



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. 19, No. 5

Summer 2000

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REPORT OF THE PRESIDENT

by John F. Conley

Dear Brothers and Sisters,

Once again as your President I am proud to report to the ITPE Membership your Union continues to remain on a true course.

The renovations to the ITPE Headquarters building is approximately 95% completed, and should be totally completed by the time this issue goes to print.

We have completed the relocation of the Bookkeeping and Membership Maintenance Departments from Washington, D.C. to Savannah. The moving of these two Departments will result in a tremendous savings to the ITPE. We have employed a new Bookkeeper, Marlena Hart, who we welcome to our local staff. We also welcome Denise Rudden who recently transferred from our Washington, D.C. office to Savannah. We certainly express our sincere thanks and best wishes to our former Bookkeeper Carmelita Amar and her staff in Washington, D.C. for the many years of service they provided the ITPE. You all will be missed.

It is again the time of year when all ITPE Representatives are busily engaged in contract

negotiations. The ITPE currently represents employees on 230 Contract sites locat-

ed on the Mainland U.S., Alaska, Hawaii, Puerto Rico and Guam. The ITPE members are employed by approximately 100 Employers. Therefore, our hats go off to the ITPE Representatives, Members and all the Shop Stewards who are actively involved in these negotiations. It takes a lot of hard work and dedication in bringing about favorable results to these negotiations. Let's not forget where our higher wages, good benefits, job protection, etc. come from. It is a fact Union Members are much better off than they're Non-Union counterparts. ITPE Members have a lot to be proud of. Support your Union, support your Brothers and Sisters and support your Shop Stewards.

Our organizing efforts continue, as if they must. Without organizing new members or affiliations, the ITPE or for that matter any other Union organization, would not survive.

Organizing is very expensive, however, it is a necessary project for any Union. I ask each and every one of you to assist your Union in it's organizing efforts. In numbers you have strength. In numbers you have a louder voice. Let your voice be heard. Speaking of voices—let's not forget this is the year for the General Elections. Tuesday, November 7, 2000. Be sure you register to Vote. After you register don't sit at home and say "my vote doesn't matter". Your vote does matter. All of our votes can make a difference.

And speaking of elections, don't forget to sup-
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port the ITPEU Political Action Committee "PAC". This is the time of year we must give support to those Political Candidates who support legislation that favors the workers of this nation. Just another way your voice can be heard in the Halls of Congress.

Regrettably there were a number of ITPE Scholarships this past year no one applied for.

- The ITPE Health & Welfare Fund provides Seven (7) Scholarships.
- Five (5) awards valued at \$ 5,000.00 each year for up to four years at a College or University of your choice.
 - Two (2) Vocational Technical Scholarships up to \$ 2,500.00 each year for two (2) years. The Annual Benefit Fund provides for Twelve (12) scholarships.
 - Two awards valued at up to \$ 10,000.00

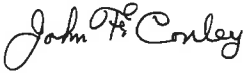
- for study at a traditional college for up to four years leading towards an undergraduate degree.
- Two awards valued at up to \$ 5,000.00 for study for the Associate Degree at a community or junior college.
 - Eight awards valued at up to \$ 3,500.00 for study in a vocational/technical program of six months to up to two-years at an accredited private or public institution .

The unique feature of this program is the inclusion of the ABF active member employees as candidates for the Scholarships. ABF Trustees and their families are not eligible for any of these Scholarships. Unfortunately only Six (6) applications were received for the twelve ABF Scholarships.

This means there were six scholarships that were not awarded although available for

any active ABF participant or Dependent who could have applied. Let's all strive to make sure all Scholarships are applied for and awarded next year.

Once again, thank you for your support in allowing me to sit at the Helm of this great organization.

Fraternally,

John F. Conley
President

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
Charles Hampton
Sandra Robinson

Effective March 31, 2000, Eddie Rhoden terminated his employment with ITPEU. Those contracts will continue to be administered by Charles Hampton, Sandra Robinson, and myself. Direct all concerns to the Washington, D.C. office and they will be disposed of in accordance with your respective collective bargaining agreement.

Please feel free to contact that office at any time between the hours of 9 a.m. and 4 p.m. at my office number (202) 296-4076, and for EMERGENCIES ONLY after 5 p.m. weekdays, on weekends and holidays your can reach me at
(856) 428-7268

ELWOOD HAMPTON

INDUSTRIAL, TECHNICAL AND PROFESSIONAL EMPLOYEES UNION



ITPENews

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

Summer 2000

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



Report of ITPE FUNDS

By Representative Roy J. Boyd

I very often get questioned about the "Family Medical Leave Act" while visiting with you during your ITPE Union

Meetings across the Country. It seems to me that most people do not realize this is a benefit provided through requirement by Federal Law. The Family Medical Leave Act is a benefit that you must apply for. It is not automatic. I am taking this opportunity to explain the Family Medical Leave Act and your continuation of benefits during disability while you are a covered employee under the ITPE HEALTH AND WELFARE FUND.

All employees who are covered for benefits under the ITPE HEALTH AND WELFARE PLAN will have their benefits and benefits for eligible dependents extended for a period of sixty (60) days from the last day worked. This coverage is provided so long as the employee is certified to be totally disabled to continue working due to sickness or injury. Certification of disability must be provided by the sick or injured employee's doctor. At the end of the sixtieth (60th) day, all benefits on the employee's dependents cease. All benefits on the disabled employee cease except only unused benefits (if any) for the illness or injury that rendered the employee disabled.

These remaining benefits (if any) will be available provided the employee is still disabled for up to an additional four (4) months. At the end of that period all medical benefits cease completely unless other means of continuation of benefits have been made effective. For most practical purposes, benefits cease at the end of the sixtieth (60) day following the last day worked. During this sixty day period no contributions for benefits have been paid or required to be paid. This sixty- (60) day extended coverage was provided by the ITPE HEALTH AND WELFARE FUND.

Now let us examine the FAMILY MEDICAL LEAVE ACT (FMLA). Not all employees are eligible for benefits under the Act. Not all employers are covered under the Act. FMLA provides that Eligible Employees of Covered Employers are entitled to up to twelve (12) work weeks of unpaid leave during any twelve(12) month period for one or more of the following circumstances:

1. The birth of a child of the Eligible Employee.
2. The placement of a child with the Eligible Employee for adoption or foster care.
3. Caring for a spouse, child or parent who has a serious health condition .
4. A serious health condition of an Eligible Employee which renders the Employee unable to perform the functions of the position of such employee.

In the event an Eligible Employee properly applies for FMLA unpaid leave to a Covered Employer and the FMLA unpaid leave is approved, the Covered Employer is required to maintain the HEALTH AND WELFARE PLAN on the Eligible Employee during the FMLA period. Continuation of benefits must be provided on the same terms as if the employee had continued to work. For FMLA to be beneficial for an Eligible Employee there must be sincere communication between the Employee and Employer. Proper application in as timely manner as possible should be made. Communication concerning requirements by Employer and needs of Employee should be clearly understood by both parties.

Now we know the FMLA gives Eligible Employees the right to be granted up to twelve (12) weeks unpaid leave for certain circumstances. We know that during this unpaid leave the Covered Employer is required by law to continue your HEALTH AND WELFARE just as if you were working!! This is a great benefit.

Now let us determine if your Employer is a Covered Employer and determine if you are an Eligible Employee under the FAMILY MEDICAL LEAVE ACT (FMLA). If your Employer is not a Covered Employer than it stands to reason that you would not be eligible for FMLA Benefits.

A covered Employer is any Employer who is engaged in commerce or in any industry or activity affecting commerce who employs a minimum of fifty (50) employees for each working day during each week for twenty (20) or more calendar work weeks in the current or preceding calendar year. Does your Employer employ fifty (50) or more people during any twenty- (20) week or more period of the year? If yes, your Employer is a Covered Employer.

Let us assume your Employer is a Covered Employer under FMLA. The next question is: Do you qualify as an Eligible Employee for FMLA coverage? To be an Eligible Employee for FMLA Coverage, an employee must have worked for the Covered Employer:

1. For at least 12 full months; and
2. For at least 1,250 hours during the year preceding start of the FMLA unpaid leave; and
3. At a work-site where the Covered Employer employs at least 50 people within a 75 mile radius.

For example: If you work for an Employer who has two contracts

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FROM THE WASHINGTON OFFICE

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

ITPE presented comments regarding proposals by the Department of Labor that would change the survey method; it determines area wage rates under the Service Contract Act.

ITPE, along with other Unions, contractors and government agencies attended additional meetings with the Bureau of Labor Statistics (BLS) and the Department of Labor.

ITPE has commented as follows; OES Survey Results; it appears that this new method would drive down current area wage rates, and employers would be pressured to secure good employees.

We took issues with job classifications. Some were broader than in the current industry while others were narrower. Examples: No distinction between armed and unarmed guards, no classifications for housekeeping employees, not clear which classification covers food sanitation special-

Impact upon section 4(c) variance the apparent problem with OES dates and lack of due consideration would inevitably lead to plethora requests by procurement agencies for 4(c) substantial variance hearings.

Red Circled Rates: Some problems can be alleviated by maintaining current area rates and until (a) OES survey rates match or exceed those current prevailing wage, or; all parties are satisfied that OES survey rates are true prevailing rates whichever occurs first. Such a process is referred to as "circling" or grandfathering which has been a past practice in establishing area wage determinations. ITPE will continue to review all materials and attend all meetings and put forth our positions. We will keep you, the membership, informed regarding these important issues.

ITPE shall continue our efforts regarding the extension of Executive Order 12933 by President Clinton. We all know that extending the order to the Defense Department would protect many employees from losing their jobs. Now is the time the President needs to hear from you. Let him know that you have no job protection. Voice your concerns, Extend Executive Order 12933. Send copies of your letter to the Washington office, let your voice be heard!

Getting involved in your union activities has become easier with the tremendous growth and expansion of technology. Infor-



mation and answers to your questions and concerns are now just minutes away with just the touch of a button.

Those who support or challenge pro labor laws have an obligation to respond to you and you as a voter can now utilize advance technologies such as the Internet and electronic mail to voice your concerns and become a better educated and informed voter.

Did you know that every member of Congress, the Department of Labor, can be contacted instantly, regarding your issues, questions and concerns. They can run but they can't hide. Soon you will also be able to reach your ITPE Benefit Plans on the internet.

Extensive directories with names addresses as well as the latest articles and helpful information to help you exercise your rights can be obtained instantly by a computer. Your Union has electronically grown to offer these supports.

Many of you are currently going on line surfing the internet and sending email messages. For those who would like to get more involved, local libraries provide free training and access to computers. Others may be assisted by your children, many of whom are being introduced to new technologies in their careers and children or grandchildren who are learning to access information and manipulate computers at school.

Become more empowered through electronic access! The following article on healthcare is an example of how information can be gathered electronically and passed along to you quickly. Send us your comments or a message by email. Your Washington office email address is ehampton@erols.com. See you online!

For those of you who are 65+ or disabled and under 65, or actively serving as a caregiver of an older family member, here are some helpful health insurance news. Medicare supplements, also known as Medigap insurance, help fill in the gaps left by Medicare. Medicare is a government program but Medigap policies are offered by private insurance companies that are regulated by both the state and federal government.

The federal government has authorized 10 standardized Medigap policies. Depending on where you live all 10 of those standard policies or only a few may be offered. Medigap plans are standardized, which means plans with the same letter (policies are identified as A-J) must offer the same benefits. This also means that plans must use the same language and format. These

Greetings From Las Vegas

by Theatla "Ruthie" Jones, Vice President

Upon my arrival in Colorado Springs, in late February, the weather was beautiful and as always however, it was unpredictable and it quickly changed to a horrid snowstorm. I had to change my meeting with the employees at Peterson. Fortunately before I left I managed to visit with some of the employees at that site.

The employees at Peterson AFB had many changes to adapt to. Maintenance lost the contract and the Government split it into two procurement contracts. As of October 1, 1999, Hospital Klean was awarded the clinic portion and on November 1st, the remainder of the procurement contract was awarded to Brooks & Brooks. Brooks and Brooks were only there until December 31st, because they couldn't operate the contract based on their bid and the Government allowed them to graciously bow out. It was then awarded to the 2nd lowest bidder, Neals Janitorial Services, Inc. which took over January 1, 2000. My empathy goes with the employees. They had to endure all these changes. It took a few months to obtain a signed agreement with Neals Janitorial and now we are negotiating increases for the upcoming contract year. Hopefully there will soon be some normalcy in the employees' lives.

ITPE steward Joann Cunningham at the DEW Management site, Air Force Academy retired. I spoke with her this week and she is very happy and enjoying her retirement. John Stephenson took her place as the shop steward. Welcome aboard John. You are doing a fantastic job and I am gosh darn proud of you. My chief steward David Marsala as always does his job well. Thanks guys.

Had my general meeting with the ProServe employees. Welcome aboard to the new night shift leader Maryann Cornell. The atmosphere in the dining hall was very serene thanks to Maryann. The employees enjoy working with her. You go girl, keep up the good work!

There is a potential group of workers in Colorado Springs which I am in the process of organizing. The group is very upbeat in getting ITPE representation. There are other groups that are being organized in Colorado Springs to be brought under ITPE.

Overall it was a very productive site visit to the Springs. Much was accomplished.

I have two new shop stewards at Yellow/Checker/Star cab company~ Suzanne Schroeder and George Smith. They join my long attending stewards Craig Harris and Brian Guerin. This is a huge company and they do a great job.

I have a new shop steward at Henderson Taxi. Welcome Joe Howard. He joins forces with Chief Steward Michael Jones and Patty McGuinness.

There is never a dull moment with the many issues concerning the taxi cab drivers. It's always a constant battle with powers to be. Endless hours of meetings, grievances, etc.

I recently had a very productive meeting with the food service members at Superior Service, Nellis AFB. We discussed the contract negotiations, scholarships from Health and Welfare and Annual Benefit. One of the key questions was: can you apply for both scholarships? The answer is yes. Much was accomplished to the satisfaction of the members.

Things are going well with the guys at Markrist Engineers. We are happy to have them on board as ITPE members. It has been expressed to me the feeling is mutual. Discussion will soon take place regarding their contract for wages and benefits. Jim Setchfield is the chief steward for the guys.

I would like to give special thanks to the hard working shop stewards. Your role is vital to this organization. We must rely on you to take care of matters in your areas as we are not physically accessible to the employees at all times. Having great shop stewards to rely on is one of the most important aspects of the Union. Keep up the good work. I assure you with all sincerity, you are greatly appreciated.

Pat Foley and Maureen Alshemier from their base in San Antonio, TX, have acted on several grievances. Two are currently scheduled for arbitration. One

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CENTRAL AREA



ITPE Members at the U.S. Naval Air Station, Ingleside, TX are all smiles after receiving a most appreciated letter of commendation from Captain D.N. Hartwell, USS Inchon (MCS12)



ITPE Members at a recent Union Meeting at Nellis AFB. Right - ITPE Welcomes our newest brothers and sisters. Recently organized Security Guard Unit Employees employed by Valley



Forge Government Services, Inc. at the Federal Buildings in Muskogee & McAlester, OK. L-R Top Row Wilson Bear, Bobby Parker, Frank Rock and Walter Crow L-R Bottom Row Traci Crussell, Verma Moore and Denis Vogel

VALUABLE SHOP STEWARDS

THE ITPE PAYS TRIBUTE TO ALL ITS SHOP STEWARDS

SHOP STEWARDS ARE VERY SPECIAL PEOPLE

Shop Stewards are often called the backbone of any union, but what exactly is a Shop Steward?

A Shop Steward is....

- The strongest link between the Companies and the union **they have chosen to represent them.**
- The first-line spokesman to management on behalf of the employees he serves.
- The No.1 source of information for the union about inequities, working conditions, and needed improvements in the negotiated agreements.
- The First Aid Station for employees with problems that **affect their work.** The Union's best recruiting advertisement and best recruiter.
- The "Welcome Wagon" for new employees.
- The key to making negotiated agreements work. The man or woman able to fill this role would seem to be a special type of person, and indeed that is true.

A successful Shop Steward is a person who likes to help others, recognizes the value of using common sense, and is willing to carry through an action once started.

A Shop Steward must be able to see both sides of a situation. He must be able to listen fairly and impartially and be able to get facts

accurately. He must be strong enough to tell a fellow employee when he is wrong, and courageous enough to stand up to Company management when it is wrong.

MUST BE A LEADER

An effective Shop Steward has several major functions. He must:

- Be a leader and gain the support of his fellow employees.
- Be a spokesman for his Unit in dealing with Company management
- Enlist new members to keep his Unit growing and active.
- Organize his unit into a strong and effective group.
- Keep members in his charge informed about union activities.

In order to do his job well, a Shop Steward must have certain knowledge. He must know the contract, which governs the employees of his unit. He must know the grievance procedure prescribed for his Unit and how to follow it. He must know the jobs of employees he serves. so he can judge if a **legitimate** problem or complaint exists. He must know his fellow **workers**. He can't help someone he never comes to know.

A Shop Steward has a difficult job, but it is a job which can bring many rewards to the person willing to tackle it. A dedicated Shop Steward knows that he is doing everything he can to make Company employment a little bit better for those he serves.

ANNUAL REPORTS

ITPE PENSION FUND SUMMARY ANNUAL REPORT

This is a summary of the annual report of ITPE Pension Fund, Employer Identification Number 11 2506736 for the fiscal year ended September 30, 1999. The annual report has been filed with the Internal Revenue Service as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Basic Financial Statement

Benefits under the plan are provided by the Trust. Plan expenses were \$8,970,861. These expenses included \$1,196,658 in administrative expenses and \$7,774,203 in benefits paid to participants and beneficiaries. A total of 18,921 persons were participants in or beneficiaries of the plan at the end of the plan year. although not all of these persons had yet earned the right to receive benefits.

The value of the Plan assets, after subtracting liabilities of the plan, was \$55,504,677 as of September 30, 1999, compared to

\$56,603,896 as of September 30 1998. During the plan year the plan experienced a decrease in its net assets of \$1,099,219. This decrease includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. The Plan had total income of \$7,871,642, including employer contributions of \$6,438,598, losses of \$772,903 from the sale of assets, earnings from investments of \$2,204,697 and other income of \$1,250.

Your Rights to Additional Information

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

1. an accountant's report;
2. assets held for investments;
3. transactions in excess of 5 percent of the plan assets.

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HAVE YOU, OR ARE YOU REGISTERED TO VOTE

The General Elections on Tuesday, November 7, 2000 are promising to be exciting.

The President of the United States as well as members of the House of Representatives and the Senate will be determined November 7th. This is a very important election year for us in the Labor Movement. In order to preserve what we currently have and to continue our struggle for a better way of life for the workers in America. We must get out and vote for those candidates who support Labor.

In order to VOTE, you must be registered.

The chart that follows lists many Voter Registration Deadlines.

State	Registration Deadline(s)				
ALABAMA	10 days before an election	KENTUCKY	28 days before an election	PENNSYLVANIA	30 days before an election
ALASKA	30 days before an election	LOUISIANA	24 days before an election	RHODE ISLAND	30 days before an election
ARIZONA	29 days before an election	MAINE	10 business days before an election or delivered in person up to and including election day	SOUTH CAROLINA	30 days before an election
ARKANSAS	30 days before an election	MARYLAND	8 pm on the 5th Monday before an election	SOUTH DAKOTA	Delivered 15 days before an election
CALIFORNIA	29 days before an election	MASSACHUSETTS	20 days before an election	TENNESSEE	30 days before an election
COLORADO	29 days before an election	MICHIGAN	30 days before an election	TEXAS	30 days before an election
CONNECTICUT	14 days before an election	MINNESOTA	Delivered by 5 pm 21 days before all election; also election day registration at polling places	UTAH	20 days before an election
DELAWARE	20 days prior to general election; 21 days prior to primary election	MISSISSIPPI	30 days before an election	VERMONT	Delivered to town clerk before noon postmarked or submitted to DMV on 2nd Saturday before an election
DISTRICT OF COLUMBIA	30 days before an election	MISSOURI	28 days before an election	VIRGINIA	Delivered 29 days before an election
FLORIDA	29 days before an election	MONTANA	30 days before an election	WASHINGTON	30 days before an election or delivered in person up to 15 days before an election
GEORGIA	The 5th Monday before a general primary general election or presidential preference primary. The 5th day after the date of the call for all other special primaries and special elections	NEBRASKA	The 4th Tuesday before an election or delivered by 8 p.m. on 2nd Friday before an election	WEST VIRGINIA:	30 days before an election
HAWAII	30 days before an election	NEVADA	8 pm on the 5th Sat. before any primary or general election. 8 pm on the 3rd Sat. before any recall or special election unless held on same day as primary or general election. Then it remains the 5th Saturday.	WISCONSIN	13 days before an election or completed in the local voter registration office 1 day before an election or completed a polling place on election day
IDAHO	25 days before an election by mail; 24 days before an election in person or election day at the polls	NEW HAMPSHIRE	10 days before an election, or registration at polls on election day	WYOMING	30 days before an election or register at polling place on election day
ILLINOIS	29 days before primary; 28 days before general election	NEW JERSEY	29 days before an election		
INDIANA	29 days before an election	NEW MEXICO	28 days before an election		
IOWA	Delivered by 5 pm 10 days before state primary or general election; 11 days before all others. A postmark 15 or more days before an election is on time	NEW YORK	25 days before an election		
KANSAS	Delivered 15 days before an election	NORTH CAROLINA	Postmarked 25 days before an election or received in elections office or voter registry agency by 5 pm		
		NORTH DAKOTA	North Dakota does not have voter registration		
		OHIO	30 days before an election		
		OKLAHOMA	25 days before an election		
		OREGON	21 days before an election		

Report on Bases

From Pat Hasard, Tacoma, WA

Fort Lewis, WA.

Shop Steward **Young Bell** has been working as envoy between the Asian Membership and myself for over ten years. She has been a loyal Union Supporter and is always there when the call for duty is made. She has been on our negotiation committees when the Company didn't seem to want to budge. She has gone with me to talk to our legislature about our concerns about protecting the Service Contract Act. I know I can always count on her support on any issue that I ask her to support. That in turn supports the Union. She has two grown children and spends much time with her church obligations and helping all ITPE Members who need help in filling out papers, forms, etc.

Malstrom AFB, MO.

Shop Steward **Stacey Esterby** has been the Shop Steward at Malstrom since I became their Representative. Her loyalty is beyond

reproach. She has had to hold everything together not once, but twice, when the dining hall closed.

She keeps in touch with everyone and works on base at the Officer's Club part-time. She has a grown son and a daughter who is in her last year of High School. Stacey has always been there to help clear things up, to give a very unbiased opinion on things. The Union owes her a great debt of gratitude for all the effort she puts into keeping everyone together during the fourteen- (14) month shutdown.

Shop Steward **Noel Khin** was such a wonderful Shop Steward, along with being one of the nicest, laid back persons you could ever hope to meet. He was Shop Steward for over ten years at Eielson AFB, North Pole, Alaska. Unfortunately for the Union and many other people, we lost Noel this last December. He died very unexpectedly. I spoke with him that last day and shared a laugh about the usual complaints and we discussed how the medical plan was working and how cold it was there. Noel has two

grown children. He was retired from the military, and spent much of his spare time raising flowers and such. Orchids were his specialty. We miss him so much and wish his beloved wife, Linda, and family peace and comfort at this time and to rejoice and remember the time we did get to share with him.

Malstrom AFB opened its new Dining Hall December 15th, after being closed for fifteen (15) months. McChord Custodial Contract has a new contractor, Aztec Facility Services out of Houston, Texas. McChord Commissary has a new contractor as of April 1, Centennial Services. McChord Food Service is close to having a new and very workable CBA. Ft. Lewis is gearing up for ROTC beginning in June. My GSA 911 operators are close to having a new CBA. All of my Alaska contracts are doing well and expect no changes except for the Food Services, which are extended by The Andrews Group until September.

Notice of Nominations

INDUSTRIAL TECHNICAL & PROFESSIONAL EMPLOYEES UNION, AFL-CIO

PLEASE TAKE NOTICE that, in accordance with Article X, Section 3 of the **Constitution of the Industrial Technical & Professional Employees Union, AFL-CIO ("ITPE")**, nominations will be open from July 3, 2000, through July 31, 2000, for the following ITPE Officer and Delegate positions:

**President
Secretary-Treasurer
3 Vice Presidents**

20 Delegates to the ITPE Convention.

The President, Secretary-Treasurer and Vice Presidents will also be ex-officio Delegates to the ITPE Convention.

QUALIFICATIONS

Any member is eligible for nomination to and election as a Union Officer or as a Delegate to the Union Convention provided that member (1) is a member in good standing at the time of both nomination and election; (2) has been a member in good standing of the Union for at least one year immediately preceding the date of the closing of nominations; and (3) has had at least 120 days of employment (not including vacation time) in a collective bargaining unit represented by the Union in each of two out of the three calendar years immediately preceding 2000 (i.e., 1997, 1998 and 1999), provided that time spent by members holding office in the Union or engaged in official Union business shall be considered as employment time for these purposes.

NOMINATION PROCEDURE

Any member may be nominated or may nominate another member for the offices of President, Secretary-Treasurer or Vice President, or for Delegate to the Union Convention. The nomination petition must be signed by at least twenty-five (25) members in good standing and received at ITPE Headquarters **no later than 5:00 P.M. on July 31, 2000**, addressed as follows:

Credentials and Tally Committee
c/o John F. Conley, President
ITPE Union, AFL CIO
2222 Bull Street, Suite 200
Savannah, GA 31401.

It is **the responsibility of the nominee to verify the good standing** of each member endorsing the petition and to make sure the petition is timely received at the above address.

Printed nomination forms will be available upon request from your ITPE Representative and from ITPE Headquarters, beginning July 3, 2000. The petition must be dated and must contain the following:

- (1) The full name of the candidate.
- (2) The candidate's home address, mailing address (if different) and Social Security number.
- (3) The number of the candidate's last dues receipt, or the identity of the employer and work site if dues are paid in accordance with a dues checkoff system.
- (4) The title of the office or other job for which the member wishes to be a candidate.
- (5) The printed names, signatures and membership numbers of 25 members in good standing.
- (6) Evidence of qualifying employment time.
- (7) A certificate annexed in the following form, signed and dated by the candidate: "I hereby accept the nomination for the office of _____. I certify that I am not now, nor for the five (5) years last past, have I been convicted of, or served any part of a prison term resulting from conviction of robbery, bribery, extortion, embezzlement, grand larceny, burglary, arson, violation of narcotics laws, murder, rape, assault with intent to kill, assault which inflicts grievous bodily injury, or violation of title II or III of the Landrum Griffin Act, or conspiracy to commit any such crimes."

**TO BE TIMELY, THE NOMINATION PETITION
MUST BE RECEIVED AT ITPE HEADQUARTERS
AT THE ABOVE SAVANNAH ADDRESS NO
LATER THAN 5:00 P.M. ON JULY 31, 2000.**

Hampton Area, East Coast

LEFT Trustees of the Annual Benefit Fund at a recent visit to the office of ERISA SYSTEMS. L-R Employer Co-Chairman Jay Lipscomb of Integrity Management Services, Inc. and Debbie Franco. Debbie recently fell and shattered her right elbow. We all wish her a speedy and full recovery.

RIGHT At a recent visit to ERISA SYSTEMS Plan Trustees

Back to camera Tony Shepherd, President Worldwide Security Services, LTD and Arthur Mczies on right, President of National Business Service Entertainment chat with ERISA Computer Programmer Jim Evans.





HARVEY ALAN MIRELES

Awards

Best Mascot at NCA camp, NCA All-American Mascot, Abilene High School Voted Most Spirited by Senior Class, Sportsmanship Award in Youth Basketball, Who's Who Among High School Students, 3 Year All-Region Jazz Band Member in High School, 2 Year All-Region Band Member in High School

Extra Curricular

7 Year Band Member, 4 Years Marching Band Member, 4 Years Jazz Band Member, Saxophone Section Leader at Abilene High, Abilene High School Mascot, Abilene High Spirit Crew, Member of Abilene High School PALS, 6 Years of Little League Baseball, Senior Men Member at Abilene High School, Student Council Member at Abilene High School, Member of ALPS Program

Community Service

Big Brother's/ Big Sisters of Abilene
6 Year Member Abilene City Youth Council
Member of the Make a Difference Day Committee
2 Years of Serving at Soup Kitchen

HARVEY'S MOTHER IS ITPE MEMBER SYLVIA MIRELES EMPLOYED BY SELRICO SERVICES, ABILENE, TX.

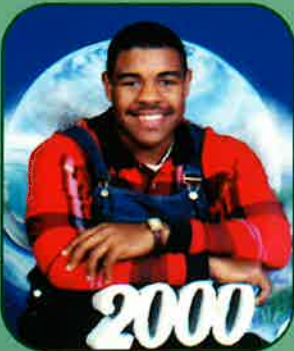
"Texas Tech University's School of Music has long held a reputation of performance and educational excellence. Students leave inheriting the knowledge from some of the nation's best music instructors. What I feel is the most rewarding quality in music is the freedom and expression the art allows in each performance. Music makes those listening as well as those performing feel a different array of emotions. I have always held a high regard for those in the teaching field and thankfully I will now pursue this dream"



KELLY ANDREWS,

18 years of age, is the daughter of Mr. and Mrs. Ronald Andrews of Savannah, Georgia. Her mother Debbie Andrews, is an ITPE Health & Welfare Fund Claims Representative.

Kelly attended Savannah Christian Preparatory School for 13 years where she was an honor student. She lettered in softball all four years of high school, and plays now on a traveling softball team (girls 19 and under) all over the southeast during the summer. Kelly's interests are biology, chemistry and science, and she is planning a career in the field of medicine.



LAKEON GARDNER

My name is Lakeon Gardner, and I am a senior at Columbus High School in Columbus, MS. Currently, I serve as Student Body President and support school activities as the CHS Falcon mascot. My talents range from being a B+ student to participating in sports, Frontline and Showtime (1st place showchoirs) and CHS Student Council. I have also played a strong leadership role in both my school and in my community.

In school I have served as class treasurer, Student Body Treasurer, member of Mississippi Youth Legislature, member of Student Advisory Board of Mississippi, member of the National Beta Club, member of Fellowship of Christian Athletes, member of Superintendent's Advisory Board and a member of Student Against Drunk Driving. Among the courses I have taken are Honors and AP biology, human anatomy and physiology, and U.S. History. As a freshman and sophomore, I played football and was a trombone player in the band.

As an active member in my community, I have participated in Medical Explorer at Baptist Memorial Hospital-&T, a volunteer tutor in math and science. I have been named in Who's Who Among American High School Students. My christian training comes from my guidance and membership at Zion Gate Missionary Baptist Church. This fall I will matriculate to Mississippi State University, and major in Pre-Med/Microbiology.

MOTHER -Camila Brown is a ITPE Member, employed by Selrico Services at Columbus AFB.



TIJWANNA WILLIAMS

I would like to express my gratitude to ITPE for giving me such an outstanding award. I am an 18-year-old student that lives in Augusta, GA. I attend Davidson Fine Arts Magnet High School. I have attended Davidson ever since the fifth grade. My fine arts subjects are dancing and visual arts. I am on the Math Club, Ring Committee, and Student Council at my high school. My favorite academic subjects are Anatomy and Biology. I will soon be attending Albany State University, where I will major in Pre-medicine. I attend Mt. Zion Baptist Church regularly, where I am a member of the youth choir. In my spare time, I enjoy reading and hanging out with my friends.

This Scholarship will pay for most of my housing at Albany State University. I'm extremely proud and blessed to receive this award. I will continue to do my best and maintain a good education. Once again, thank you ITPE for aiding me in my college education, it is very important to me.

Tiwananna Williams is the daughter of Ira J. Williams, ITPE Member at Fort Gordon, GA. Employed by Food Service Contractor at Ronlyn Food Service.



PAMELA K. WEBER

I am a three year letterwomen for Biloxi High's Basketball and Volleyball team. I serve as Secretary for the National Junior Honor Society and Spanish National Honor Society. I am also a four year cadet of JROTC and a two year member of the Key Club. I will graduate with Honors on the 28 of May 2000.

I will attend the University of Southern Mississippi in the fall of 2000. I plan to major in Sports Medicine, hoping to pursue a job as a Sports Trainer. I intend on becoming involved in the Health & Human Sciences Organizations, Friends of Big Sisters, and Peers Educating Peers while at the University of Southern Mississippi. During my senior year I would like to take part in an internship program at a Sports Medicine Facility. I will graduate from the University of Southern Mississippi in four years with a Bachelor's degree. Upon completion of graduation I look forward to becoming a successful Sports Trainer.

MOTHER —PERLA WILBER IS A ITPE MEMBER EMPLOYED BY AUSTIN AND ASSOCIATES AT KEESLER AFB, MS.



RANDY GRAY, JR.

My name is Randy Gray, Jr. and I am a part of the class of 2000 at East Bladen High School in Elizabethtown, North Carolina. In the fall, I will be attending Duke University in Durham, North Carolina. There, I plan on enrolling in the Pre-Medicine Program. In the future, I wish to attend Medical School, and later, practice Medicine in Pediatrics. Currently, I am an active member of the Chess Club, National Honor Society, National Art Honor Society, and the Beta Club. I also participate in tennis and band. In May, I will graduate in the top of my class with highest honors. This award means a lot to my family and I because it will help in continuing my education, so I am honored and thankful in receiving this prestigious award.

ROSA CAVAZUS

is an award winner of a \$ 5,000.00 Scholarship each year for four years. Rosa is an ITPE Member employed by Hernandez Enterprise, Inc., at Fort Sam Houston, San Antonio, Texas. Rosa did not submit a photo.

*Photo
Not Available*

Washington D.C Area, EPA Waterside Mall, Coastal International Security, Ronald Reagan



*EPA Waterside Mall - Ronald Clark Post #17
We're happy to work, even when it's cold out!*



*EPA Warehouse Movers
Rodney Young, EPA Mover READY TO ROLL*



*Be Happy while you work!
EPA Mover Eugene Scott*



*Lawrence Young
Let's Move no-time out!*



Guess What? More Cabs

It seems the Taxi Cab Authority-Las Vegas board takes forever to come to a decision as to the number and type of cabs to put on the road. Numbers man Rick Boxer presented figures that seemed to support the need for more medallions.

Others, most notably ITPE Rep. and Henderson driver Mike Jones, refuted these figures, but only with some success. Their arguments seemed to soften the TA staff recommendation of 5.8 medallions, making it a little less bitter.

TAKE A LOOK!

As President of the Industrial,
Technical & Professional Employees Union (ITPE),
AFL-CIO,

I am pleased to announce that the ITPE

IS NOW ON THE INTERNET!

Please take a look!
To log on - www.itpe.org

More Good News!!!!

Coming soon you will also be able to link to the
ITPE Benefits Plans - Health & Welfare, Pension
and the Annual Benefit Fund by logging on to

www.itpebenefits.com.

Fratenally,

John F. Conley
John F. Conley

ITPE HEALTH AND WELFARE

SUMMARY ANNUAL REPORT FOR THE ITPE HEALTH AND WELFARE FUND

This is a summary of the annual report of the ITPE Health and Welfare Fund, EIN 58-1236802, Plan number 501 for the period July 1, 1998 through June 30, 1999. The annual report has been filed with the Internal Revenue Service, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

The value of plan assets, after subtracting liabilities of the plan, was \$12,160,817 as of June 30, 1999 compared to \$8,328,780 as of July 1, 1998. During the plan year the plan experienced an increase in its net assets of \$3,832,037. This increase includes unrealized appreciation or depreciation in the value of plan assets; that is the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. The plan had total income of \$18,554,140 including employee contributions of \$28,057, and \$550,979 in earnings from investments.

Plan expenses were \$14,722,103. These expenses included \$1,477,391 of administrative expenses, and \$13,244,712 in benefits paid to participants and beneficiaries.

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

- Accountant's report
- Transactions in excess of 5% of plan assets

To obtain a copy of the annual report, or any part thereof, write or call the office of ITPE Health and Welfare Fund, who is the plan administrator, 835 East 65th Street, Suite 200, Savannah Georgia, 31405, 912-352-7169. These portions of the report are furnished without charge.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the

plan and accompanying notes or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

CONGRATULATIONS

TO THE FIRST ITPE-ANNUAL BENEFIT FUND (ABF) SCHOLORSHIP WINNER

<u>NAME</u>	<u>CONTRACT SITE</u>	<u>EMPLOYER</u>
Jessica Seward Jessica is the daughter of Raymond Seward	GSA Eastern, PA	Worldwide Security Services
Brandi Badge Brandi is the dependant daughter of Dorothy Badge	Schriever AFB	Proserve Corporation
Danny Keitel (employee)	Falcon Field	Proserve Corporation
Zelithe Edsman (employee)	Ronald Reagan	Worldwide Security Services
Tania Betz (employee)	GSA Eastern, PA	Worldwide Security Services
Crystal Doody (employee)	Falcon Field	Proserve Corporation
No Photos of the ABF Winners were available		

NOTICE

When in Las Vegas

RIDE IN TAXIS DRIVEN BY
ITPE MEMBERS
USE
YELLOW - CHECKER - STAR AND
HENDERSON TAXIS
SUPPORT YOUR UNION
BROTHERS AND SISTERS

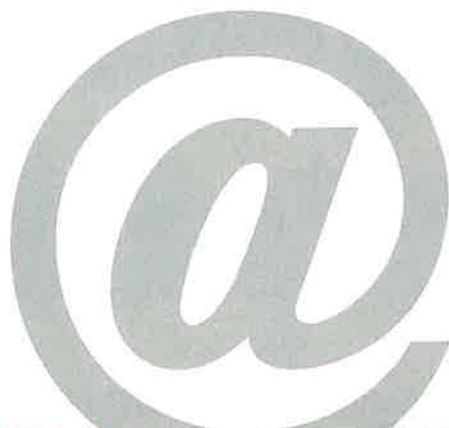


Dave Hacker, Yellow Cab Driver and an outstanding ITPE Member. Mr. Hacker likes to boast about and says that he would not be working if it was not for this union which saved his job. Mr. Hacker returned \$25,000, which was left in his cab by Mr. Dykes of Georgia, and Mr. Hacker received nationwide notoriety.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

MORE GOOD NEWS!

The International Union for the Natural Health, Complimentary & Alternative Medicine Professionals (IUNH) has affiliated with the ITPE. We welcome all IUNH members and IUNH President Steven Gorman and Dr. Henry Golden, N.D., L.Ac, D.C. Secretary/Treasurer to the ITPE family.

IUNH represents alternative health care professionals
(chiropractors, acupuncturists, massage therapists, etc.)
and employees in the natural foods industry.
You can visit their Web-site



WWW.NATURALHEALTHUNION.ORG

www.naturalhealthunion.org

ITPE FUNDS (Continued from p. 3)

on a Military Installation within 75 miles of each other with one contract having 12 Employees and the other contract having 40 Employees and you as an employee on either contract meet the twelve month employment requirement - you are an Eligible Employee!!

You now know what FMLA means to you. You now know how to determine whether or not you are eligible for FMLA. To obtain your rights under the Family Medical Leave Act is now up to you. You must make application and get approved in the event the FMLA covered circumstances affect you as an Eligible Employee.

Once an Eligible Employee has exhausted all benefits under either the 60 days of

extended benefits provided by the ITPE HEALTH AND WELFARE FUND during an employee's disability and/or the twelve (12) weeks of continuation of benefits by a FMLA Covered Employer, the employee has one other option to continue the Health Coverage. A Federal Act, the "Consolidated Omnibus Budget Reconciliation Act (COBRA) requires that group health plans allow qualified employees and their dependents to continue group health coverage at their own expense after it would normally end. The term "group health coverage" includes any medical, dental, vision care and prescription drug coverage that are included. Bear in mind that Extension of Benefits During Disability and FMLA continuation of benefits are benefits provided while you are

still an Employee but on an unpaid leave. Continuation of benefits under COBRA could be while a person is still an employee on leave or after termination or reduction in employment whether voluntary or involuntary. I am not going to address COBRA requirements and privileges in this article. I do invite you to read about all three of your "Continuation of Benefits" provisions in your ITPE HEALTH AND WELFARE BOOKLET. Keep asking questions! Your ITPE Union Representative, your ITPE HEALTH AND WELFARE PLAN Administrator and I will be glad to assist you. One day you or one of your dependents will be grateful to know of the privileges available to you.

Sincerely yours, Roy Boyd
ITPE Funds Representative

WASHINGTON OFFICE

(Continued from p. 4)

are protections that help you better understand Medigap offerings as well as avoid falling victim to fraudulent practices in health care.

Did you know that Medigap would generally pay most or all of the Medicare co-insurance amounts? Medigap may even cover the cost of Medicare deductibles. Some of these gap plans will even cover prescriptions; preventive screening tests and emergency medical care abroad. Don't get confused, get the facts on benefits of these policies, how to avoid unscrupulous salesmen and sales tactics and where to go for help in selecting coverage that fits for you or a loved one. Unbiased health insurance counseling is offered free in every state by a program called SHIP, the Senior Health Insurance Information Counseling and Assistance Program. To find out more about Medigap or SHIP contact the the following federal government toll free line (1-800-MEDICAR) or go on-line at www.medicare.gov

*A letter from Carolyn Reed*

Dear ITPE Members,

My name is Carolyn Reed. I have been a ITPE member since 1982 and have been the Shop Stewardess at the Eagle Dining facility at Langley, AFB VA. for 18 years. I must say that it has been a rewarding and often challenging experience. Through this opportunity, I have gained knowledgeable insights into just how our government works first hand and on different levels. I'm sure it's hard at times to understand how the Union is working for us. Remember that the Union is broad and vast in the areas of its capacity that serves its members. We can't always recognize the scope of what's being done. Why? Perhaps because it's done on levels we don't see. So, maybe we can't identify with it in our minds. I however, never think the Union practices out-of-sight, out-of-mind policies. Your officials are always keeping a watchful eye and bended ear. Why? To keep abreast of whats going on with the key issues that directly and indirectly affect us as a whole. Reading your newsletters will help you to better understand what's being done to serve the members. As members we must remember that we can't hold the Union hostage for everything that goes wrong on our jobs. We are also dealing with the company and the government. Practice patience when waiting for a resolution through the Union. All issues are not as black and white, or cut and dry as we tend to think. As member, it's easy to get discouraged. Just remember things take time, especially in a society whose basic sense of order is full of bureaucratic red tape. In other words, hurry up and wait

The Union is a powerful organization. However, always remember first, the members are the Union. It gains, maintains and strengthens its power through our unity. The officials work for us and what's in our best interest. So, we must become an active part in what's being done to protect this interest. Make your voices heard. The true power is with your vote. The attitude that anything won't come from it is what keeps the people lobbying against the service contract one step ahead of us. You must believe that. Vote in your elections, local, general, congressmen and presidential. Laws are passed through the people you elect to represent you. If some politician tried to introduce another bill to eliminate the service contract like years before, there's a possibility it could pass. Why, because if it takes one vote to shoot it down, that could be your vote. Think about that in its entirety and know that every vote does count. Exercise your right to vote. Help your Union to help you, by helping yourselves. A very wise Union official once told me that "the Union may not win the war but every victory no matter how great or small strengthens the Union and if nothing else it will make them respect you. So respect yourselves and what's being done to protect you. Vote, vote and vote again. It has been a privilege on many levels to serve the members at Langley, VA.

Respectfully,
Carolyn Bean Reed



ORGANIZING REPORT

BY DENNIS R. ARRINGTON,
ORGANIZING DIRECTOR

DEAR BROTHERS AND SISTERS,

The ITPE's organizing efforts are continuing to move forward across the Country. Currently, we are in the process of organizing Bargaining Units at the following locations:

Ft. Stewart, Georgia	- Electronic Technician Employees
Ft. Benning, Georgia	- Electronic Technician Employees
Ft. Riley, Kansas	- Electronic Technician Employees
Ft. Lewis, Washington	- Electronic Technician Employees
Ft. Hood, Texas	- Electronic Technician Employees
Ft. Irwin, California	- Electronic Technician Employees
Ft. Carson, Colorado	- Electronic Technician Employees
Holoman AFB, New Mexico	- Full Food Service Employees
Malstrom AFB, Montana	- Base Supply Operation Employees
Maximum Security Post Offices	- Guard Service Employees

In the next issue of the ITPE Newsletter you will be informed of our progress in organizing the aforementioned contract sites.

The ITPE has been successful however, in winning representation for the following bargaining units:

Ft. Rucker, Alabama- Grounds Maintenance Employees. Negotiations are currently in progress for the April 1, 2001 contract period.

Federal Courthouse, Tampa, Florida -Custodial Service Employees. Negotiations are currently in progress for the May 1, 2001 contract period.

U.S. Fed. Bldg., Oklahoma - Security Guard Employees. An Agreement has been reached for the November 1, 1 999 Contract Period.

Ft. Bragg, North Carolina - Electronic Engineer Employees. An Agreement has been reached for the October 1, 2000 Contract Period.

U.S. Labor Dept., Washington, D.C. - Security Guard Employees. An Agreement has been reached for the October 1, 2000 Contract Period.

Navy Annex, Arlington, Virginia - Security Guard Employees. An Agreement has been reached for the December 1, 1999 Contract Period.

Fort Buchanan, Puerto Rico - Base Maintenance Employees. Negotiations are currently in progress for the January 1, 2001 Contract Period.

Army Navy, Crystal City, Virginia. Security Guard Employees. An Agreement has been reached for the October 1, 2000 Contract Period.

Organizing the unorganized is an essential factor for your Union to survive and continue negotiating increased wages and fringe benefits, which all of you need and deserve. In your Collective Bargaining Agreement you have a Grievance Procedure, Seniority, Leaves of Absence, etc. Without Union Representation you have no Collective Bargaining with an Employer.

The ITPE Organizing Staff is constantly attempting to organize new contracts to provide its current and future members with a strong unionized foundation. However, we cannot do this alone, we need the membership to get mobilized and start talking Union. Talk to family members and friends who are working without Union Representation. Explain to them the benefits of being a Union Member. Talk to fellow employees who have not joined the Union. Convince them that being a Union Member will give them the right to have a voice and join millions of people who have chosen solidarity.

Keep in mind, the Union Representatives are as strong as you make them. You Are The Union.

When Union Representatives meet with Company Officials each year for the purpose of Collective Bargaining, they will be able to be more demanding on issues knowing that there is a 100% percent Membership at that particular contract site. Also, the Company will recognize this factor and probably say **"Man, our employees here are all pro-union, I guess it's time we start giving a little instead of taking a lot"**.

FOLKS LETS GET MOBILIZED AND ORGANIZE FOR THE FUTURE OF THE MEMBERS AND THEIR FAMILIES.

Fraternally,

Dennis R. Arrington
Organizing Director



Greetings From The West Coast

By John Brenton, III, Secretary/Treasurer

I recently held a Union meeting at Lemoore N. A.S. to explain their new Health and Welfare benefits. Present as usual was Eva Parker.

Mrs. Parker's smiling, cheerful face gave me the idea for this article. You see, Mrs. Parker is one of the unheralded few, called Shop Stewards.

Mrs. Parker has been Shop Steward since 1988. I took over the area in 1990 and Mrs. Parker has always been there for the members and me. Mrs. Parker makes sure the CBA is upheld and enforced, she makes sure all her fellow employees are Union members and always seems to find time to answer questions or get answers to the questions and to explain benefits. Plus, she is always there to handle grievances.

After thinking about Mrs. Parker, I started thinking of other Shop Stewards in this area who have had this profound effect on me. The first face I get in my head is that of Gwen (Choy) Rodriguez. I inserted Choy because that was her name when she first started working with the ITPEU.

Gwen, or Mama, as she is affectionately called by the members on the island, was kind enough to take over the duties of Shop Steward when I became representative for Hawaii in 1990.

Gwen took me by the hand and introduced me to all the sites and Shop Stewards on Oahu. At that time, the ITPEU had six (6) contracts in Oahu. With Gwen's assistance there were, and still are, eleven (11) ITPEU contracts on the island and she is still a very big part of the organization with the new Representative William (Bill) Cable.

Ms. Maria Hull, Shop Steward for Beale A. F. B., was the Shop Steward when I took over the area. Ms. Hull has gone through the bankruptcy of S & F Industries and now faces a bigger challenge.

Beale A.F.B. Food Service contract has been operated by Pride

Industries, a NISH contractor, for the past few years. Ms. Hull works with members with disabilities, trains the new employees and make certain that they understand the Union as well as their jobs. Her patience astounds me.

I would be remiss if I didn't mention Ms. Young Bell & Ms. Bernie Blakeney, Shop Stewards at Fort Lewis, Washington. I have had the pleasure of negotiating the CBA at Fort Lewis with Ms. Bell and Ms. Blakeney by my side. I say pleasure (the Company tried to make it as unpleasurable as possible) because the Company knew it was fighting a losing battle sitting across the table facing these fearless ladies.

Then there's Beverly Ragan, Shop Steward at Point Mugu. I remember when Ms. Ragan was first employed at Point Mugu in 1972, she was young and feisty then. Although she is no longer young (not old either), she is still quite feisty.

I believe all Shop Stewards are a special breed of people and deserve more mention and credit than I can give them in this article. I had to mention the preceding six as they have become quite special to me.

I would like to mention one more whom I did not know. However, he is no longer with us.

Noel Khin had been Shop Steward for over ten (10) years at Eielson, North Pole, Alaska. He passed away shortly before Christmas. He was a true Union Man. He is survived by his wife Linda, his son and his daughter. He is surely missed by all. On the brighter side, if heaven is organized, we know who the Shop Steward is.

Till That Time .

Fraternally,
John Brenton III
Secretary/Treasurer

Seattle/Tacoma Washington



Food Service Project Manager Rich Harrington with ITPE Shop Steward Stacy Esterby

Malstrom AFB, Great Falls, MT.



ITPE Food Service Members pose in the new Dining Facility at Malstrom AFB. The Food Service Contract Employer is Selrico Services, Inc. Headquartered in San Antonio, Texas.



ITPE Shop Steward Kay Lynn Golden is all smiles. Kay is the Shop Steward for the 911 Operators of the Federal Police Dispatchers in Auburn, Washington.

ITPE Members employed at the Womac Army Hospital on Fort Bragg, N.C. Housekeepers



William Tyler



Patricia Sams



Darlene Marrell Administrative Clerk

Washington D.C. Area



Dorothy Shipman, Post # 20 EPA, Washington, D.C.
Always smile and be polite to the public and firm is necessary



Guard Douglas Wither pays attention to all that comes before to complain or ask questions. BG-11 EPA Washington, D.C. Coastal International Service



Remember to always dress professionally, as we do our missions in the Nations Capital. EPA Guard Lt. George Color



CAROLYN REED-Langley AFB VA.
Mrs. Margarita Martin
February Employee of the Month



Mrs. Chankam Harris
March Employee of the Month

I T P E
A C R O S S
A M E R I C A

LAS VEGAS Continued from page 5

area they are organizing is in Alamagordo, NM. They are actively organizing in many areas and are pursuing additional contracts.

In James Foster's area in the Midwest, he is currently working with organizing federal security guards in Ohio. He was successful in concluding and getting a signed contract with the Diamond Group for the Columbus, Ohio federal building guards. He is in the process of organizing other units at Wright Patterson AFB in Ohio.

Any member who knows of a group of workers who need union representation, contact your ITPE Representative so that we can try to help. Remember, in your Union, there is strength!

Fraternally
Theatla "Ruthie" Jones
ITPE Vice President

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.

KNOW YOUR RIGHTS

By **Sidney H. Kalban**
Union Counsel

Never Work Off The Clock

A basic right for all workers is to be paid for your labor. Most of the employers of ITPE-represented workers are fair and honest; and would never think of having their employees work without being paid. However, once in a while I hear from ITPE Representatives and directly from ITPE members of instances when people are working outside their scheduled hours and not being paid for their time. Under federal law, an employer must pay you for all time you are working at its request or with its knowledge. **You should never work while off the clock.**

One typical situation of working off the clock occurs at the end of the scheduled shift. Your manager may have told you that she wanted certain work to be completed before you go home, but despite your efforts, you were not able to do all the assigned tasks in the normal hours. I have heard about some managers who tell employees in such a situation to clock out and then finish their work. Others might not make a direct request but have made it clear that you are to complete the tasks before you leave, with the implicit threat

that you will be reprimanded if you leave anything undone. In either case, you should not work while off the clock. You should tell your manager what you have been able to complete and what remains to be done. You should then ask whether the manager wishes you to remain and complete your duties. If the answer is yes, you should remain on paid time. If the answer is no, go home. If the manager tells you to clock out but complete the work anyway, request that the manager make that request in writing or have that direction repeated in front of a reliable witness. In any event, comply with the direction to perform the work, inform your ITPE Representative immediately and file a grievance for the wages due for the time you actually worked.

Another typical situation is that there is so much work which has to be done, you do not feel you have time to take your **(unpaid)** lunch period and you work through that time. Again, you should advise the manager and receive approval to remain on the clock. If the manager tells you to clock out but requires the work to be performed during your lunch period anyway, have that order placed in writing or have a reliable witness present and immediately inform your ITPE Representative and file a grievance. Similarly, if you are not permitted to leave

your work area for your meal break or you are not provided at least 30 uninterrupted minutes for your meal, the law requires your employer to pay you for that time. Further, if you work through your **paid** breaks, you are entitled to breaks at other times during the workday or to be paid for that additional time worked.

You must keep good records of all time you are required to work off the clock. This includes dates and times you perform such work and the name of any witness to the manager's request or of witnesses who can attest that someone in management was aware you worked outside your paid time or through your break.

PLEASE NOTE that your employer cannot legally take any action against you for making a complaint about not being paid for all of your work. In addition, the top officers of your employer would not want you to work without being paid. They would not only get into trouble with the U.S. Department of Labor, they could have serious problems with the procurement office for working employees off the clock.

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

ANNUAL REPORTS Continued from page 6

To obtain a copy of the full annual report or any part thereof write or call: Board of Trustees, ITPE Pension Plan, c/o ERISA Systems, the Plan's Contract Administrator 6851 Jericho Turnpike, Suite 255, Syosset, New York 11791. The telephone number is (516) 921-3202.

The charge to cover copying costs will be \$25.00 for the full annual report, or \$.025 per page for any part thereof.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the office of the plan, and at the U.S. Department of Labor

in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, N6538, Pension and Welfare Benefit Programs, Department of Labor, 200 Constitution Avenue N.W., Washington, D.C. 20210.

LAS VEGAS



ITPE Representative during a recent meeting with Deputy Chief of Services at the U.S. Air Force Academy

ON THE LABOR FRONT

National and Political Events

President Clinton's call for minimum wage increase and strong Patient's Bill of Rights legislation in his Jan. 27 State-of-the Union address won praise from organized labor (labor also supported Clinton's proposal on equal pay legislation), but union officials also criticized President's support for permanent trade relations with China. "President Clinton addressed a lot of issues that are really important for working families across the country. We are working really hard to ensure an increase in the minimum wage and the passage of a real Patients' Bill of Rights," said AFL-CIO spokeswoman Naomi Walker. "We have almost 6 million members who are women. Equal pay is a huge issue among working families."

Under pressure from business and Republican lawmakers, Labor Department announced Jan. 27 that it will delay finalizing rules to stem workplace repetitive-motion injuries. Agency said it will postpone Feb. 1 deadline for receiving written comments until March 2. Long demanded by organized labor, new worker protections would require employers to minimize everyday ergonomic stresses of certain jobs that involve activities such as heavy lifting or computer keyboard work. But rules have been delayed for years by Republican-controlled Congress. Administration released new standards in November after Senate adjourned for 1999 without acting on latest hold passed by House. Labor fears that further delays could make enactment of regulations impossible before President Clinton's final term ends. "The issues that are involved in this aren't anything new," said AFL-CIO Director of Safety and Health Margaret Seminario.

News From Around the Labor Movement

Washington Department of Labor and Industries determined Jan. 25 that Microsoft is a co-employer of its contingent or temporary staff workers under state law. Agency also ruled those workers have right to view their evaluations and supervisors' comments in company files. Case was brought by Washington Alliance of Technology Workers (WashTech)/CWA which is conducting organizing campaign at Microsoft. According to WashTech, employees who have e-mailed company asking to see their files have been told company does not have them for employees of temporary agencies. Union said Microsoft "claims that the evaluations and performance reviews it keeps on contractors are 'customer feedback' and not 'personnel files.'" But WashTech contends that company has kept "thousands of secret personnel files on its contract and vendor employees" for several years.

Paper, Allied-Industrial, Chemical and Energy Workers International Union (PACE) filed unfair labor practice charges against Imerys alleging management harassed, threatened and spied on union supporters. Imerys, Paris-based ceramics and construction multinational, is waging anti-union campaign against PACE at its plants in Georgia and Alabama. According to union sources, Imerys management in Sylacauga, Ala. hired professional "union-buster," held mandatory anti-union meetings, and showed film implying U.S. unions were controlled by organized crime and caused plants to be closed. Imerys also is using "secret" manual, uncovered by PACE, which instructs supervisors how to conduct its anti-union campaign. PACE and

International Federation of Chemical, Energy, Mine Workers' Unions (ICEM) recently announced joint international campaign against firm. New web site, <http://www.imerys-workers.org>, highlights company's anti-union actions.

Society of Professional Engineering Employees in Aerospace (SPEEA) threatened strike action as it filed two new unfair labor complaints Jan. 28 against Boeing. Union members rejected company's initial offer and have been working on contract extension since Dec. 1. SPEEA, affiliated with International Professional & Technical Engineers, represents 22,600 engineers and other technical workers in Washington's Puget Sound region. Wichita, Kansas; California, Florida, Oregon, Texas and Utah. Workers were voting on two separate contracts for more than 12,000 engineers and 9,000 technical workers as January ended.

Approximately 200 nursing home workers, members of 1115-New Jersey Division of 1199/Service Employees International Union, held one-day strike Jan. 25 at New Vista Nursing Home. Major issue cited by union is failure of owners to pay for workers' health benefits and pensions over past year. 1115 filed unfair labor practice charges citing New Vista for withholding contributions to workers' pension and health benefits.

Union membership grew in majority of states last year as number of union workers went up nationwide by 265,000 in 1999, largest increase in two decades, according to new government figures. Union membership increased or stabilized in 29 states. "We're turning the corner, but we're not at our destination yet," said AFL-CIO President John Sweeney. "We need to mark this good news by redoubling our efforts to help more workers who want to form unions. It's crucial for unions to continue to grow if working men and women are going to have a stronger voice in the issues that matter to them most." More than half the states also showed increase in percentage of their overall workforce which is unionized. But membership remained stable nationwide at 13.9 percent, reversing downward trend. The number of private sector union workers increased by 112,493 which also remained statistically steady, stopping decline since 1978.

Calling Seattle trade protests "a crossroads," AFL-CIO Pres. John Sweeney pledged labor would continue to press for core workers' rights in international trade agreements. In speech at prestigious World Economic Forum, he further warned that "business as usual cannot be the order of the day." "This global economy will either be reformed or face ever greater resistance," Sweeney said. He also charged current global trading system is not furthering human development or promoting freedom. "More direct private investment goes to developing nations that are not democratic than to those that are, even when China is not counted in the calculation," Sweeney said. He urged labor leaders to change to meet new challenges by developing "new sophistication in bargaining and organizing across national lines." He called for "new global rules" that include workers rights and environmental protections.

"It's a shameful contradiction that while some Americans are getting rich, millions of others,

especially Americans of color, are still struggling to break the chains of poverty," declared AFL-CIO Pres. John Sweeney at march honoring Dr. Martin Luther King, Jr. in Atlanta January 17. He noted unemployment rate for African American men remains at eight percent even though nation enjoys great prosperity. AFL-CIO Executive Vice President Linda Thompson Chavez led labor's delegation celebrating King events. She also joined rally for Overnite strikers represented by Teamsters union where she chastised management for their vicious attack on workers rights. "Those law-breaking thugs who run the company don't seem to know what's right and fair. They should be ashamed of what they're doing, ashamed of their gutter tactics and ashamed of how they treat their workers," she said. Overnite has been charged with more than 1,000 labor law violations.

Unintended effects of U.S. Immigration and Naturalization Service's efforts to stem flow of illegal aliens is "trampling on the rights of workers," said AFL-CIO Associate General Counsel Jeffrey B. Fannell. In labor relations conference remarks, Fannell said new INS-employer partnership to "encourage employer cooperation in INS enforcement actions to identify unauthorized workers" allows employers to invite INS raids when their workers seek union organization. He cited recent example of Hotel Employee and Restaurant Employees organizing campaign at Minneapolis Holiday Inn. When HERE won 11-7 vote in favor of union representation, INS agents raided hotel after being notified by management of potential undocumented workers. Eight detained employees plus one other employee of Mexican origin later received \$72,000 in legal damages. Fannell said INS must "rethink" its strategy of working with employers to fight illegal immigration.

Labor warned that 401(k) retirement plans shift responsibility away from employers, increase risk and reduce benefits over long run. Unions worry about potential downside of 401(k)s because stock market investment can be risky as markets fluctuate, according to AFL-CIO Center for Collective Bargaining Director Rick Bank. Although noting that 401(k)s can supplement retirement, unions bargain say defined pension plans remain best choice for long-term. They also point out that bargaining for increased employer matches for 401(k)s can make it more difficult to raise pension benefits. In addition, employers often switch to 401(k)s in effort to downgrade benefits.

AFL-CIO Organizing Director Kirk Adams resigned position to serve as Executive Assistant to Service Employees International Union President Andy Stern. Adams, who had been at AFL-CIO since June 1998 when he replaced Richard Benzinger, left at end of AFL-CIO Executive Council winter meetings held in New Orleans, Feb. 15-17. AFL-CIO intended to name his replacement at council meeting. Assistant to AFL-CIO President for Public Affairs Denise Mitchell said Adams "solidified the federation's program and role in organizing." He was "immensely helpful in developing our program" and assisted affiliated unions in setting up their own recruiting programs, she said. Prior to his appointment, Adams directed federation's southern regional field mobilization.

Continued on page 21

Greetings From The East Coast

By Mary Williams, Vice President

I am happy to report the East Coast was successful in winning Five ITPE Health & Welfare Scholarships. We had three four (4) year recipients: Randy Gray of Ft. Bragg, NC, Lakeon Gardner of Columbus, MS and Pamela Wilber of Biloxi, MS. The two two-year recipients were Kelly Andrews of Savannah, Georgia and Tijwana Williams of Augusta, Georgia. We would like to congratulate all the winners and wish them much success in their future endeavors.

The following ITPE members employed at the Fort Jackson, Food Service Contract were recognized for over twenty (20) years of loyal and dedicated, untiring service. They are as follows: Irene White, Geraldine Meetze, Lula Lee, Susie Gilmore, Loretta Hemming, Louise Davis and Brenda Jones.

I would like to welcome to the ITPE Headquarters—Marlena Hart, Bookkeeping Department and Denise Rudden, Membership Maintenance. Denise relocated from the Washington, D.C. office to Savannah, Georgia. She is adjusting very well. Marlena was a

resident of Savannah prior to her coming to the ITPEU.

If you haven't yet registered to vote in the upcoming Election, you still have time to register. This is a very important election year with both the Presidential Election and the ITPEU Election, therefore I am asking each and every one of you to vote in both Elections!

By the time the next Newsletter comes out it will be time for Scholarship Applications to be in. If your dependent will be a senior graduating in January 2001 or June 2001, please have the completed Application in by December 1, 2000 to be eligible. If you don't apply, you cannot win. So why not complete the Scholarship Application?

Until the next issue.

Yours Very Truly,
Mary A. Williams, Vice President



Control Center, EPA Washington, D.C.
Vincent Butler along with Debra Johnson, also with Sgt. Ella Stephen (not shown)



James Drewery Post #12
Hold it a second. I'll explain how and why it is done at Ronald Reagan



Anthony Alvin
All work and no play at OMNI CUBE Corp. McLean, VA

Continued from page 20

The Newspaper Guild CWA in New York which did not authorize job action. Guild President Barry Lipton said tensions have been rising as talks have dragged on for more than two years. "Management is trying to decimate job security provisions," Lipton said. Tensions have also flared at other news organizations. Some writers for The Associated Press withheld bylines for 10 days during New Year's holiday to protest company proposals over pay and benefits. Company and Guild are in negotiations for new contract to replace one that expired Nov. 30. Last summer, writers and editors at The Wall Street Journal protested proposals from Dow Jones & Co. over retirement benefits. They reached agreement in October on new three-year contract.

Six Pittsburgh-area trades unions and Contractors Association of Western Pennsylvania agreed to new five-year contracts Jan. 17 that cover approximately 20,000 heavy highway construction workers in 33 counties of central and western Pennsylvania. Agreements provide wage and fringe-benefit increases of \$4.35 hourly over term. In unique bargaining setup, all six unions together negotiated new pact. They include International Union of Operating Engineers Local 66, International Brotherhood of Teamsters Joint Council 40, Carpenters Regional Council of Pittsburgh and Pile Drivers Regional Council of Pittsburgh, Pittsburgh District Council of Laborers International Union and Plasterers and Cement Masons International

Association Local 526. In unrelated news, New England Regional Council of Carpenters announced agreement with huge Suffolk Construction Co. to use only union carpenters throughout its six-state region. Suffolk is one of the biggest contractors in New England.

American Federation of Government Employees National Executive council endorsed Vice President Al Gore for president January 19. AFGE had abstained from AFL-CIO convention endorsement vote in October. AFGE President Bobby L. Harnage said AFGE members showed clear preference for Gore. The decision to endorse Gore includes his long record of support for working people, his help in restoring a political voice to federal employees, his strong stance with Federal workers during the onslaught of two government shutdowns, and his vigilant efforts to ensure government workers a permanent seat at the table in partnership. Gore has also demonstrated his commitment to unions and the right to organize and have a voice in the workplace," Harnage said. In announcing AFGE's support for Gore, he cited survey results which showed strong support for Gore among AFGE members. "AFGE members are now ready to work hard to elect this friend of government workers," Harnage said.

GREETINGS FROM NORTH CAROLINA

By Representative Cindy L. Diehm

This past year the North Carolina area has seen a lot of changes in contracts. Our Womack Army Hospital contract was awarded to Hospital Klean, with whom we have a National Agreement, on Dec. 1, 1999. Not only did our members have a new contractor to work for but Womack opened their new Hospital on March 18, 2000, with twice the space of the old Hospital.

The Security Guard contract at N.I.E.H.S., Research Triangle Park was awarded to B. M.I. Jan 1, 2000. We would like to welcome B.M.I, whose president is Bryan Gurkin, from Erwin N.C. Here's hoping we will have a long and happy relationship,

In Seymour Johnson the Food Service contract was awarded to Myers Security Oct. 1, 1999. President William F. Meyers of Dunn, N.C. also signed a National Agreement and is a contractor at Research Triangle Park. We are glad to have him on board at Seymour also.

In November of 1999 the Ft. Bragg office organized the Security Guard contract of Triple P at Ft. Bragg, N.C., whose

president is Franklin Bowden. Since being organized this contract came up for bid and was awarded to Maximum out of Decatur GA.. The president of Maximum is Jimmy Simpkins. We're looking forward to a smooth turnover and would like to welcome Maximum to our area.

Priority One, president Jose Figueroa, signed with the ITPE in November of 1999. We now represent the Animal Care Technicians at NIEHS, Research Triangle Park. Welcome aboard Priority One.



Ace Services with whom we have a National Agreement, has the Grounds Maintenance contract at NIEHS, Research

Triangle Park, Tracy Johnson, President of Ace, signed their benefits package effective Feb. 1, 2000. Glad to have Ace in our area again and look forward to representing our members in the coming year.

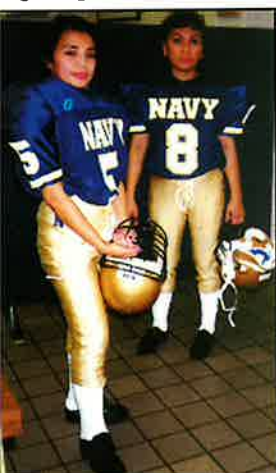
All the members in the North Carolina area received increases last year in their benefits packages and our members were particularly glad about the Health and Welfare increase of benefits. It is again negotiation time and we have had a good response from our contractors with respect to raising benefits again this year, We are hoping all our members have a great and prosperous contract year.

Once again the North Carolina area has a four year scholarship winner. We are pleased to report that Randy Gray, son of Chun Gray, who works for K.C.A. at Fort Bragg has won this year. Last year we had two four year winners and two that won the two year scholarships. We would like to encourage all members in our area to have their children who are eligible to apply this coming year. Check with the Fort Bragg office or your Shop Stewards for information and scholarship applications.

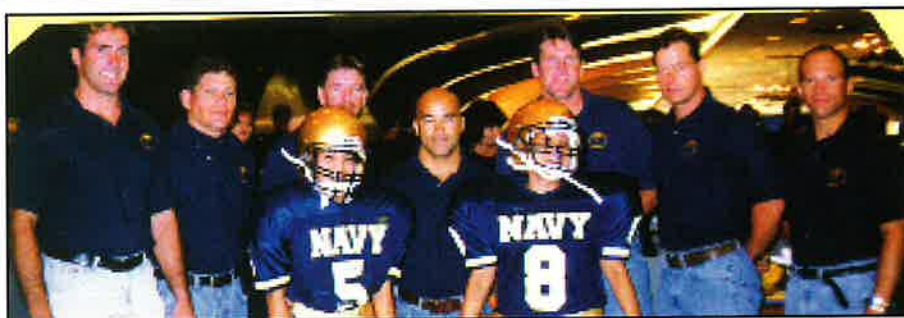
Washington D.C. Area US Naval Academy

Below; Nemelia Spiegel and Zenaida Natividad showing their support for the U.S. Naval Academy football team.

Right Top; The Blue Angels with ITPE members after eating and being served by ITPE members Nemelia Spiegel and Zenaida Natividad.



Right Bottom; This is really a team effort feeding over 12,000 sit down meals per day to midshipmen at the U.S. Naval Academy. Within the group photo are 101 Rice Service employees with their Project Manager Sam Bavaro and Shop Steward Gary Walker. In addition, shown are Commander of Midshipmen Food Service Division, A. C. Raines and Dick LaRochelle Food Service Director.



LETTER



*Commanding Officer
USS INCHON (MCS 12)
takes great pleasure in presenting this
LETTER OF COMMENDATION*

FOR OUTSTANDING PROFESSIONALISM IN THE SUPPORT OF USS INCHON FROM OCTOBER 1999 TO JANUARY 2000. DURING INCHON'S PLANNED MAINTENANCE AVAILABILITY, GALLEY SERVICE WAS SHUTDOWN DUE TO NUMEROUS STRUCTURAL REPAIRS REQUIRING THE CREW OF OVER 650 PERSONNEL TO SUBSIST AT THE NAVAL STATION INGLESIDE BASE GALLEY. DESPITE THE SUBSTANTIAL INCREASE IN CUSTOMER SERVICE REQUIRED, YOU AND YOUR FELLOW CREWMEMBERS ENTHUSIASTICALLY ACCOMMODATED INCHON'S SAILORS. DURING THIS PERIOD, WHICH INCLUDED THANKSGIVING, CHRISTMAS, AND NEW YEAR'S HOLIDAYS, YOU PRO

VIDED EXCEPTIONAL SUPPORT AND SERVICE TO INCHON'S CREW, PROVIDING DELICIOUS AND NUTRITIOUS MEALS WITH A STYLE, ATTITUDE AND FLAIR WORTHY OF THE FINEST RESTAURANTS ANYWHERE IN THE WORLD. I EXTEND MY PERSONAL GRATITUDE FOR YOUR PERFORMANCE AND DEDICATION IN CARING AND MY CONGRATULATIONS FOR THE SIGNIFICANT REPUTATION YOU HAVE EARNED. BRAVO ZULU!!

D. N. HARTWELL
CAPTAIN, UNITED STATES NAVY
COMMANDING OFFICER, USS
INCHON (MCS 12)

CONGRATULATIONS TO WAYNE HAMPTON

Wayne Hampton, grandson of Vice President Elwood Hampton, signed a free agent contract with the San Diego Chargers following the NFL Draft. The Six Foot Four (6'4"), 250 pound Hampton was a second-term All -Big East selection the last two seasons at Rutgers and was named the Scarlett Knights MVP.



Wayne received calls from the Cincinnati Bengals and the 49ers before the draft, and after the draft he heard from the Titans and obviously the Chargers. The Chargers showed the most interest and it seemed like the best situation.

Wayne is scheduled to head for the Chargers mini-camp soon. The Chargers are in need of a line backer and a defensive end since their best lineman, Norman Hand left via free agency.

The ITPE extends its best wishes to Wayne.

Prescription Drug Information Guide

Here are some things to remember when your doctor has prescribed medication:

- ✓ Tell your doctor all the medications you take, including aspirin and other over-the-counter drugs. Even herbal supplements may interact with medications You may want to carry a list of the medicines you take.
- ✓ Take the medications as directed by your doctor. Tell him/her if you did not take the complete prescription
- ✓ Do not mix alcohol and-medication without consulting your doctor.
- ✓ Take the medication at the times prescribed by your doctor; follow the dosage instructions as well
- ✓ Notify your doctor right away if side effects occur.

- ✓ Do not stop taking the prescription unless your doctor tells you to do so. Even though you may feel better, it may still be necessary to continue to take medicine.
- ✓ Do not take another person's prescription or give yours to them.
- ✓ Doctors sometimes receive free samples from pharmaceutical salespeople. Check with your doctor to see if a sample of your prescription is available
- ✓ Do not transfer a drug from its original container to another.
- ✓ If you normally wear glasses, put them on before taking any medication to insure the correct drug and dosage.

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.

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