



# ITPE News



**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

[www.itpe.org](http://www.itpe.org)

Winter 2000



## Report of the **PRESIDENT**

by John F. Conley

*Dear Brothers and Sisters,*

Another year will soon be history. We will soon enter the year 2001. Let's all hope and pray that this century will be as kind to us as the latter part of the 20th century.

Much too often we take things for granted and lose sight of the work and effort put forth by the men and women who fought so hard in making our lives and our country a much better place in which to live. It is the house of labor, made up of men and women of all races, nationalities, religious beliefs, etc., that heads the list of organizations that have contributed the most to that effort. However, we cannot let our guard down. Soon a new administration will take over the helm in Washington. We will keep watch on both Houses and especially those House members that received campaign contributions from the ITPE Political Action Committee (PAC) Fund. We will be calling on them to support any House or Senate bills that may impact on the ITPE members and their families. During the past administration, there were far too many partisan votes showing a biased unthinking allegiance along

party lines. With the House and Senate members more equally balanced and the closeness of the popular vote, it just may be that those members will now vote according to the will of the people. I personally think there will be many bills that come before them that will require ITPE members to write their respective representatives. Rest assured your ITPE representatives will keep you informed.

Your Officers and Representatives have had extreme success negotiating higher wages and increases in the hourly contribution rates for your ITPE Benefit Plans. Those increases in the Health and Welfare contribution rate have allowed the ITPE Health and Welfare Board of Trustees to provide for substantial benefit increases such as your Prescription Drug Plan, and the Major Medical wrap-around for plan participants covered by the higher contribution rate.

The ITPE continues its organizing efforts throughout the United States, Alaska, Hawaii, Puerto Rico and Guam – recently winning several representation elections. Our web-site

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## PRESIDENT'S REPORT *continued from cover*

has been seen by many companies and employees interested in knowing more about the ITPE. If you haven't browsed our website, I invite you to do so - [www.itpe.org](http://www.itpe.org). Soon you will be able to link to all of the ITPE Benefit Plans as well. We also have assigned e-mail addresses to all our Officers and Representatives - allowing a faster and less costly method of communication.

The renovations have been completed at the Union's Head-

quarters in Savannah. We have also relocated our Washington, D.C. office - providing more space. These are both office locations of which the ITPE membership can be very proud. If you are ever in the area of these locations, please stop by and meet your officials and staff.

On behalf of all the Officers and Delegates who had submitted nominating petitions, we thank you for the confidence that you have shown in your current

leadership. I assure you, we will continue to put the members of the ITPE as our number one priority. We are a team united.

Enjoy the upcoming holidays and have a safe and prosperous New Year!

Fraternally,

*John F. Conley*  
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	Alto Loma, CA
William Cable	Hawaii

#### Central

by Ruthie Jones, Vice President

Ruthie Jones	Las Vegas
James Foster	Alton, IL
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

### ITPE OFFICERS

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

## Why Join the Union?

### *The hidden cost of not belonging*

Did you ever think how much you pay when you don't belong to a union? Joining a union brings many benefits. Union paychecks are fatter and union jobs more secure. Union members are more likely to have grievance and arbitration procedures. Fringe benefits are more extensive - medical and dental insurance, sick pay, and added holidays are just a few of the benefits that union members are more likely to receive.

Independent studies have conclusively shown this. A recent one by the University of Michigan reveals that union families have higher levels of income than comparable non-union families, have higher holdings in liquid assets, are more able to get loans, and are more likely to own a house. You do save dues by not joining, but by saving the small amount of dues you lose the greater benefits of belonging to a union. This is the classic case of

being penny wise and pound foolish.

Dues are important to a union. The more dues-paying members, the stronger the union and the more complete its program. Management won't listen very seriously to a union that represents a minority of employees. But it has to listen when the union speaks for all the workers. Have you ever heard a single football fan yelling in a stadium? Compare that to the roar when 50,000 fans filling a stadium shout in unison. Management can tell the difference. It can't hear the voice of a single employee or even a few, but it can hear, and it heeds, the united voice of the organized employees. Thus, you join and pay dues to a union to strengthen your voice so that you gain the benefits of the union. The protection and advancement that your dues buy are great. The expense of not having a union is greater.





## Greetings from **T. "RUTHIE" JONES**

ITPE Vice President, Las Vegas, Nevada

Congratulations to Ingrid Cole. Ms. Cole's arbitration against Neals Janitorial Service was successful. There were no violations found by the arbitrator against Ingrid and her settlement is forthcoming. She was reinstated in her job but due to her husband being transferred by the Military she had to resign. The Union attorney did a great job and all the witnesses involved were fantastic. Thank you!

Superior Services, Inc.'s contract at Nellis AFB was slated to expire October 1, 2000 but was extended by the Military for three months. It is the intent of the Military to award it at that time. The potential successor is Opportunity Village.

Markrist Engineers are working diligently to get the wiring up to par for the upcoming winter

weather. I will be meeting with the group so we can get our proposal for wages and benefits together for 2002.

DEW Management's contract at the Air Force Academy was slated to terminate October 1st. It was extended by the Military for three additional months pending a successor.

We are in contract negotiations with Henderson Taxi. Some of the committee members are new to negotiations and have found it very enlightening – not at all what they were expecting. We look forward to a great contract from these negotiations. Next year we begin negotiations with

Yellow/Checker/Star Cab Company. This would not be an exciting time if these two contracts would overlap.

We are heavily involved in a case where an individual has applied for a certificate of ownership before the Taxicab Authority which makes it a very involved case. The Taxicab Authority has already had a pre-



NELLIS AFB – (L-R) Food service employees/members Barbara Barry, ITPE Secretary-Treasurer John Brenton III, Shop Steward Delia Arroyo and Ray Allen.

hearing in the matter to let us know what the guidelines are and what we have to adhere to. The meetings are scheduled throughout the months of October-December and the hearing is scheduled for the 23rd of January and should last a couple of days. In the meantime, I have briefs to read, depositions to attend, witnesses to depose, etc., etc., right up until the time of the hearing.

Hospital Klean of Texas, Inc. at Peterson is undergoing management changes. The former Project Manager, Vera Glass, has moved on and will be missed.

We have completed negotiations with ProServe Corporation, Schriever AFB for January 1, 2001. The employees are happy with their package. They will be privy to the Major

*Continued on page 6*



ITPE Secretary-Treasurer John Brenton, III during a recent visit to the Las Vegas area, stopped from negotiations long enough to pose with Markrist Engineers group. (L-R) John Brenton, Jim Setchfield, Tyler Young, T. Ruthie Jones and James Fridge.



## Greetings from the **EAST COAST**

By Mary Williams, Vice President

Connie Ellis, the ITPE Shop Steward at Fort Jackson, SC for the last 15 years, has resigned and relocated to her hometown to be with her family in Monroe, LA. Connie has been a great asset to the ITPEU and to the membership at Fort Jackson. She will be greatly missed by members at Fort Jackson on all three sites – Food Service, Hospital and Laundry. Sandy Elliott has taken over as Chief Shop Steward for the three sites and is doing a

wonderful job representing all ITPE members.

Here at ITPE Headquarters, we had several contract changes. We have been very successful in retaining all of the sites in this area, including Organizing Director Dennis Arrington adding new sites to the Savannah Area and around the country.

During the Health & Welfare/Pension Board of Trustees Meeting held at the Westin Resort in Savannah, we had a majority of

all Officers and Representatives visit the Savannah Headquarters for the first time and they were able to meet the whole staff that they talk with each and every day. Now they can put a face to that person.

I am wishing each and every member and their families a Merry Christmas and a Happy New Year. Until Summer of 2001 – Keep up the good work!

## SAVANNAH AREA - FORT JACKSON, SC FOOD SERVICE



*Sophia Wright preparing decorations for the serving line.*



*Earlene Walker preparing fried chicken – Um-Um-Good!*



*Raymonda Moore slicing roast pork, stating that all of the food is good.*



*Annie Jacobs doing oven baked potatoes.*



*Frances Wider receives award as Data Entry Clerk for the quarter. Presenting the award is J.D. Lee, Project Manager, as co-workers look on.*



*Members and Staff of Building 11000 – very neat and clean. Looking good!*



## MORE FROM THE EAST COAST



*ITPE Health & Welfare Plan Staff at the Plan's office in Savannah, GA. The ITPE Health & Welfare Fund is a separate entity from the Union, as is the ITPE Pension and Annual Benefits Funds. The Health & Welfare Plan is self-funded since 1983. The office processes an average of 7,200 claims per month. (L-R) Joan Wolfe - Plan Administrator; Merle Zittrouer - Senior Claims Rep for MA, NY, NJ, PA & MT areas; Patricia Lee - Claims Rep for NC, NV & OH areas; Linda Zittrouer - Claims Rep for San Antonio area; Debbie Andrews - Claims Rep for CA, Guam & SC areas; Patricia Rahn - Claims Rep for FL, CT, DE & CO areas; Lana Hickox - Statistical clerk and COBRA Rep; Barbara Powell - Claims Rep for Fort Bragg, NC area; Margaret Campbell - Secretary; Michelle Leopold - Claims Rep for VA, Wash, D.C., & AK areas; Brenda Sanderson - Claims Rep for Texas area; Kathy Heery - Claims Rep for KY, TN & AL areas; Eileen Carter - Data Entry Clerk; Theresa Mock - Accounting Clerk. (Seated L-R) Christian Mobley and Tonya Douglas - part-time file clerks. (Not in picture: Jan Meinhardt - Senior Data Entry Clerk; Ginger Lanier - Claims Rep for GA & WA; Michelle Stewart - Claims Rep for MS)*



*Denise Rudden at her desk in the ITPE Headquarters in Savannah, GA. Denise maintains the membership files. Denise relocated to Savannah from Washington, D.C.*



*ITPE Controller Marlena Hart. Ms. Hart came to work for ITPE in January 2000 after the controller's office was relocated from Washington, D.C. to the Headquarters in Savannah, GA.*



*USN-CB BASE, GULFPORT, MS - Food service employees and ITPE members pose for ITPE Rep. Dennis Conley during his recent visit to that contract site. (Front, L-R) Lillie Essary, Peggy Oatis, Julia Kennedy, and Madeline Dedcaux. (Back, R-L) Eddie Hancock - Manager, Cathy Scott, ITPE Shop Steward Annette Ludgood, Isabeth Quarles, Torrey Fuller, Toni James, Gretchen Boyd and Mary Howard.*



*ITPE President John F. Conley at his desk. Note background picture of the U.S. Navy Blue Angels is a signed copy with the signatures of eight Blue Angels.*



## RUTHIE JONES AREA continued from page 3

*"Many Good Wishes for a Very Merry Christmas and a Happy and Prosperous New Year to All"*



Medical wrap-around Health and Welfare and the additional increase of certain benefits which will be addressed.

### WHAT A PACKAGE!

Speaking of wrap-around Health and Welfare benefits. The Trustee meeting was held in Savannah, GA, headquarters for the Union and for Health and Welfare. I was fortunate enough to visit both places. It was exciting to meet all the staff at H & W.

Now I can put the face with the voice. What a gorgeous group. I finally got to see headquarters.

As always my troopers in the San Antonio and Alton, IL areas are hard at work. Pat Foley, Maureen Alsheimer and James Foster are busy organizing. They take care of whatever challenges may arise in their areas, e.g. grievances, arbitrations, etc. I am very proud of the work that you are doing. Keep it up.



NELLIS AFB – ITPE Shop Steward Delia Arroyo is all smiles receiving payment from ITPE Member Curtis Tate for his noon meal.



(L-R) Food service employees Clarissa Maynus, Vona Edwards and George Mills all ITPE members at the National Mine Safety and Health Academy.

Cooks Drew Caldwell and Jimmy Cochran are part of the ITPE Food Service Membership team that prepare many of the meals served at the National Mine Safety and Health Academy.



ITPE members employed at the National Mine Safety and Health Academy in West Virginia reviewing the newly negotiated CBA. Mr. Foster of our Alton, IL branch office is to be congratulated.



Chef Chuck Baker with Scott Mann, food service employee, at the National Mine Safety and Health Academy.

## MORE FROM RUTHIE JONES AREA

# NOTICE *Notice* 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**



*Craig Harris, ITPE Shop Steward for the Yellow Cab Co. in Las Vegas, NV.*



*No that's not Steve Wyrick, Magician of the Year. It's Brian Guerin, ITPE Shop Steward for Star Cab Co. in Las Vegas, NV.*



*Suzanne Shroeder, ITPE Shop Steward for Checker Cab in Las Vegas, NV.*





## Greetings from the **WEST COAST**

By John Brenton, III, Secretary-Treasurer

Another year has passed and it is time once again to reflect on the year 2000 and to give thanks to our heavenly Father for the gifts He has given us.

As I reflect on year 2000, I give thanks to our Father for keeping our President, John Conley, healthy and determined. Under Mr. Conley's leadership, this Union continues to grow while keeping the level of service to our membership constant.

I reflect on our Benefit Plans and the changes that have taken effect. The ITPEU Health and Welfare Plan has had some major changes. We have increased prescription drug benefits and we have increased dental benefits. These were some of the changes that came about because they are the changes the membership told us they needed.

Also, under Health and Welfare, we now have a Major Medical wrap-around. This coverage will be available at the \$1.82 and \$1.90 contribution level. I used to tell the membership how good this plan was for every day medical expenses, but "don't go in for heart surgery!" Well with the heart disease double benefit and the Major Medical wrap-around, we can now cover that surgery.

The pension fund continues to grow and many members now have in excess of \$30,000. No, its not enough, but how many of our membership have ever had \$30,000 in their hands at one time? Thanks to the ITPEU Pension Fund, there are quite a few that will be able to say "I have."

The Annual Benefit Fund continues to grow as well.



**EIELSON AFB, NORTH POLE, AK – ITPE members employed on the food service contract at Eielson AFB. The lady in the white shirt kneeling is the Shop Steward Roberta Bunn. Roberta's address is Gothataway Lane, North Pole, AK.**

The Trustees, in the August meeting, have again voted to issue the special benefit of two (2) days. This is the third straight year in which participants have received two (2) extra paid holidays in December, just in time for Christmas.

The Annual Benefit Fund has awarded six (6) scholarships this year to our members and their dependents. These scholarships are unique in the fact that they are not just for high school dependents, but for working members as well. Please apply for a scholarship and reach your true potential and achieve your dreams.

The Annual Benefit Fund Trustees also passed the portability of benefits. This means that if you move or transfer from one

*Continued...*



**WEST COAST** *continued from page 8*

ABF site to another, you will keep your Benefit Seniority. This passed just in time for Lorena Monteforte, Shop Steward at Presidio of Monterey. She is moving to Washington. Pat Hasard, the Area Representative, has gotten her a job at Fort Lewis, which is also in the ABF, so Lorena will keep her four weeks vacation.

Last but not least, I am thankful for the opportunity to serve another term as ITPEU Secretary/Treasurer. The membership of the ITPEU has once again shown its faith and appreciation for the leadership of John Conley and his team. Make no mistake, running a labor organization is a team effort, and I believe Mr. Conley has assembled the best team in the industry.

Thank you, GOD blesses you, have great holidays and I look forward to assisting you in 2001.

Fraternally,  
John Brenton, III  
Secretary/Treasurer



*ITPE member Misty Byansworth is a 9-1-1 operator at the Federal Police contract site located in Auburn, WA. Misty really enjoys the benefits provided by her ITPE membership.*



*MALSTROM AFB – ITPE Shop Steward Bill Haitman works on the Base supply contract at Malstrom, AFB.*



*USCG-KODIAK, AK – (L-R) Jr. Pat and Sue during a recent visit by ITPE Representative Pat Hasard and Secretary-Treasurer John Brenton, III (not pictured).*



*FORT POLK, LA – ITPE member Larry Bass standing by the rough terrain container handler after a job well done. Larry is employed by Phoenix Management.*



## Report from the ITPE ORGANIZING DIRECTOR

Dennis Arrington

*Dear Brothers and Sisters,*

The ITPE continues to organize the unorganized. We have successfully organized the following bargaining units throughout the country since the summer issue of your newsletter:

**Pope AFB, North Carolina (Janitorial Employees)** Negotiations were completed and an agreement was reached for the October 1, 2000 contract period.

**Research Triangle Park, North Carolina (Mailroom and Warehouse Employees)** Negotiations are currently in progress for the October 1, 2001 contract period.

**Camp Lejeune, North Carolina (Crane Operators)** Negotiations are currently in progress for the October 1, 2001 contract period.

**USCG Elizabeth City, North Carolina (Food Service Employees)** Negotiations are currently in progress for the October 1, 2001 contract period.

**Ft. Stewart, Georgia (Electronic Technicians)** Negotiations are currently in progress for the October 1, 2001 contract period.

**Ft. Benning, Georgia (Electronic Technicians)** Negotiations are currently in progress for the October 1, 2001 contract period.

**Ft. Riley, Kansas (Electronic Technicians)** Negotiations are currently in progress for the

October 1, 2001 contract period.

**Malstrom AFB, Montana (Base Supply Operation Employees)**

Negotiations were completed and an agreement was reached for the October 1, 2000 contract period.

**U.S. Dept. of Labor National Mine Health & Safety Academy, WV (Security Guards)** Negotiations were completed and an agreement was reached for the October 1, 2000 contract period.

**U.S. Dept. of Labor National Mine Health & Safety Academy, WV (Janitorial)** Negotiations are currently in progress for the October 1, 2001.

**Franklin D. Roosevelt Library, New York (Security Guards)** Negotiations have been completed and an agreement has been reached for the June 1, 2001 contract period.

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**“KEEP IN MIND, THE UNION  
IS AS STRONG AS YOU MAKE IT.  
YOU ARE THE UNION.”**

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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



# Notice to Employees Covered by Union Shop Agreements

by John Brenton III, Secretary-Treasurer

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 pursues 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 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 is to advise those employees about their rights and obligations concerning membership and payment of Union dues. This notice will assist you in understanding the advantages and benefits of Union membership and provides you with the 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 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 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 collective 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 any community service and of political activities. Also excluded from the current calculation are organizing costs and any publication expenses.

The ITPE had certified public accountants review its expenditures for calendar year 1999 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 81.67% of the ITPE's expenditures for that year (i.e., the nonchargeable costs were 18.33%).

Applying this percentage to the \$20 per month dues paid by full ITPE members, the non-member fee is \$16 per month for the period of January 1, 2001, through June 30, 2001. 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 membership dues must do so each year by filing an objection in accordance with the procedure set forth below.

## 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 2001 must file that objection no later than January 31, 2001. (An employee who first becomes covered by a Union shop clause after December 31, 2000, and any member who resigns from full ITPE membership will have 30 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.

Faternally

John Brenton III  
Secretary-Treasurer

# News from NORTH CAROLINA

By Cindy L. Diehm, Representative

We are pleased to announce that after a long and arduous journey ITPE and Raven Services have finally come to an agreement on the mail clerks contract at Research Triangle Park, NC. The C.B.A. became effective January 1, 2000. We would like to thank all our members for their patience during the three-year period it took us to get this contract finalized. The contract calls for wage & fringe benefit increases.

In our last report we announced that Maximum had been awarded the security guard contract at Ft. Bragg, NC. Since then Maximum has been given a termination of contract notice and the contract is out for bid again.

We are pleased to announce that the ITPE was successful in

organizing the janitorial employees at Pope Air Force Base. Welcome aboard America's Finest whose President is Wynetta Peters. Their new contract came in effect October 1, 2000, with increased wages, fringe benefits and working conditions.

The ITPE received a majority vote by the warehouse technicians during a representative election conducted by the NLRB at Research Triangle Park, NC. The employer is JWK. We are proud to be the Union of their choice and we vow to do our best in representing them.

The Ft. Bragg office has been holding meetings for our membership on each contract to tell them of their wage increase that was negotiated and the increase to \$1.92 in Health and

Welfare that went into effect this year. Members were pleased to hear of the Major Medical wrap-around that is provided with the increase.

We would like to inform our members at the out-of-town sites that we have a new toll-free phone number. If you need to contact us you can call 1-877-704-4873. Feel free to call us if you have problems or need answers to any questions you might have.

May the Lord bless and keep all ITPE members and their families safe during this holiday season and the upcoming year.

Cindy Diehm,  
ITPEU Representative  
and Cheryl Lowe,  
Secretary of the Ft. Bragg Office

## MORE FROM THE EAST COAST



**NAS PENSACOLA** – All ITPE Shop Stewards (L-R) William Blue, Derrick Kaplan, and Nancy Causey. They all work together as a team keeping grievances to a minimum.



**NAS PENSACOLA** – Stanley Powell - cook at the Pensacola NAS hard at work preparing for the next meal.





# SUMMARY ANNUAL REPORT

**FOR FISCAL YEAR ENDED MARCH 31, 2000**

This is a summary of the annual report of ITPE Annual Benefit Fund, Employer Identification Number 11-2823324 for the year ended March 31, 2000. The annual report has been filed with the Internal Revenue Service, as required under the Employee Retirement Income Security Act of 1974 (ERISA). The Board of Trustees has committed itself to pay vacation, holiday, sick leave, training, jury duty, bereavement pay and educational benefits.

## Basic Financial Statement

The value of the plan assets, after subtracting liabilities of the plan, was \$2,743,046 as of March 31, 2000, compared to \$2,461,311 as of April 1, 1999. During the plan year, the plan experienced an increase in its net assets of \$281,735. This increase includes unrealized appreciation or depreciation in the value of the Plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year.

During the plan year, the plan had total income of \$4,568,691 including employer contributions of \$4,438,003 and earnings from investments of \$130,688.

Plan expenses were \$4,286,956. These expenses included \$647,451

in administrative expenses and \$3,639,505 in benefits paid to and on behalf of participants and beneficiaries.

## Your Rights to Additional Information

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

1. an accountant's report;
2. assets held for investments;
3. fiduciary information;

including transactions between the plan and parties-in-interest (that is, persons who have certain relationships with the plan);

4. transactions in excess of 5 percent of the plan assets.

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

Board of Trustees,  
Plan Administrator  
ITPE ANNUAL BENEFIT PLAN  
6851 Jericho Turnpike  
Suite 255  
Syosset, New York 11791  
Telephone number is:  
(516) 921-3202

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

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or 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, N5638, Pension and Welfare Benefit Programs, Department of Labor, 200 Constitution Avenue N.W., Washington, D.C. 20210.

Employer Identification Number:  
11-2823324  
Plan Number 501



## Report from the ITPE FUNDS REPRESENTATIVE

Roy J. Boyd

By the time you read this article, the year 2000 will be over! I am taking this opportunity to wish you a Happy Holiday Season and a Happy Prosperous New Year!

The ITPEU membership has much to be thankful for. Throughout the year 2000, the organizing efforts and negotiations by the Union Representatives have been very successful. One outstanding area of negotiation has been the Health and Welfare increases for ITPE participants.

In the 1999 winter issue (page six) of your *ITPE News*, ITPE President, John F. Conley gave you an overview of the new ITPE Health and Welfare Benefits at the contribution rate of \$1.63 per hour. The Union Representatives and the participating companies continued negotiating for more employee benefits. The success of these negotiations has enabled the ITPE Health and Welfare Board of Trustees to make the most far-reaching benefit improvements in one 12 month period since the inception of the Plan.

The highlights of the 1999 improvements were the increased "in-hospital benefits." The new Dread Disease Benefit provided up to double the amount of hospital indemnity, room and board, hospital miscellaneous expense and surgery when hospital confinement is due to cancer, heart attack or stroke. Last but not least, ITPE Health and Welfare participants now are enjoying the use of a prescription drug benefit in addition to the discount program that has been in effect for some time. The disability income under Plan 5226 was even doubled.

Let us now examine the new changes approved by the ITPE Health and Welfare Board of Trustees effective October 1, 2000. The benefits as you already know them at \$1.63 per hour will be increased at \$1.82 thru \$1.89 and \$1.90 or over per hour in the following manner:

**“THE HIGHLIGHTS OF THE  
1999 IMPROVEMENTS WERE THE  
INCREASED IN-HOSPITAL  
BENEFITS.”**

- (I) Dental benefits will be raised to \$2,000 per calendar year for employees and \$1,000 per calendar year for covered dependents of employees. This is a 100% dental improvement.
- (II) Vision benefits will be changed to the following:
  - A. Exam .....\$ 40.00
  - B. Single Vision Lenses .....\$100.00
  - C. Bifocal or higher Lenses .....\$150.00
  - D. Contact Lenses .....\$100.00
  - E. Frames .....\$100.00

This has become one of the best vision care benefits available in the American Work Force! These benefits are available once every 12 months for each covered person. **USE THEM...DON'T ABUSE THEM!**

### (III) Major Medical Wrap-Around Benefit

This is a new benefit. This benefit covers employees and covered dependents of employees. This benefit applies after each of the following basic benefits have been exhausted:

- A. Room and Board
- B. Hospital Miscellaneous
- C. Surgery
- D. Anesthesiology
- E. Diagnostic X-Ray and Lab
- F. Supplement Accident and Sickness
- G. Occupational and Radiation Therapy

After a \$200.00 per covered person annual deductible, the plan pays 75% of the Major Medical expense balance not covered by the base plan. This is paid up to the maximum allowed for the calendar year as follows:

*Continued...*



**FUNDS REPRESENTATIVE** *continued from page 14***Calendar Year Maximum**

Emp. Class	Contribution \$1.82 - \$1.89 per hour	Contribution \$1.90 +
1	\$ 6,000	\$ 9,000
2	\$12,000	\$18,000
3	\$18,000	\$27,000
4	\$24,000	\$36,000

Let us take a hypothetical case to see how the benefits work. Assume a Class 4 employee goes into the hospital and has a quadruple heart by-pass surgery. Assume a five (5) day stay in the hospital. Since this is one of the Dread Disease conditions, the base plan pays double in hospital benefits and surgery.

Assume the following charges:

- A. Room and Board including  
Intensive Care .....\$ 3,150.00
- B. Hospital Miscellaneous ...\$ 35,000.00
- C. Surgery .....\$ 8,200.00
- D. Other Physician Charges ..\$ 1,515.00

**TOTAL COST = \$47,865.00**

Payments made by Base Plan

- A. Room and Board -  
5 days @ \$630 .....\$ 3,150.00
- B. Hospital Miscellaneous ...\$ 20,000.00
- C. Surgery .....\$ 7,700.00
- D. Supplemental Sickness ...\$ 1,000.00

**TOTAL PAID BY BASE PLAN = \$31,850.00**

Balances Due

- A. Room and Board .....\$ 0.00
- B. Hospital Miscellaneous ...\$ 20,000.00
- C. Surgery .....\$ 500.00
- D. Other Physician Charges ..\$ 515.00

**TOTAL BALANCE DUE = \$16,015.00**

The claims Representative will now apply the Major Medical Benefits as follows:

- A. Room and Board .....\$ 0.00
- B. Hospital Miscellaneous ...\$ 15,000.00  
\$ - 200.00 Annual Deductible  
\$ 14,800.00 x 75% = \$11,100.00\*
- C. Surgery Balance .....\$ 500.00 x 75% = \$375.00\*
- D. Physician Charges .....\$ 515.00  
(Per illness deductible)\$ - 15.00  
\$ 500.00 x 75% = \$375.00\*

**TOTAL PAID BY MAJOR MEDICAL = \$11,850.00\***

- Total Hospital Charges ...\$ 38,150.00
- ITPE Paid .....\$ 34,300.00

**Balance Due Hospital = \$ 3,650.00**

- Total Doctor Charges ....\$ 9,715.00
- ITPE Paid .....\$ 9,075.00

**Balance Due Doctor = \$ 640.00**

In this hypothetical case, the ITPE paid \$ 31,850.00 from the Base Plan Benefits and \$ 11,850.00 from the new Major Medical Benefit. This came to a total of \$ 43,700.00 paid by your plan on a total charge of \$ 47,865.00. This is over 91% of the total expense! The next time those of you who are covered under these benefits see your Union Representative and your Company Officials, thank them. They have covered you with benefits on the upper side of Main Stream America!

Happy New Year  
Roy J. Boyd

**HAPPY HOLIDAYS**

## "ALOHA" FROM HAWAII



*Molly Liongson*



*Fong-Yeh Alverson boxes lunches.*



*Benita Hayes (left) and Molly Liongson (right).*



*Lisa Seely*



*Constantine Udarbe (left) and Michael Byington (right).*



*Ben Jimeno*



*Rizalina (Sally) Chaney*



*Tai Wing*



*Dolores Rodrigues (left) and Serena*



*Serena*



*Dolores Rodrigues*



*Elisa (Lisa) Seely*



## MORE FROM HAWAII



Benita Hayes



Benita Hayes

## IT PAYS TO BE AN ITPE MEMBER

Another great benefit for ITPE members is in the making. I am pleased to announce the ITPE has recently signed an agreement with Choices Hotels International, Inc., a Delaware Corporation.

Choice Hotels International will soon provide ITPE members with wallet size cards that will be distributed to members only. This agreement will provide all ITPE members a 20% discount off published rack rates at the following listing of hotels:

- Comfort Inn
- Quality Inn
- Sleep Inn
- Clarion
- Rodeway Inn
- Mainstay Suites
- Econo Lodge



As soon as ITPE Headquarters receives the cards we will forward them to our Branch Offices for distribution.

# election report

## two thousand

I am pleased to report the following list of Officer and Delegate candidates were nominated without opposition. The Credentials Committee met at ITPE Headquarters at 10 a.m., Wednesday, September 27, 2000. The Committee found all candidates to be qualified under Article X, Section 3 of the Constitution of ITPE. All Officers and Delegates were notified to assume their respective duties at 12:01 a.m. on January 1, 2001.

### Officers

John F. Conley	President
John Brenton III	Secretary-Treasurer
Elwood Hampton	Vice President
T. Ruthie Jones	Vice President
Mary Williams	Vice President

### Delegates

Maureen Alsheimer	San Antonio, TX
Dennis Arrington	Savannah, GA
William Cable	Hawaii
Nancy Causey	Pensacola, FL
Dau Chapman	Camp Lejeune, NC
Dewitt Cole	Camp Pendleton, CA
Cindy Diehm	Ft. Bragg, NC
Sandy Elliott	Ft. Jackson, SC
Pat Foley	San Antonio, TX
James Foster	Alton, IL
Craig Harris	Las Vegas, NV
Paul Harvey	Alto Loma, CA
Patricia Hasard	Tacoma, WA
June Meyers	Ft. Polk, LA
Jeannetta Odom	Keesler AFB, MS (FS)
Dominic Palummo	Ft. Knox, KY
Carolyn Reed	Langley AFB, VA
Elizabeth Sherrod	Ft. Hood, TX
Ronnie Taylor	Ft. Bragg, NC
Emma Teddlie	Lackland AFB, TX

## Unions celebrate biggest membership increase in 20 years

*According to a recent report by the Department of Labor's Bureau of Labor Statistics, unions added 265,000 members to their rolls in 1999, for a total of 16.5 million members. This represented the largest increase in union membership in more than 20 years.*

*The nation added 2.7 million jobs to the economy in 1999.*

*The overall percentage of union workers remained steady at 13.9 percent. The largest growth in union membership was in the public sector. For a breakdown of the industries in which union membership grew, visit the bureau's website at <http://www.bls.gov/news.release/union2.txt>*



## ABF Scholarship Winner

*Jessica R.*  
**Seward**



I would like to express my gratitude to ITPE for this outstanding award.

I am an 18 year old freshman at Villanova University. My goal is to become a child psychologist.

My parents are Raymond and Jeanette Seward, and we live in Barnesville, PA.

I graduated Valedictorian from Mahanoy Area High School, Class of 2000. While in high school, I was a member of the National Honor Society, President of the French Club, and listed in Who's Who Among American High School Students. I was also a member of the Chorus, Interact Club, Mahanoy Area's Closest Volunteer, SKIP Cleanup, and Meals on Wheels.

Without this award I would not be able to continue my education at Villanova University and for this I am very grateful.

Jessica's father, Raymond Seward, works for Worldwide Security GSA, Eastern, Pennsylvania.



## From the **WASHINGTON OFFICE**

By Elwood Hampton, ITPE Vice President/Legislative Director

ITPEU, AFL-CIO congratulates you the members for participating in the Democratic selection and election process of 2000.

Remember that you made a difference. Without a doubt, if you had not participated, more candidates that did not have your interests at heart would have been elected. Your vote counted.

The 107th Congressional Congress will be shaped. How that occurs will have been effected by your vote, such as chairmen of various committees, Speaker of the House, Senate and Minority Leaders.

While it may be disappointing to a number of people that the Democrats did not sweep the House or Senate.

It is our anticipation and hope that those elected to office shall be more receptive to the concerns of our members than those of the 106th Congress.

There may have been instances where the person that you voted for was not elected. However those who were elected by the majority of the people must represent all the concerns of all

the people.

Let the elected officials know what your interests and concerns are, write to them, call them, or visit them in the Washington office or in their home district. Remember ITPEU has an unfinished agenda.

- Maintain the Service Contract Act.
- Continue our efforts for continuity of employment.
- Push for performance bonds in order that some contractors do not escape paying the wages and

other benefits due service contract employees.

Your

Washington office has been busy in this season 2000 meeting all over and on many subjects. We have been meeting with Senators, Congressmen, Caucus', Government Agencies, Department of Labor, company contract organizations and AFL-CIO legislation committees. This will continue on into 2001. When in doubt, call your Washington office: 1-202-628-5770.

Again, we congratulate you the members for having voted. Always remember that **YOUR VOTE DOES COUNT.**

**“ALWAYS REMEMBER THAT  
YOUR VOTE DOES COUNT.”**

## ABF Scholarship Winner

*Tonia L.*  
**Batz**



Works for World Wide Security, Eastern, PA.

Second year student at Lehigh Carbon Community College.

Made Dean's List last semester.

Major: Criminal Justice  
Plans to become a State Trooper.

Interests include coaching 5th and 6th grade girl's basketball and fishing.



## Letters to the EDITOR

May 31, 2000

Joan Wolfe  
Administrator  
ITPE Health and Welfare Fund  
P.O. Box 23679  
Savannah, Georgia 31403-3679

Dear Ms Wolfe:

My name is Antwi Kofi Bawuah, the son of Antwi Bawuah who worked for Ogden Security's Crystal City site in Arlington, Virginia. I was the recipient of the ITPE Health and Welfare's 1996 four-year scholarship in the amount of \$20,000.

I attended the University of Virginia located in Charlottesville, Virginia from August 1999 until May 2000.

I am happy to say that I graduated this past May from the Engineering School with a BS in computer science.

I would like to thank you and the

ITPE Health and Welfare organization for your support and contributions. The scholarship awarded to me four years ago has now enabled me to realize my future dreams and potential. I pray that this scholarship continues to do what it did for me for all the generations that follow.

Currently I am working for an interim term at a software company called IMAKE Software & Services in Bethesda, Maryland. My goal is to work for approximately one year and then enroll full time for graduate school in Fall 2001.

Again, thank you for your support.

Sincerely,

Kofi Bawuah  
Class of 2000  
University of Virginia  
School of Engineering and Applied  
Science, Computer Science





## KNOW YOUR RIGHTS

by Sidney H. Kalban, Union Counsel

### **The Family & Medical Leave Act**

The Family & Medical Leave Act was the first legislation proposed by the Clinton Administration and it was passed by Congress in 1993. That Act, known as the FMLA, required most employers to give their employees up to twelve (12) weeks of unpaid leave during any one year (12 month) period when certain family and/or medical matters arise. It also requires the employers to continue contributing to the medical plan during those 12 weeks and to reinstate the employee into his/her prior job if it still exists.

### **Who Is Covered?**

In order to be covered by the FMLA, you had to have worked for your employer for at least 12 months and have had at least 1,250 hours of work during the 12 months prior to your leave. In addition, your employer must have at least 50 employees on its payroll (whether or not in your bargaining unit) at your job site or within a radius of 75 miles.

### **What Are The Permitted Reasons For FMLA Leave?**

If you are an FMLA-covered employee, you are entitled to the leave:

- a) for the birth and/or care of your newborn child (for both fathers and mothers within 12 months of the baby's birth);
- b) for placement with you of a baby or child for adoption or foster care (for both fathers and mothers within 12 months of that placement);
- c) to care for your spouse, child or parent who has a serious health condition; or
- d) to take a medical leave because you have a serious health condition which makes you unable to work.

### **What Is A Serious Health Condition?**

As mentioned, you can be entitled to FMLA leave if you, your spouse, your child or your parent has a "serious health condition." A "serious health condition," to qualify for FMLA leave, means an illness, injury, impairment or other physical or mental condition which involves either:

- a) an overnight stay (inpatient care) at a hospital, hospice or residential medical care facility (and includes any subsequent period of impairment or treatment in connection with that inpatient care); or
- b) continuing treatment by a doctor or other acceptable health care provider when the person being treated is not able to work, attend school or perform other regular daily activities due to:
  - i) a health condition which, including treatment and/or recovery, lasts more than three days in a row, and any subsequent treatment or period of incapacity related to the same condition provided it also involves either two or more treatments by or under the supervision of a doctor or other acceptable health care provider or one treatment by a health care provider with a continuing regimen of treatment; or
  - ii) pregnancy or prenatal care (even if it does not require a visit each time to your health care provider) or
  - iii) a chronic, serious health condition which continues over an extended period of time, requires periodic visits to a health care provider and may involve occasional episodes of incapacity, even if there



Continued on page 22

## KNOW YOUR RIGHTS continued from page 21

is not a visit to the health care provider during each absence (examples are such illnesses as asthma or diabetes); or

iv) a permanent or long-term condition for which treatment may not be effective (e.g., terminal cancer, a severe stroke, Alzheimer's disease) but for which there is continued supervision (rather than active treatment) by the health care provider; or

v) a condition for which the patient must receive multiple treatments for restorative surgery or other medical procedure (e.g., chemotherapy or radiation treatments) or which would likely result in a period of incapacity longer than three days if not treated.

### What Are The Benefits Under FMLA?

The basic benefits under the FMLA are:

a) Covered employees are entitled to an unpaid leave of up to 12 weeks during any 12 month period. When a serious health condition is involved, the 12 weeks can be broken up into as many parts as necessary. For example, if you have a chronic, serious health condition which requires you to receive treatment twice a week for ten weeks, you would be entitled to take your leave in that fashion and you would then use up four weeks (20 days) of your FMLA leave for that year. Please note: your employer can require you (or you can choose) to use up any paid leave (e.g., vacation, sick leave) as part of your FMLA leave and before you receive unpaid leave.

b) During your FMLA leave, your employer is required to continue contributions on your behalf for any health benefits to which you were entitled prior to your leave. In most cases, this will mean the ITPE Health & Welfare Plan. Your employer is required to make those contributions on the same basis and for the same benefits that you would receive if you had continued to work. Under certain circumstances, your employer may be allowed to recover those contributions from you if you do not return to work at the end of your FMLA leave.

c) Except for certain circumstances which are not likely to apply, your employer is required to return you to the position you held prior to your FMLA leave or to an equivalent job with equivalent wages, benefits and other terms and conditions of employment. This right applies, of course, only if your employer at the time you went on your FMLA leave is still the employer of the bargaining unit at the end of your leave. Please also remember that your FMLA leave is only for a total of 12 weeks in any 12 month period. Your employer does not have to return you to your job if you are out for more than those 12 weeks.

### What Do You Have To Do To Obtain FMLA Leave?

In order to be entitled to FMLA leave, you must give your employer at least 30 days notice of the need to take that leave, provided you are able to know or predict that the need will exist. Otherwise, such as when you suddenly become ill, you need to notify your employer as soon as possible. You do not have to use any magic words or even mention FMLA. You are required, however, to notify your employer of the reason and, if a serious health condition is involved, of the nature of that condition. Your employer can also require medical certification of the serious health condition, second or third medical opinions and periodic recertification of the condition (at the employer's expense) and periodic reports of your status and intent to return to work.

If you are taking your leave on an intermittent basis, such as for scheduled medical treatments, you must try to schedule those treatments so that they minimize any disruption of your employer's business. In other words, if you can possibly schedule the appointments for a time outside normal working hours, you have an obligation to do so.

I wish you a happy and healthy New Year in which you and your loved ones do not suffer from any serious medical condition; but if you are in a situation in which you need to take FMLA leave, now you KNOW YOUR RIGHTS.



# You Get These Money-Saving Benefits Because You Belong to ITPE

## ITPE UNION PRIVILEGE PROGRAMS

And they're provided by ITPE, not your employer, as another benefit of union membership. These benefits can help you and your family save money on the products and services you use at home. When calling, mention you are a member of the ITPEU affiliated with District No. 1 PCD-MEBA-AFL-CIO.

### MasterCard®

A union credit card with low interest rate, no annual fee. You can apply for the Union MasterCard, which has a low variable rate, no hidden fees, and a unique union design. This card is ideal if you don't pay off your bill each month. Call 1-800-522-4000 to apply.

- One of the nation's lowest interest rates
- No annual fee
- No fees for ATM use, cash advances, checks
- Save about \$80 a year versus other cards

### Secured Card

A special MasterCard available to help establish or re-establish credit. The Secured MasterCard can help you if you have been turned down for the Union MasterCard, or if you need to establish or repair your credit. Call 1-800-452-9425 for details.

- No application fees
- Low annual fee
- This card helps you build or repair your credit record
- "Graduation" to standard MasterCard after 24 months of on-time payments

### Mortgage and Real Estate Program

Buying, selling, refinancing made easier, more affordable. This program can help you, your children and your parents take care of the complete mortgage and real estate process. And you'll get assistance from expert mortgage counselors. Call 1-800-899-2782 for details.

- Special help available for qualified

first-time home buyers

- Discount on Century 21 Real Estate sales commissions
- Extra savings if you both buy and sell a home through the program
- Special assistance if you are out of work because of a prolonged strike, layoff or disability
- Convenience of applying by phone

### Life Insurance

Supplemental term insurance at low group rates. Even if you already have life insurance, it may not be enough to fully protect your family. Dollar for dollar, this program gives you more insurance for your money. Call 1-800-899-2782 for details.

- Low rates – below comparable plans
- Broad range of benefit coverage available
- Skip-payment provision in the event of a layoff, disability or prolonged strike
- Special plans available for children, seniors and members with health problems

### Legal Service

Free and discount legal assistance. This service allows you to consult an attorney on personal legal matters or to prevent a legal problem. Union-approved lawyers at over 1,000 law offices nationwide are available. Call 1-800-452-9425 for a lawyer near you.

### Union Driver & Traveler

Special motor-club, car-repair and travel-club benefits. Compare Union Driver & Traveler to your local American Automobile Association (AAA) – chances are your union's program offers you more for your money.

- One low annual membership fee covers you, your spouse and your children living at home
- Emergency towing and roadside assistance
- Auto repair and maintenance

discounts

- 5% rebate on commissionable air and train travel purchased through the program.

### Union Family Savers

Save on everyday consumer products and services. This family of discounts help you save on everything from hearing health care to car rentals and more!

### Hertz

Big savings on daily, leisure, weekly and weekend car rental rates. Call toll free 1-800-654-2200 and have the Union I.D. number ready (205666).

### Union Member Flower Service

Savings on long-distance flower delivery. Order directly from a local florist, eliminate service fees and get more for your money. 15% percent discount on flower orders. Orders 24 hours a day – 365 days a year.

### Parent's College Advisory

A guide for parents that provide advice on choosing the right college and financing package. Just \$4.95.

### Union Yes Check

Union-printed personalized checks and return address labels featuring Union Yes and individual union logos. Just \$9.95 plus shipping for 200 checks.

### Walt Disney World Hotel Discount

Special union-members-only rate at Hotel Royal Plaza, near Orlando, FL. Free transportation to all Disney theme parks.

## Another Benefit of Union Membership

FOR MORE INFORMATION:

**1-800-452-9425**

## MORE FROM THE EAST COAST

*The Food Service Contract USCG Station Yorktown, VA recently changed employers. Effective October 1, 2000, Selrico Services, Inc. took over from Triple P Services.*



*Kay Gurrero enjoys her job, the Unions representation and benefits.*



*Pam Jones is hard at work handling hot items on the line.*



*ITPE Shop Steward (L-R) Laura Garloch and Shantae Lawton with the new ITPE Washington, D.C. area representative Sandra Robinson.*



*Two ITPE supporters (L-R) Rosa Peters and Cynthia Coleman looking good and hard at work. Way to go girls!*



*(L-R) Virgilio Manalo, (gentleman in center name unknown) and Gina Logatuz expressed appreciation to see Sandra Robinson and satisfaction with new contract.*



*ITPE Representative Sandra Robinson with Project Manager, Mr. Whitaker.*

### Moving/Getting Transferred?

If you are an ITPE member and contemplating moving or getting transferred, the ITPE has over 230 contracts throughout the United States, Alaska, Hawaii, Puerto Rico and Guam. Do you know there may be a job opportunity available for you near your new home? It is possible the company you work for now may have a contract there. If this is the case, you may be able to transfer your employment; possibly retain your seniority, Health/Welfare and Pension Plan benefits.

Protect your future. Before you make that move or resign your present job, check with your local Union Representative to see what job opportunities may be available to you at your new location. The ITPE Union offices are listed on the back page, so call before you pack up and make that move - there just may be a job opportunity waiting for you at another ITPE contract site.



# Where Do My Union Dues Go?

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

So, what about those dues? Union dues are quite a deal. They are the premium paid on "real life" insurance. You reap the benefits while still on this planet, make money on your investment, and save even more of those hard earned dollars by taking advantage of membership benefits. If you have an accident or get in a bind, your protection comes with no deductible, and the union is always looking for more people to serve, not less.

The Union works hard to make your work life safer and

**“THE UNION WORKS HARD TO MAKE YOUR WORK LIFE SAFER AND BETTER.”**

## FROM THE WASHINGTON, D.C. AREA



Andrews AFB – Sum Lee Turner at the in-flight kitchen. Sum Lee says the food is good and always fresh and ready to eat.



EPA Waterside Mall – (L-R) Kevin Watkins and Hank Wages looking over their 5100 work order forms.

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

No other individual, group, or organization insists on decent wages, hours, or working conditions as a standard for America's work force. No one in

Congress or State Legislatures spends all of their time watching out for you or working to insure that the standard of your work life is not diminished.

Without the Union, what can we expect? How about more

medical cost shifts, lower wages, extra hours on the job, all for the sake of "global competition." No recognition of seniority, no grievance process, no job security, no bargaining rights, maybe none or at best less vacation pay, holiday pay, etc., no pension, the list of "NOs" just goes on. If more people realized just how much they can get in return for their dues investment and did some comparison shopping, they would see that Union dues pay for the best deal that can be found anywhere.

When the rest of America's workers figure this out, there will be lines waiting.

**HOW CAN I JOIN?**

# YOUR HEALTH



## HEART DISEASE:

## Arming Against the Nation's Leading Killer

While cancer and catastrophic disasters grab the headlines, the leading threat to American lives is heart disease. More lives are snuffed out by high blood pressure, stroke, and other forms of heart disease than by the top seven leading causes of death combined.

The good news? No matter what gender, race, or age, you can significantly reduce your risk of heart disease by eating a fiber-rich, low-fat diet, engaging in regular exercise, and managing stress. Learning your personal risk factors for heart disease could save your life.

You are at a higher risk if your father or brother had a heart attack before age 55 or if your mother or sister had an attack before age 65. Your risk also increases as you age. For men, a heart attack becomes a real threat after age 45. Women have a gender advantage up until menopause, when they experience a natural decline in the production of estrogen, the hormone that keeps arteries supple and provides protection from heart disease. After age 65, the mortality rate from heart disease in women increases, as compared to a man's risk.

### Smoking and Other Changeable Risk Factors

Smoking leads the list of avoidable risk factors for heart disease. Tobacco smoke — including smoke from "trendy" cigars — chokes off the supply of oxygen to the heart and floods the body with carbon monoxide. This forces the heart to beat faster and weakens the arteries. Nonsmokers who constantly inhale second hand smoke at home or in the workplace are also at risk for heart disease. Here's a list of other avoidable risk factors:

**High Blood Pressure.** It is painless and has no symptoms, so the only way to tell that your blood pressure is high (above 140/90 for an extended time) is to have it measured. Causes include excessive salt, fat, or alcohol intake, too little potassium from fruits and vegetables, and excessive weight or stress levels.

These factors make the heart work harder and weaken arteries, making them prone to dangerous blockages that can lead to a heart attack or stroke (brain attack). High blood pressure tends to run in families.

**High Cholesterol (Lipids).** A blood test can measure levels of good and bad cholesterol, fatty substances that are influenced by smoking, a high-fat diet, exercise, and other factors. The "bad" LDL cholesterol (low density lipoprotein) builds up as artery-clogging plaque. The "good" HDL cholesterol (high density lipoprotein) carts off the bad cholesterol and lowers your risk of heart disease. Generally, the higher your total cholesterol (LDL plus HDL), the higher your risk.

**Physical Inactivity.** Bench-warmers (those who get less than a half-hour of activity daily) are twice as likely to develop heart disease as physically active individuals.

**Body Weight.** An excess of 20 or more pounds — especially if you carry the bulk in a spare tire around your middle — boosts risk.

**Diabetes.** Having this disease is a bigger risk factor for women than men and doubles the risk of a heart attack.

**Psychosocial Factors.** Depression, anxiety, hostility (overt for men, suppressed for women), and social isolation contribute to heart disease. "It's not just what we eat but what's eating us that harms the heart."

### Lifesaving Strategies

If people followed all the currently known preventive measures, it could eliminate about 70 percent of heart disease. That said, here are the best ways to protect your heart:

*Continued...*



**Stop Smoking.** Quit now, and in three years you'll have the same risk as a nonsmoker, studies show. Those who fear weight gain should know that any post-quitting weight gain (usually about five pounds) disappears after a year and is best controlled if you start an aerobic exercise program before you actually stop smoking.

**Eat More Fiber, Less Fat.** Reduce fat to less than 30 percent of calories, eat fiber rich fruits, vegetables, and grains, and limit fat and sugar. Fiber decreases LDL cholesterol and fills you up. Fruits and vegetables are loaded with nutrients such as vitamin C and beta-carotene that can deactivate LDL.

**Increase Aerobic Activity.** Continuous movement that gets the heart pumping for a half-hour daily may be the single most important way to lower LDL and control weight, stress and diabetes. In fact, walking at least three times week cuts the risk of heart disease by half, Harvard studies show. Brisk walking further reduces risk.

**Manage Stress.** Engaging in regular techniques such as deep breathing, relaxation, bodywork, even joining a support group can help dissipate harmful effects of ongoing stress on your heart. You're more likely to stick with smoking cessation, a low-fat diet, and regular exercise if you start by making small, manageable changes and progress slowly. Begin, for instance, by giving up cookies and other fat-laden packaged foods, walking to the end of the driveway and back, or becoming aware of what makes you angry. Here are other small — but important — ways to ensure heart health:

## 7 Ways to Safeguard Your Heart

- 1.) Avoid marbled meat, poultry skin, and rich dairy foods. Animal fat is the prime source of saturated fat, the leading culprit in raising bad cholesterol.
- 2.) Make it "fish night" three times a week. Tuna, salmon, and other fish contain omega-3 fatty acids that lower LDL cholesterol and triglycerides.
- 3.) Switch to olive or canola oil for cooking and dressings. These nonsaturated fats can help lower cholesterol and blood pressure.
- 4.) Fill your salt shaker with zesty seasonings. This will reduce sodium, which attracts water, pumps up blood volume, and increases blood pressure.

5.) Raise a glass of grape juice. This may be a nonalcoholic way to get a dose of the same components found in red wine that help thin blood and counter blood clots that lead to a heart attack.

6.) Don't seethe, talk it out. In one study, participants who nonthreateningly discussed their anger with the individual who made them angry had lower blood pressure.

7.) Enlist a walking companion. Your buddy can help you stick to your exercise regimen.

## Love and Survival: What do they have to do with each other?

A new book by the renown pioneer in reversing heart disease is based on a simple but powerful idea: Your survival depends on the healing power of love, intimacy, and relationships.

For the past 20 years, Dean Ornish, MD, has directed clinical research, demonstrating — for the first time — that comprehensive lifestyle changes may begin to reverse severe coronary heart disease without drugs or surgery. Now, this "impossible" idea has become mainstream.

Although most people tend to think of Dr. Ornish's program as being primarily about diet, he has found that perhaps the most powerful and meaningful intervention is love and intimacy and the emotional and spiritual transformation that often results. Yet those factors are largely ignored by the medical profession, which tends to focus primarily on the physical and mechanistic: drugs and surgery, genes and germs, microbes and molecules.

Dr. Ornish persuasively argues that love and intimacy are a root of what makes us sick and what makes us well, what causes sadness and what brings happiness, what makes us suffer and what leads to healing. If a new drug had that same impact, virtually every doctor in the country would be recommending it for their patients.

There is a deep spiritual hunger in our country as we enter a new millennium. According to Dr. Ornish, the real epidemic in our culture is what he calls emotional and spiritual heart disease, the profound sense of loneliness, isolation, alienation, and depression that is so prevalent today as the social structures that used to provide us with a sense of connection and community break down. We are only now beginning to appreciate what the radical shifts in our society in the past 50 years really mean.

# TAKE A LOOK

## ITPE HAS ITS OWN WEB-SITE

We invite you to take a look by logging onto **www.itpe.org**

In addition to the ITPE Union's web-site, you will also be able to link to the ITPE Benefit Plans – Health & Welfare, Pension and the Annual Benefit Fund – by logging on to **www.itpebenefits.com**

By logging onto these web-sites, you will become a better member by knowing what your Union is all about, as well as knowing the benefits to which you are entitled as a member/participant of the ITPE Benefit Plans.

***An informed member makes for a better member.***



**www.itpe.org**

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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