assured that NASA will comply with the Executive Order to the extent that it applies. We are certain that your request to extend the Executive Order to service contract workers at Department of Defense and NASA installations will be given serious consideration by the President.

Sincerely,

Tom Luedtke
Associate Administrator for Procurement
National Aeronautics and Space Administration

ITPE ACROSS AMERICA



#9. Travis AFB - Secretary/Treasurer John Brenton III poses with custodial employees at Travis AFB, NISH Agency Pride Industries is the employer.

WHY WAIT FOR US TO COME AROUND TO SNAP YOUR PICTURE FOR THE ITPE NEWS? GOT A CAMERA? USE IT AND SEND US PRINTS - BLACK AND WHITE OR COLOR, AS LONG AS IT'S CLEAR AND SHARP.

San Antonio, TX

San Antonio, TX



#7 Fairchild AFB, Spokane, WA - Housing- Maintenance employees (L-R) Jeff Yeado - Shop steward in Cap and John Brenton III, Sec-Treasurer at a recent meeting.



Submitted by Pat and Maureen- San Antonio- TX
L - R: #1- M. Sanchez; J. Morales; J. Borrego; S. Carrillo;
A. Himes - Ft. Bliss, Tx,
Food Service



#2 - L. Gallegos; M. De La Hoya; J.L. Rodriguz - Ft. Bliss, TX, Food Service



#3 - A. Onate; H. Meza - Ft. Bliss, Tx, Food Service



#4 - Myong Cornell, Dyess AFB, Tx - Food Service



#5 - John Wu - Dyess AFB, Tx - Food Service

ITPE ACROSS AMERICA



#9, Travis AFB - Secretary/Treasurer John Brenton III poses with custodial employees at Travis AFB. NISH Agency Pride Industrys is the employer.

San Antonio, TX



#7 Fairchild AFB, Spokane, WA- Housing- Maintenance employees (L-R) Jeff Yeado - Shop steward in Cap and John Brenton III, Sec-Treasurer at a recent meeting.



Submitted by Pat and Maureen- San Antonio- TX
L - R: #1- M. Sanchez; J. Morales; J. Borrego; S. Carrillo;
A. Himes - Ft. Bliss, Tx,
Food Service



#3 - A. Onate; H. Meza - Ft. Bliss, Tx, Food Service



#4 - Myong Cornell, Dyess AFB, Tx - Food Service

WHY WAIT FOR US TO COME AROUND TO SNAP YOUR PICTURE FOR THE ITPE NEWS? GOT A CAMERA? USE IT AND SEND US PRINTS - BLACK AND WHITE OR COLOR, AS LONG AS IT'S CLEAR AND SHARP.

San Antonio, TX



#2 - L. Gallegos; M. De La Hoya; J.L. Rodriguez - Ft. Bliss, TX, Food Service



#5 - John Wu - Dyess AFB, Tx - Food Service

KNOW YOUR RIGHTS

Representation During Management Investigatory Interview

One of your basic rights as an ITPE member is to be represented by your ITPE Shop Steward or Representative during any interview by management which you reasonably believe might lead to discipline. You may raise this right - sometimes referred to as your Weingarten rights - at any time during the investigation, even after you have already answered some questions. However, you only have this right if you affirmatively exercise it - that is, if you want to have an ITPE representative with you during the interview, you must tell the supervisor or manager who wants to talk to you. Management is not required to inform you of that right nor to read your mind.

A major issue in this situation is whether you "reasonably believe the interview could lead to discipline. This usually means that, based on some past experience or information, you have grounds to believe that management wants to ask you some questions to help it determine if you were at fault in some manner. If management wants to find out your version of what occurred or wants to ask you questions about what happened, you are entitled to union representation at the meeting. The exception is if management makes it clear that it only wants to interview you as a witness and that nothing you say could possibly lead to your being disciplined.

For example, if a manager indicates that you did not do your job correctly and directs you to come to the office to talk about it, you have a right to have a Shop Steward or ITPE Representative present to assist you. Also, if you are alleged to be a witness to some incident and the company has a rule that a witness must come forward within a certain time-frame and volunteer information, you would have a reasonable basis to believe that the meeting could lead to discipline if you did not volunteer information in the way the company wants.

One interesting variation on this issue

developed a few months ago at an ITPE-represented job site. An employee complained to management about the behavior of another employee. Management told the complaining employee to put it in writing. However, because of past problems with management, that employee wanted to have the ITPE Representative review the written statement before she handed it in. She was then fired and the company stated this "refusal" to hand in her statement as one of the reasons. The Arbitrator overturned the discharge. With regard to her delay in handing in her statement, the Arbitrator ruled that, given this particular employee's past situation with the employer, she had a reasonable belief that her statement could be used against her by management, that she therefore had a right to consult with her ITPE Representative before she completed the statement and handed it in and that any "delay" or "refusal" because the assistance was not just cause to discipline her.

You do not get to choose which union representative will be present to assist you. Except for very rare situations, the employer has a right to have the meeting take place as soon as possible with the most convenient representative.

There are certain times when you, the employee, do not have a right to union representation at a meeting with management. As mentioned earlier, one of these is when you are clearly just a witness and you have no reason to believe that you would be disciplined for telling the truth about what happened. Another situation when you do not have a right to representation is when management has already made up its mind as to discipline and is only going to tell you what it plans to do. However, if management tries, in any way, to find out your position, even if it is only asking you to admit or deny the charges, you are entitled to have a representative present.

Again, you must affirmatively ask for the Shop Steward or ITPE Representative to be at the meeting. If you do not ask for a union representative but do talk to management, anything you say can and will be held against you, regardless of whether you were told by management of your right or even know about it. More

important, even if you ask for a union representative and management wrongfully denies you that right, if you then talk anyway, some arbitrators will still take your "confession" into evidence unless you can show you were actually coerced. The National Labor Relations Board will only require the employer to post a notice informing the remaining employees of their right to have a representative present. It will not order the company to put you back to work if the company fires you based on the information you gave it during the interview.

Therefore, the safest way for you, the employee, to react when told that management wants to talk to you is:

(A) ask what management wants to talk to you about;

(B) if you reasonably believe that the discussion could lead to discipline, including but not limited to your discharge, ask to have your Shop Steward or ITPE Representative present; and

(C) if management denies your request, DO NOT SAY ANYTHING UNTIL YOU HAVE HAD A CHANCE TO CONSULT WITH YOUR UNION REPRESENTATIVE. Your employer cannot legally take any action against you based on your asserting your right to representation. If it does, file a grievance and file a charge with the NLRB.

I hope that you never are in a situation where this problem arises. but, if you are, now you KNOW YOUR RIGHTS.

By Sidney H. Kalban
Union Counsel



(Continued from p. 5)

often the individual performing that task is also a Cook 1. Thus, two cook categories should suffice.

The more serious problem with the cook's category is what we discussed in our August 19 letter and at the September 23 meeting - namely, the anomalies in the OES data, which have cooks paid less than the food service workers who assist them and the failure to include any data for institutional cooks - or to separate that data - in many of the surveys. These issues must be addressed before your office can determine reasonable wage rates for any category of cooks.

Guards should be divided into two categories, essentially 'armed' and 'unarmed'. The current definitions of Guard I and Guard II described other differences in duty. However, in reality, the differences boil down to whether the guards are armed or not, with the armed guards having greater responsibilities (which is why they are armed), as well as the requisite, additional training.

Hospital Housekeepers should have their own category. They are required to meet the aseptic standards of a hospital, to work in and around (literally) the blood and guts of medical care, as well as being surrounded by disease and pathogens (which they have to help eliminate), and to deal with patients. This is a specialty area for which there should be adequate reflection in the wage data and rates. In addition, those Housekeepers who have to use buffers, strippers and similar machinery and/or who are responsible for cleaning operating rooms, emergency rooms or similar areas involving blood and sharp objects (e.g., disposable scalpels) should receive a differential. Accordingly, ITPE recommends that Hospital Housekeepers continue to have two levels and that their wage rates reflect the high standards they are required to meet. Thank you for your consideration.

We continue to express dissatisfaction with the method by which the COMMITTEE FOR PURCHASE FROM PEOPLE WHO ARE BLIND OR SEVERELY DISABLED, accomplish the objectives of the Javits-WagnerO'DAY ACT.

It appears that the committee has the ability to corner the market and obtain any Govt. Contract they desire, without due consideration for the current employees on a given contract.

A most recent example- UNIT 16
*NORFOLK, VA., where forty ITPE

employees lost their employment as a result of their work being given to a NISH contractor or a different Contract. Their site was shut down. Now we have forty workers with no jobs! ITPE is not against the blind or disabled working, However, we are against a wholesale take over of a Contract. We rather see a certain percentage of NISH people on various Contracts. We shall pursue this issue with the NISH Committee and any other committee that will hear us.

A protest meeting was held with Rick Stanford of Senator John Warner's office, in Norfolk, VA, Chair of Arms Services Committee. He reviewed the petition signed by the employee of UNIT 16, that were to be displaced by NISH employees.

The petition complained to us as follows:

We the combined employees of Ace Services Inc, currently employed at the U16 Galley, Norkfolk Naval Station, Norfolk Va, would like to voice our concern over an issue that has been brought to our attention. It pertains to the current policy of awarding government dining facility contracts.

It has come to our attention that it is common practice to award these contracts to companies that have a majority of personnel who are mentally or physically challenged.

We feel with nearly 300 years of combined dining facility experience in our group it would be a great injustice and loss to the food services expertise. Many of us have 20 years or more years of military food services experience as contract employees. The current policy of hiring a majority of challenged personnel will only limit the amount of available positions to those of us whom have chosen this career path. We do understand and agree that everyone should be afforded the opportunity for gainful employment, However, we feel that includes those of us that have sacrificed for 20 years to ensure our men and women in uniform were well cared for. We ask only for the opportunity to continue to serve those who have given so much to us.

We shall continue meeting with various Government Agencies, Labor Representatives, Legislators and other Unions. We plan to host a General Service Contract meeting in Washington to discuss and act on the many problems of common concerns for the Service Contract

Employees.

THE ONLY WAY TO OBTAIN A POSITIVE RESPONSE TO OUR PRO-WORKER POSITION IS TO CHANGE SOME OF THE PRESENT LEGISLATORS WHO CONTROL APPOINTMENTS TO THE VARIOUS BOARDS AND COVIMMIES THAT ADMINISTER LABOR LAWS. TO DO THIS, ALL ITPE MEMBERS MUST

REGISTER, VOTE AND CONTRIBUTE TO YOUR ITPE POLITICAL ACTION FUND!

SEE YA IN WASHINGTON!

REMEMBER CHRISTMAS IS UPON

SEE THAT SANTA HAS A POLITICAL

FACE!!!

(Continued from p. 5)

often the individual performing that task is also a Cook 1. Thus, two cook categories should suffice.

The more serious problem with the cook's category is what we discussed in our August 19 letter and at the September 23 meeting - namely, the anomalies in the OES data, which have cooks paid less than the food service workers who assist them and the failure to include any data for institutional cooks - or to separate that data - in many of the surveys. These issues must be addressed before your office can determine reasonable wage rates for any category of cooks.

Guards should be divided into two categories, essentially "armed" and "unarmed". The current definitions of Guard I and Guard II described other differences in duty. However, in reality, the differences boil down to whether the guards are armed or not, with the armed guards having greater responsibilities (which is why they are armed), as well as the requisite, additional training.

Hospital Housekeepers should have their own category. They are required to meet the aseptic standards of a hospital, to work in and around (literally) the blood and guts of medical care, as well as being surrounded by disease and pathogens (which they have to help eliminate), and to deal with patients. This is a specialty area for which there should be adequate reflection in the wage data and rates. In addition, those Housekeepers who have to use buffers, strippers and similar machinery and/or who are responsible for cleaning operating rooms, emergency rooms or similar areas involving blood and sharp objects (e.g., disposable scalpels) should receive a differential. Accordingly, ITPE recommends that Hospital Housekeepers continue to have two levels and that their wage rates reflect the high standards they are required to meet. Thank you for your consideration.

We continue to express dissatisfaction with the method by which the COMMITTEE FOR PURCHASE FROM PEOPLE WHO ARE BLIND OR SEVERELY DISABLED, accomplish the objectives of the Javits-WagnerO'DAY ACT.

It appears that the committee has the ability to come to the market and obtain any Govt. Contract they desire, without due consideration for the current employees on a given contract.

A most recent example- UNIT 16 *NORFOLK, VA., where forty ITPE

employees lost their employment as a result of their work being given to a NISH contractor or a different Contract. Their site was shut down. Now we have forty workers with no jobs! ITPE is not against the blind or disabled working. However, we are against a wholesale take over of a Contract. We rather see a certain percentage of NISH people on various Contracts. We shall pursue this issue with the NISH Committee and any other committee that will hear us.

A protest meeting was held with Rick Stanford of Senator John Wamer's office, in Norfolk, VA, Chair of Arms Services Committee. He reviewed the petition signed by the employee of UNIT 16, that were to be displaced by NISH employees.

The petition complained to us as follows:

We the combined employees of Ace Services Inc, currently employed at the U16 Galley, Norfolk Naval Station, Norfolk Va, would like to voice our concern over an issue that has been brought to our attention. It pertains to the current policy of awarding government dining facility contracts.

It has come to our attention that it is common practice to award these contracts to companies that have a majority of personnel who are mentally or physically challenged.

We feel with nearly 300 years of combined dining facility experience in our group it would be a great injustice and loss to the food services expertise. Many of us have 20 years or more years of military food services experience as contract employees. The current policy of hiring a majority of challenged personnel will only limit the amount of available positions to those of us whom have chosen this career path. We do understand and agree that everyone should be afforded the opportunity for gainful employment. However, we feel that includes those of us that have sacrificed for 20 years to ensure our men and women in uniform were well cared for. We ask only for the opportunity to continue to serve those who have given so much to us.

We shall continue meeting with various Government Agencies, Labor Representatives, Legislators and other Unions. We plan to host a General Service Contract meeting in Washington to discuss and act on the many problems of common concerns for the Service Contract

Employees.

THE ONLY WAY TO OBTAIN A POSITIVE RESPONSE TO OUR PRO-WORKER POSITION IS TO CHANGE SOME OF THE PRESENT LEGISLATORS WHO CONTROL APPOINTMENTS TO THE VARIOUS BOARDS AND COVIMMIES THAT ADMINISTER LABOR LAWS. TO DO THIS, ALL ITPE MEMBERS MUST

REGISTER, VOTE AND CONTRIBUTE TO YOUR ITPE POLITICAL ACTION FUND!

SEE YA IN WASINGTON!

REMEMBER CHRISTMAS IS UPON

SEE THAT SANTA HAS A POLITICAL

FACE!!!

Greetings From The East Coast

By Mary Williams, Vice President



It is that time again for Holiday Celebration with families and friends far and near. Another year will soon be beyond us.

We will be coming into the new millennium - the year 2000. At this time the East Coast is doing good and I'm praying that the new millennium will bring many more members into the ITPEU!

The base closure at Ft. McClellan in August was a heart-breaker, but due to preplanning, members were in school to learn additional trades to get other job opportunities.

The year 2000 also brings both the election for the Officers of the ITPEU and the President Election of the United States. Therefore, I must stress the importance of your vote and if you're not a registered voter, now is the time to register! If you are not registered, and want to know how, please contact me and I will prepare you to register for whatever state you live in.

With your support we can continue to give you better Wages and increased Benefits.

Cindy Diehm would like to welcome the Triple"P" Security Guards aboard at Ft. Bragg, North Carolina. Cindy is one of our greatest representatives who does an excellent job.

Scholarship applications for ITPE Health and Welfare must be in Princeton, New Jersey by December 1, 1999 and the Annual Benefit Fund by January 1, 2000

I wish each Member and their Departments a lot of luck and success on the scholarship. If you don't apply you cannot win one! I would like to welcome all new members as of October 1, 1999 to the ITPEU family! So long, until the next issue - Merry Christmas and Happy New Year!

Yours very truly,

Mary Williams
Vice President



1.) Employee of the year and employee for the 4(11 quarter- Mr. Tai Wng



2.) Most improved employee- A-s. Elisa See/ey



3.) Employee work overall as a team with others- Mr. Mike Byington and Mr. Dionisico Reyes



4.) Employee with neat uniform and good attitude toward the diners (neat appearance)- Ms. Samong Rader



5.) Able to perform all jobs in all areas- Mr. Danilo Razol



6.) Also awarded for professional services were 4 supervisors Mr. Ace Neufeldt, Ms. Rosa Villaver (pictured), Mr. Rolando Santos, Mrs. Angie Oducado

ERISA CELEBRATES SILVER ANNIVERSARY

Where were you on September 2, 1974? On that Labor Day, the Employee Retirement Income Security Act (ERISA) was signed into law by President Gerald Ford. While we cannot begin to do justice to the topic here, a few thoughts will mark the occasion.

ERISA is a landmark pension reform act. Its goal, as the name says, is to protect employee pensions. It does this by reasonable vesting and participation rules (in the past, some workers had to work for 20 years or more to be vested, and then could be fired six months before reaching that number); minimum funding standards; fiduciary responsibility standards for those who handle pension funds for workers; adequate reporting and disclosure about finances; forbidding transactions between pension plans and parties in interest; and establishing plan termination insurance (the PBGC, or Pension Benefit Guaranty Corporation).

ERISA was passed in response to the shattering loss of pension benefits in cases like the Studebaker Company, which closed its doors in the mid-sixties leaving 4,400 workers with vested pension rights with only about 15% of their pensions or nothing at all. The plan was vastly underfunded.

Numerous pension plans had been established during World War II's freeze on wages. Only the IRS, which dealt only with revenues, had meaningful jurisdiction over them. But there was no minimum funding standard that guaranteed the money would actually be there when workers retired. There was no state regulation either.

The making of ERISA was not easy. A Cabinet-level commission, convened by President Kennedy in 1962, issued a report in 1965 suggesting that the government take a greater role in regulating pensions. Though not taken seriously by the White House, it would provide the basic principles of ERISA.

Of all the legislators who labored over ERISA, Senator Jacob Javits (R.N.Y.) is credited with moving pension reform forward, despite attempts to squelch it. He persuaded his Democratic colleagues to put aside their fear of political consequences



and led a public campaign on the shortcomings of the existing pension system.

Conservative efforts to derail pension reform pitted the Senate Labor Committee against the Senate Finance Committee. Eventually, with the help of a fiery speech by Senator Javits, the Senate produced a pension bill. The House version followed, reflecting a fundamental conflict—How would the IRS work with the DOL in regulation of pensions?

All of this struggle occurred against the backdrop of turbulent political

times. Watergate served as a catalyst to bring the bills to a vote before the Nixon impeachment proceedings were likely to begin. Congressional leaders wanted the country to know their government was still functioning. Meanwhile the Vietnam War, and protests against it, reached their zenith. It was a difficult time to pass a difficult and complex piece of legislation.

But pass it did. Compliance with the new law was a rocky road for business as well as labor. The first years of its existence saw an alphabet soup of revisions such as ERTA, TEFRA, COBRA and OBRA. And the regulations keep on coming.

At this point, pension problems include pension overfunding in some cases; overregulation and the need for pension simplification; economic changes; and the effect of problems with Social Security.

But the biggest need is for a universal coverage system that would expand private coverage to the 50% of the workforce not covered by a private plan and provide pension benefits to those who "fall between the cracks."

All in all, ERISA has been eminently successful: Millions of Americans have pensions, more than at any other time in history. ERISA is a true American success story,— said the late Martin Slate, former executive director of the PBGC.

Happy Birthday, ERISA. Congress has amended ERISA many times and will continue to do so. Let there be "many happy returns" of legislation that will remedy ERISA's flaws to benefit all.

LANE KIRKLAND DIES

AFL-CIO President Emeritus Lane Kirkland, 77 who led the federation from 1979 until 1995, died at his Washington, D.C., home Aug. 14 of lung cancer. He was "one of the master builders of the modern American Labor Movement," AFL-CIO President John Sweeney said. President Clinton called Kirkland "a guiding force for workplace fairness, dignity and innovation and a catalyst for international democracy." Vice President Al Gore praised Kirkland's "grand vision of a strong and diverse union dedicated to securing not simply economic justice for working men and women everywhere, but social justice for all."

He was born in South Carolina and served in the U.S. Merchant Marine during World War II, having joined the National Organization of Masters, Mates & Pilots in 1942. Kirkland joined the AFL research staff in 1948 and in 1961 was named executive assistant to AFL-CIO President George Meany. He was elected secretary-treasurer in 1969 and, 10 years later, Kirkland was elected to succeed the retiring Meany. During his tenure, Sweeney and Kirkland "unified the movement" by bringing back into the AFL-CIO the UAW, the Teamsters and the Mine Workers. Kirkland probably was best known for his staunch support of free trade unionism around the globe, especially in Poland, which Clinton said "hastened the fall of the Iron Curtain." "Working people around the world are better off today because of Lane Kirkland's strong advocacy on their behalf," Sweeney said.

ERISA CELEBRATES SILVER ANNIVERSARY

Where were you on September 2, 1974? On that Labor Day, the Employee Retirement Income Security Act (ERISA) was signed into law by President Gerald Ford. While we cannot begin to do justice to the topic here, a few thoughts will mark the occasion.

ERISA is a landmark pension reform act. Its goal, as the name says, is to protect employee pensions. It does this by reasonable vesting and participation rules (in the past, some workers had to work for 20 years or more to be vested, and then could be fired six months before reaching that number); minimum funding standards; fiduciary responsibility standards for those who handle pension funds for workers; adequate reporting and disclosure about finances; forbidding transactions between pension plans and parties in interest; and establishing plan termination insurance (the PBGC, or Pension Benefit Guaranty Corporation).

ERISA was passed in response to the shattering loss of pension benefits in cases like the Studebaker Company, which closed its doors in the mid-sixties leaving 4,400 workers with vested pension rights with only about 15% of their pensions or nothing at all. The plan was vastly underfunded.

Numerous pension plans had been established during World War II's freeze on wages. Only the IRS, which dealt only with revenues, had meaningful jurisdiction over them. But there was no minimum funding standard that guaranteed the money would actually be there when workers retired. There was no state regulation either.

The making of ERISA was not easy. A Cabinet-level commission, convened by President Kennedy in 1962, issued a report in 1965 suggesting that the government take a greater role in regulating pensions. Though not taken seriously by the White House, it would provide the basic principles of ERISA.

Of all the legislators who labored over ERISA, Senator Jacob Javits (RN.Y.) is credited with moving pension reform forward, despite attempts to squelch it. He persuaded his Democratic colleagues to put aside their fear of political consequences



and led a public campaign on the shortcomings of the existing pension system.

Conservative efforts to derail pension reform pitted the Senate Labor Committee against the Senate Finance Committee. Eventually, with the help of a fiery speech by Senator Javits, the Senate produced a pension bill. The House version followed, reflecting a fundamental conflict—How would the IRS work with the DOL in regulation of pensions?

All of this struggle occurred against the backdrop of turbulent political

times. Watergate served as a catalyst to bring the bills to a vote before the Nixon impeachment proceedings were likely to begin. Congressional leaders wanted the country to know their government was still functioning. Meanwhile the Vietnam War, and protests against it, reached their zenith. It was a difficult time to pass a difficult and complex piece of legislation.

But pass it did. Compliance with the new law was a rocky road for business as well as labor. The first years of its existence saw an alphabet soup of revisions such as ERTA, TEFRA, COBRA and OBRA. And the regulations keep on coming.

At this point, pension problems include pension overfunding in some cases; overregulation and the need for pension simplification; economic changes; and the effect of problems with Social Security.

But the biggest need is for a universal coverage system that would expand private coverage to the 50% of the workforce not covered by a private plan and provide pension benefits to those who "fall between the cracks."

All in all, ERISA has been eminently successful: Millions of Americans have pensions, more than at any other time in history. ERISA is a true American success story,— said the late Martin Slater, former executive director of the PBGC.

Happy Birthday, ERISA. Congress has amended ERISA many times and will continue to do so. Let there be "many happy returns" of legislation that will remedy ERISA's flaws to benefit all.

LANE KIRKLAND DIES

AFL-CIO President Emeritus Lane Kirkland, 77 who led the federation from 1979 until 1995, died at his Washington, D.C., home Aug. 14 of lung cancer. He was "one of the master builders of the modern American Labor Movement," AFL-CIO President John Sweeney said. President Clinton called Kirkland "a guiding force for workplace fairness, dignity and innovation and a catalyst for international democracy." Vice President Al Gore praised Kirkland's "grand vision of a strong and diverse union dedicated to securing not simply economic justice for working men and women everywhere, but social justice for all."

He was born in South Carolina and served in the U.S. Merchant Marine during World War II, having joined the National Organization of Masters, Mates & Pilots in 1942. Kirkland joined the AFL research staff in 1948 and in 1961 was named executive assistant to AFL-CIO President George Meany. He was elected secretary-treasurer in 1969 and, 10 years later, Kirkland was elected to succeed the retiring Meany. During his tenure, Sweeney and Kirkland "unified the movement" by bringing back into the AFL-CIO the UAW, the Teamsters and the Mine Workers. Kirkland probably was best known for his staunch support of free trade unionism around the globe, especially in Poland, which Clinton said "hastened the fall of the Iron Curtain." "Working people around the world are better off today because of Lane Kirkland's strong advocacy on their behalf," Sweeney said.

LETTER OF APPRECIATION

Mr. Elwood Hampton
ITPE Vice President/Legislative Director
Washington, D.C.

Dear sir:

I was reading your letter on the ITPE NEWS Magazine summer 1999 edition and I am glad that somebody is doing something about the exclusions of the Executive Order No. 12933. During the 17 years that I have been working on the military dining facilities I have seen how my co-workers lose their jobs when the contract changes from employers. In one occasion it happened in 1986 when a new company took over the contract and did not hire 40 of the old employees to save on benefits; some of the employees returned but as new employees losing all their vacation benefits and their seniority that they need to bid on available working schedules, all this was very unfair for all of them.

I have also witnessed how our paychecks are given late and even bounce

because they have no funds; one time our insurance plan was not being accepted on this area because our employer did not pay the contributions for almost six months, this created that the doctors and hospitals harassed many members because the payments were not being made.

The last company that we worked for left without paying the contributions for the Pension Plan for two months, they are delinquent with this money for more than one year and it does not look that they will pay it soon.

I am happy that people like you want to put a stop to all these anomalies by dishonest employers. Here in Fort Bliss Texas every time the contract changes hands the employees are on a very high level of stress because they do not know if they will keep their jobs for tomorrow.

Mr. Hampton please allow me to give you my personal point of view regarding what happens when a successor company takes over the contract, on many occasions the new company not only do not hire

senior employees to save benefits like vacations but what I have seen in many years (17) when a new company comes in they keep the same Project Manager and he is the one making all the hiring and all the changes, he takes this opportunity to put aside many people who got hurt in the past, people who are old and look me, and of course people who he does not like for different reasons. All these members that lose their jobs can not complain or do anything about it so it is necessary to propose another Executive Order to protect all members the same without discrimination.

Again I congratulate you and your staff for a job well done for the benefit of all ITPE Members.

Sincerely;
Hugo Meza
Union Shop Steward
El Paso, Texas



SAN ANTONIO'S ITPE NOSTALGIA

ITPE Representatives Front Row/L-R - Dennis Arrington, Fund Rep. Roy Boyd, John Conley, Elwood Hampton, Charles Mill now retired and Ralph Smith now retired, pose with ITPE Shop Stewards from the San Antonio, TX area in 1983.

My how times goes by and how we change.

ITPE BRANCH OFFICES

Listed below are branch offices. These offices are spread throughout the United States. 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.

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

**WASHINGTON, D.C.,
PHILADELPHIA-MARYLAND
VIRGINIA AREA**

1150 17th St., NW
Suite 605

Washington, D.C. 20036

ITPE VICE PRESIDENT

Elwood Hampton

ITPE REPRESENTATIVE

Eddie Rhoden
Charles Hampton
Organizer, Sandra Robinson
202-296-4076
609-423-7268

FRESNO, CA 93721

2100 TULARE STREET

SUITE 524-525

ITPE SEC./TREASURER

John Brenton, III
209-237-3029/3129

SAN ANTONIO, TX 78227

333 Valley High Drive

Suite 2217

ITPE REPRESENTATIVES

Pat Foley
Maureen Alsheimer
210-670-8417

ITPE HEADQUARTERS**ITPE AFL-CIO**

2222 Bull Street, Suite 200

Savannah, GA 31401

912-232-6181 - 82

Mailing Address

P. O. Box 22697

Savannah, GA 31403

ITPE PRESIDENT

John Conley

ITPE VICE PRESIDENT

Mary Williams

ITPE ORGANIZING**DIRECTOR**

Dennis Arrington

ITPE REPRESENTATIVE

DENNIS CONLEY

HONOLULU, HI**ITPE REPRESENTATIVE**

William (Bill) Cable
808-622-3011

TACOMA, WA 98109

4524 S. Junette Street

ITPE REPRESENTATIVE

Pat Hasard
253-474-2163

SAN PEDRO, CA 90731

1300 Beacon Street, Suite 117

ITPE REPRESENTATIVE

Paul Harvey
310-832-5893

ITPE COUNSEL

360 W. 31st St.

3rd Floor

New York, NY 10001

Sidney H. Kalban, Esq.

212-465-8840

ITPE Health and 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 FUNDS REPRESENTATIVE

365 Bull Island Road

Brunswick, GA 31525

Roy Boyd

912-267-9249

Fax 912-280-0992

AFL-CIO MARITIME COMMITTEE

1150 17th St., NW

Suite 700

Washington, D.C. 20036

Talmage Simpkins, Executive Director

202-835-0404

ITPE PENSION PLAN**ITPE Annual Benefit Plan, ERISA Systems**

100 Crossways Park West, Suite 200

Woodbury, New York 11797

Bob Cassells

Administrator

516-921-3202

ITPE FUNDS REPRESENTATIVE (DOL)

1150 17th St., NW Suite 605

Washington, D.C. 20036

Patricia Dorn

202-862-9854