



ITPE



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

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Report of the PRESIDENT

by John F. Conley

Dear Brothers and Sisters,

The first half of the year 2001 is now history. Just as we predicted, the Bush administration in Washington, DC didn't waste a moment of their time attacking labor. One of the first documents President Bush signed was to revoke several Executive Orders. One such order was Executive Order 12871 effecting the Labor Management Partnership Act. Another such order revoked (12933) is the Right of First Refusal for custodial employees employed at U.S. Federal Buildings. There are also rumors circulating of the President's support for additional base closings.

As your Union's President, I assure you the ITPEU will be doing everything legally possible within our power to protect your jobs, your ITPE benefits and you and your family's welfare.

As you probably know, your Union has had numerous meetings with several other AFL-CIO Unions in order to seek out an affiliation that will provide assistance and expertise in building the ITPEU to an even bigger and stronger Union. One of the first steps we undertook was to insure our financial needs. Thanks to you - the

ITPE membership throughout the United States, Puerto Rico and Guam - for having the foresight by voting to approve the dues increase referendum by a 77% Yes vote.

The next step was to seek out affiliation with an AFL-CIO Union. In doing that, your elected officers have had numerous meetings with several AFL-CIO Unions. I firmly believe we have finally found just such an organization - the Office & Professional Employees International Union (OPEIU). The final discussions of our affiliation were held on March 12 and 13 in Orlando, FL. Attending the meeting for the ITPEU were President John Conley, Secretary-Treasurer John Brenton III and ITPE General Counsel Sidney Kalban. For OPEIU were International President Michael Goodwin, Director of Organization Jay Porcaro, Field Services Representative Kevin Kistler and General Counsel Melvin Schwarzwald.

OPEIU represents employees throughout the United States which includes affiliated groups and associate members much like the ITPE. Their international is made up of locals. The International President

Continued on page 2



INSIDE

GREETINGS FROM
RUTHIE JONES..... page 3

EAST COAST
REPORT..... page 4

WEST COAST
REPORT..... page 7

ORGANIZING DIRECTOR'S
REPORT..... page 9

NEWS FROM NORTH
CAROLINA..... page 10

FUNDS REPRESENTATIVE
REPORT..... page 12

NEWS FROM THE
AFL-CIO..... page 13

WASHINGTON
REPORT..... page 14

ITPE SCHOLARSHIP
PROGRAMS..... page 16

ITPE SCHOLARSHIP
WINNERS..... page 17

PERSONAL PROFILE:
MAE GRIFFIN..... page 18

COMMUNITY
RELATIONS..... page 19

PAUL HARVEY
AREA..... page 24

PRESIDENT'S REPORT *continued from cover*

Michael Goodwin is a member of the AFL-CIO Executive Board. They have headquarters in New York and Washington, D.C. Much like the ITPE, they are a growing organization with most recent organizing successes with 1200 helicopter pilots and 6000 Boeing engineers.

We believe that both ITPE and OPEIU organizations have the major ingredients that it takes to work together to organize and bring the benefits of collective bargaining to those employees most in need.

As this issue goes to print, both of our organizations are following their internal process under our constitutions, which will ultimately lead to a membership vote on

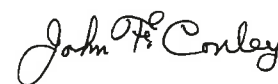
this affiliation. We have targeted a date of July 1, 2001, to complete this process.

At this time I would like to personally thank both ITPE and OPEIU Representatives for their time and efforts during our discussions in bringing about the affiliation agreement.

In closing, I wish to express my congratulations to the newest member of the ITPE family - John Collins. John came onboard April 16th as an Organizer, working out of our Las Vegas Branch office. John has had years of experience working with AFL CIO Unions in organizing in Alaska, Seattle and Los Angeles areas. He has already rolled up his sleeves and has several targets for organizing.

Do you know any groups of employees that are in need of the wage and benefits provided by a Union's collective bargaining agreements? Call John or any one of the ITPE Representatives listed on the back page. The ITPE and OPEIU are ready, willing and able to help.

Faternally,



John F. Conley

Old Friends Meet

The distinguished looking gentleman in the center is none other than the former Secretary-Treasurer of the National Maritime Union Thomas Martinez. Tom is now retired living in Southern California with his wife Pearl. Although Tom is in his 80's, he remains very active in labor relations.



L-R: John Conley, ITPE President; Pearl Martinez; Kate Hunt, Secretary-Treasurer, National Maritime Union; Tom Martinez; Elena Hampton; and ITPE Vice President Elwood Hampton.

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

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



Greetings from T. "RUTHIE" JONES

ITPE Vice President, Las Vegas, Nevada

Thank you to all the ITPE members that participated in and supported a dues increase so that we can better serve you and be able to take care of the issues and challenges that affect you.

It is contract time again in the LAS VEGAS AREA. We have been in continuous contract negotiations with Henderson Taxi. The Henderson contract expired October 31, 2000. The Union and Company have extended the contract on a month to month basis while we continue to negotiate. Contract negotiations stalled in March and we sought Federal Mediation. Our first meeting with Federal Mediator, Commissioner Lavonne C. Ritter was on April 9, 2001.

We go into contract negotiations with Yellow/Checker/Star Cab Company in May. We have quite a few issues to negotiate for

the drivers. The Union will be delivering a proposal toward the end of this month.

We have contacted the Company for the non-supervisory employees of Markrist Engineers, with a contract proposal.

Nellis AFB Food Service Contract with Superior Services ended April 30, 2001. The contract has been awarded to a NISH organization, which took over May 1, 2001.

The employees who have built their lives around their jobs for the last 25 plus years are now in fear of losing their jobs. Some of the workers say they have already been informed by management to look for other employment.

In the COLORADO SPRINGS AREA quite a few changes are taking place. The Air Force Academy Food Service contract has changed hands.

D.E.W. Management's last day at the AFA was January 31, 2001. The government has awarded the contact to a blind vendor, Premier Contract Services. Alan C. Gabriel is the



USAF LABOR AFFAIRS – Frank Dean, USAF Labor Affairs Advisor (standing) and Marshall Woodard, Senior USAF Labor Affairs Advisor, two of the hardest working advisors I know who keep abreast of everything going on. ITPE Representatives have been calling Mr. Woodard for many years in order to resolve issues that arise from time to time with the Air Force. We always appreciate his help.

President. I am negotiating with the new contractor.

Schriever AFB, Food Service is out for bid and the award date is projected for July 1st. We are unaware if we are going to retain the existing contractor, ProServe or getting a successor contractor. The employees are a little bit leery because of the uncertainty. In the upcoming contract Schriever is slated for full food service. Some of our members are cooking now.

We are in contract negotiations with Neals Janitorial and Hospital Klean of Texas Inc. at Peterson AFB. I expect to complete the negotiations in the upcoming month.

Hats off to ITPE representatives

Continued on page 6



THANKSGIVING DAY AT FORT BLISS, TEXAS - (L-R) M. Orozco; E. Lopez; C. Peart; B. Gomez; M. Lopez; S. Carrillo; H. Mez; A. Hines.



Greetings from the EAST COAST

By Mary Williams, Vice President

During the month of March, ITPE Representative Dennis Conley and I were successful in organizing in the private sector. We completed one contract and we are now in the process of negotiating another private sector contract and have others that we are involved in organizing.

I am very pleased with the support we received on the dues increase. I was very pleased to

find that a majority of our members understand that with the cost of everything skyrocketing, we needed the dues increase.

I will say that with the ITPEU, you receive great wage benefits. Without the Union, you would be getting just the area wide wages and in certain areas, that would be just \$5.15 per hour.

During the recent servicing of

Maxwell AFB/Gunter AFS in Montgomery, Alabama, we found they have a brand new Officer Training Student Building.

If you have a friend or relative that is working and wants to be organized, please contact the ITPE. We are here to serve.

Until next issue, have a safe and relaxing summer.

Fraternally,
Mary Williams



MAXWELL AFB/GUNTER AFS, AL - Mr. Johnson, 1st Cook at Gunter - a longtime member and a great cook.



MAXWELL AFB/GUNTER AFS, AL - Ms. Martin and Ms. Duncan - Salad Bar is always good.



MAXWELL AFB/GUNTER AFS, AL - James Gholston, Chief Shop Steward and Head Storeroom Clerk since 1976 at the Riverfront Inn Dining Hall.



MAXWELL AFB/GUNTER AFS, AL - Ms. B. Jay Calhoun, Salad Maker.



MAXWELL AFB/GUNTER AFS, AL - Anita Graham, Lead 2nd Cook along with Office Manager Betty Mock.



MAXWELL AFB/GUNTER AFS, AL - Patricia Davis, Cashier (left), and Cynthia Robinson, Cashier/Food Service - OTS Dining Hall.

MORE FROM THE EAST COAST



MAXWELL AFB/GUNTER AFS, AL - Ms. Peoples, Cashier.



MAXWELL AFB/GUNTER AFS, AL - Bertha McCloud, Cook I and longtime Union member.



MAXWELL AFB/GUNTER AFS, AL - Members at the Riverfront Inn Dining Hall (L-R) Juanita Reese; Ms. Doss; Felicia Davidson; Virginia Lawrence; Tina Matthews; Clark Wilson; Isaiah Falls, Jr.; Jimmy Williams, Willie Smiley



MAXWELL AFB/GUNTER AFS, AL - Anita Graham, 2nd Cook (left) and Felicia Davidson, Food Service.



MAXWELL AFB/GUNTER AFS, AL - Alberta Greene, 2nd Cook (right) and Felicia Davidson, Food Service, prepares the serving line.

ITPE REPRESENTATIVES PARTICIPATE IN LABOR RALLY



(L-R) ITPE Vice President Mary Williams, President John F. Conley, and ITPE Representative Dennis Conley pose with the ITPE banner in front of the ITPE Headquarters prior to their attendance at a Union rally.



Attending a Union rally supporting CWA employees at a recent IBM stockholders meeting in Savannah, GA, are (L-R) ITPE Representative Dennis Conley, President John F. Conley, Reverend Jessie Jackson and Vice President Mary Williams. Reverend Jackson was the keynote speaker.

RUTHIE JONES AREA *continued from page 3*

Pat Foley and Maureen Alsheimer in San Antonio, TX and Jim Foster from Alton, IL for your continued efforts in holding down the fort and bringing in new contracts. Pat Foley has just completed negotiations with several new contracts.

Jim Foster has received arbitration awards reinstating two employees at Fort Knox, KY. The grievants expressed that, win or lose (but better when they won), they felt good about the process because they were able to express themselves well before the

arbitrator and they were very pleased with the presentation of their cases by Mr. Foster and Sidney Kalban, ITPE Union Legal Counsel.

Congratulations to Betty Waddell who has retired from River City. Betty has been employed in food service at Fort Knox since August 1984. She will be greatly missed by her coworkers and we wish her the best in any future endeavors she ventures into.

Please remember in your

thoughts and prayers, ITPE member Jason Johnson a security guard employed by the Diamond Group in Cincinnati, Ohio. Jason was critically injured on his way to work in March when his motorcycle skidded on slick pavement. We have been informed his recovery will be very long and difficult. If you would like to send a card or a note of encouragement to Jason send it in care of the ITPE-Alton, IL office.



SCHRIEVER AFB, COLORADO - (L-R) 1st row: James Haynes; Connie Kachel. 2nd row: Keri Bertsch; Beverly Padilla; Laleve McKnight; Varuval Gale; Melinda Mitchell-Smith; Earnestine Salmon; Vivian Frick; Wynona Van Winkle. 3rd row: Vernon Wittenbrook, Jr., Chief Shop Steward.



THE LOUISIANA DEPARTMENT OF REHABILITATION SERVICES AWARDED - FORT POLK, LA FOOD SERVICE - (L-R) Rick Cantu, Chairman/CEO, Cantu Services; Robert Welch, Director of Business Development; Eugene Breaud, Managing Partner, Breaud/Cantu Joint Venture and President of Breaud Services; and Gary Burks, President of Operations, Cantu Services.



DALLAS/FORT WORTH AIRPORT - TRACON TOWER - Cesar Gonzalez, Shop Steward



ACE SERVICES - NAVAL AIR STATION, DALLAS, TX - (L-R) seated: Laverne Greathouse; Ninfa Castillo, Shop Steward; Guadalupe Manrique; Sofia Rodriguez; Alma Rodriguez. Standing: Betty Smith; Rutere Rendo; George Davis.



FORT HOOD, TX - Food service employees employed by Professional Contract Services, Inc. (PCS1)



Greetings from the WEST COAST

By John Brenton, III, Secretary-Treasurer

Once again the membership has shown their confidence and trust in ITPE President John Conley and the ITPE leadership by an overwhelming vote for the dues increase. Unlike some unions who just raise your dues then tell you about the increase, the ITPEU, in true democratic process, has the members vote on any and all dues increases.

The membership of the ITPEU appreciates what they have and wish to preserve the rights and protection this Union provides.

For the trust and appreciation you have shown, I give you my thanks and solemn promise that the ITPEU will continue to aggressively defend your rights.

There is another side of this coin and I would like to share it with you. It's what I call, the



MALMSTROM AFB, GREAT FALLS, MONTANA – ITPE Member Lonnie Green is all smiles after learning of an increase in her wages as a result of a negotiated job classification of Salad Maker.

grass is greener on the other side.

Recently, at an ITPEU contract in the Washington, D.C. area employees listened as they were told how green the grass was on the other side. Another Union, not affiliated with the AFL-CIO, went to the employees and made all kinds of promises. One of the promises was that if they joined the other union they could keep the ITPE Health and Welfare Plan. Well, the people bit and joined the other union. However, they soon discovered that they were no longer covered by the ITPE Health & Welfare Plan. Furthermore, they also discovered they had no plan at all, and that they were stuck with this other union for one year.

Many years ago, another ITPEU site listened to another union as it promised them they could get their pension monies if they switched unions. This group soon discovered that their pension and health & welfare monies were being remitted by the company. However, they could not find out how the monies were distributed or what their benefits were.

Another sad story of the grass is greener begins with a new contractor winning a contract and bringing some new employees with him. He did not accept the current Collective Bargaining Agreement. While negotiations were taking place, he convinced the employees that they did not need the union and that he could



MALMSTROM AFB, GREAT FALLS, MONTANA – ITPE Member Elsa Burden smiles as she goes about performing her duties as Cashier.

save them \$15 a month, which was the dues rate at the time.

The contractor and his lawyer stalled the negotiations while telling the employees not to support their union. The employees bit, and withheld their support for the union, which forced the union to walk away.

As soon as the contracting office learned that there was no union presence, they asked the Department of Labor for an area wage determination. The area wage determination cost the employees some of their wages, their pension moneys, their sick leave, their jury duty and their bereavement leave. However, they did keep their \$15.

Almost forgot, when the contractor left the contract, three years later, none of the original

Continued on page 8

WEST COAST *continued from page 7*

employees were there, and those that remained only received a maximum 40% of the \$0.89 per hour health and welfare monies that he had put into his company retirement fund.

Another heartbreaking story of workers being misled took place at the Spokane, Washington site where an anti-union company busted the Union by hiring only three people out of the 23 employees, and refusing to negotiate with the Union. It's one year later and they are working for less wages, must take the insurance the company offers, and they have to pay an additional amount to the insurance plan, which is up to \$200 per month. The company then put the insurance rates on their W-2 form and made it look like they made more money,

which put the workers in a higher tax bracket. One single mother had to quit because she lost her earned income, plus had to pay so much money for insurance that it put her at poverty level, but she could get no federal help because her W-2 said she made too much money. The company has now hired most of the old previous employees back, but of course, they have lost their seniority. They now have a new hire date.

The lesson to be learned is to know what you have and to appreciate where you are and know to take off the green sunglasses when looking at the grass on the other side.

On the lighter side: Shop Steward Darrick Sewell married Ms. Sylvia Bush on April 11, 2001, in Las Vegas.

Darrick met Sylvia when she

became employed at McChord Commissary where Darrick has been Shop Steward for eight years.

Darrick was very instrumental in reorganizing the site after the contractor tried to not recognize the union. The NLRB election results were 32 Yes Union and 0 No. Great job Darrick, in preserving the rights and benefits the Union fought to gain.

Christina Borjas, Shop Steward, and the members at Port Hueneme, California were grateful and relieved to finally get their vacation pay owed them from their predecessor contractor. Their confidence in their tenacious Representative Paul Harvey paid off. Great job, Paul.

Faternally,
John Brenton III

PAT HASARD AREA - WEST COAST

IS THERE REALLY A SANTA CLAUS?

You bet there is. ITPE Representative Pat Hasard recently visited his home at North Pole, Alaska. Pat also visits our members at Fort Wainwright, Fairbanks, Alaska. She was greeted by the Ice Statue at the gate.





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:

**Brunswick, GA
(Catering Service Employees)**

Negotiations were completed and an Agreement was reached for the March 1, 2001 contract period.

**Kings Bay Sub Base
(Laundry Employees)**

Negotiations were completed and an Agreement has been reached for the October 1, 2001 contract period.

**Hollomon AFB, NM
(Food Service Employees)**

Negotiations are currently in progress for the October 1, 2001 contract period.

**Rhode Island/Massachusetts
Federal Buildings
(Security Guard Employees)**

Negotiations were completed and an Agreement has been reached.

**West Virginia Federal Buildings
(Security Guard Employees)**

Negotiations are currently in progress for the October 1, 2001 contract period.

IRS Building, Covington, KY

(Security Guard Employees)

Negotiations are currently in progress for the October 1, 2001 contract period.

**IRS Building, Chamblee, GA
(Security Guard Employees)**

Negotiations are currently in progress for the October 1, 2001 contract period.

**Biggs Army Air Field, TX
(Security Guard Employees)**

Negotiations are currently in progress for the October 1, 2001 contract period.

**IRS Building, San Antonio, TX
(Security Guard Employees)**

Negotiations are currently in progress for the October 1, 2001 contract period.

**Sheppard AFB, TX
(Base Quarters Housekeeping)**

Negotiations are currently in progress for the October 1, 2001 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.

“ORGANIZING THE

UNORGANIZED IS AN ESSENTIAL

FACTOR FOR YOUR UNION TO

SURVIVE AND CONTINUE

NEGOTIATING INCREASED WAGES

AND FRINGE BENEFITS.”

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 is as strong as you make it. **YOU ARE THE UNION.**

Faternally,
Dennis R. Arrington
Organizing Director

News from NORTH CAROLINA

By Cindy L. Diehm, Representative

This has been a year of changes for the Ft. Bragg area. Several of our contracts have been rebid and new contractors have come to our area.

We would like to welcome to our area BMAR & Associates, Inc. of Hopkinsville, KY. They have received the housekeeping contract at Womack Army Hospital, Ft. Bragg, NC. It has been a very hard year for our members at Womack; they have endured and are looking forward to a good working relationship with BMAR.

The Ft. Bragg office would like to give a shout out to a very special person. Mae Rose Lamb is a shop steward for the Womack contract. This was her first year serving as a shop steward and she really did a wonderful job. Mae was called upon many times to assist employees with management problems and she took on management with a zeal that surprised employees and management. She was able to stop problems before they got started and handle problems that were already in progress. Mae was in daily contact with this office to make sure our members got the answers they needed. We would like to say to Mae, you are one in a million and we are extremely happy to have you as a shop steward, the employees could not ask for a better champion to fight for their rights.

WE LOVE YOU MAE ROSE LAMB
EXCELLENT JOB!!!

The janitorial contract at Pope Air Force Base has been awarded to Hilton Head House Care from Hilton Head, S.C. Mr. Steve Green is the Company president and we are in negotiations for a new Collective Bargaining Agreement. Welcome to our area Hilton Head Housecare, we are looking forward to working with you.

Pope Air Force has awarded the Dining Facility contract to the National Institute for the Severely Handicapped (N.I.S.H.).

Some of our members remained to train the handicapped employees and we managed to get others placed with other contracts. We have had this contract for quite a few years and will miss our members a great deal.

We have a new group of crane operators at Camp Lejeune. The contractor for this group is Transcontinental whose President Stanley Carroll has several contracts with ITPE. We are proud to have this new group in the Union and look forward to serving them in the future.

Transcontinental also received the Audio-Visual contract at R.T.P.

Ronlyn at the Coast Guard Station in Elizabeth City has come aboard with ITPE. Ronlyn president Calvin Brown met with our Vice President Mary Williams



ITPE Shop Steward Mae Rose Lamb at Womack Army Hospital, Fort Bragg, NC.

and negotiated a Collective Bargaining Agreement for that site. We met with the members and welcomed them to ITPEU and are looking forward to representing them.

We would like to tell our members here in North Carolina to be sure and ask about the scholarships given each year by the ITPE Benefit Plans. We try to make sure our members here know about all the benefits given by ITPE but we can't reach everyone individually, so we would like to take this time to remind our members of the scholarships. The applications are usually sent to us in September and the turn in date for these applications is December. If you

Continued on page 11

NEWS FROM NORTH CAROLINA *continued from page 10*

have a child who is going to graduate high school in the spring of 2002, please contact this office for the application. Members are entitled to this benefit also, so if you want to continue your education, please contact us or a shop steward on your site about the scholarships. This office will be glad to answer any question you may have, whether it is about Health and Welfare, work problems, pay inquires or

benefits. If we don't have the answer we will get it for you so please utilize your Union office for any questions you may have about your benefits. We hold regular Union meetings on all our sites and would like to encourage our members to attend these meetings as we discuss benefits and other information you as a member will need to know. We believe first hand information is the best information, so attend

your meetings instead of asking someone else what was said. That way you will have the correct information and you will know your rights as a Union member. Let us all work to keep our membership strong and in turn keep our Union strong.

Cindy L. Diehm
ITPEU Representative
North Carolina

FORT KNOX, KY

Congratulations to ITPE member Betty Waddell. Betty retired on April 10th from her job as 1st Cook with River City Management at Fort Knox. Betty previously worked for civil service as a cook from 1984 to March 1990, for a total of 17 years. She resides in Sonora, KY. Betty has four children, 14 grandchildren and two great grandchildren. All her co-workers in Building 2380, NCO Academy, wish her well as do all ITPE members. Betty will be missed.



Betty Waddell receiving an appreciation plaque from Sgt. Major James Dale.



Betty with all her co-workers.



Betty with her retirement cake.



Report from the **ITPE FUNDS REPRESENTATIVE**

Roy J. Boyd

It pays us to stop sometimes and look back to the past as well as looking ahead. This is a good way to measure whether or not we are making progress in attaining our goals in life. The goal of the ITPE HEALTH AND WELFARE FUND BOARD OF TRUSTEES is to provide you, the participants of the Fund, the best possible health and welfare for the money spent. That is the reason that your Union Representatives and I continue to inquire as to what benefit improvements you would prefer to see made in the ITPE HEALTH AND WELFARE PLAN. Your input along with the successful negotiations by the ITPE UNION and your employer on your behalf has enabled the ITPE HEALTH AND WELFARE FUND BOARD OF TRUSTEES to develop and implement a health and welfare plan recognized as a forerunner in your industry. This is done using only the health and welfare money negotiated in your Union Collective Bargaining Agreement. In other words, your benefits have been provided without you having to use part of your hard-earned wages to pay health and welfare premiums or contributions.

In the last issue of your "ITPE NEWS," I gave you an overview of the latest improvements in your benefits and how those benefits would work. Now I would like to translate those benefit improvements into dollars. This can be done by using the cost of

the claims that have been currently paid compared to the cost of claims paid in the same period in the past. Medical claims paid in the first quarters of the year 2000, January 1 through March 31, 2000, cost

the Fund \$3,636,339.29. Medical claims paid in this same quarter of the year 2001 cost the Fund \$4,821,185.52. This is an increase in medical benefits paid of \$1,184,846.23 for just that one quarter! Look at it this way. For each \$1,000 spent for medical benefits in the first quarter of 2000, the ITPE Health and Welfare Fund

spent \$1,330 in the first quarter of the year 2001. Bear in mind that the largest benefit increases only became effective October 1, 2000. These improvements have only begun to reach their true values to you!!

Today is May 8, 2001. My assistant and I have just finished an extensive study of the year 2001 first quarter paid claims. During the week of May 21, 2001, the ITPE HEALTH AND WELFARE BOARD OF TRUSTEES will be meeting. I will attend this meeting and report to the BOARD OF TRUSTEES. I know the Trustees desire to make even more improvements to the ITPE HEALTH AND WELFARE PLAN. Be sure to attend your next ITPE UNION meetings to find out what is happening. Have a wonderful and safe summer.

Roy J. Boyd

**“THE GOAL OF THE HEALTH
AND WELFARE FUND IS TO
PROVIDE YOU THE BEST
POSSIBLE HEALTH AND
WELFARE FOR THE MONEY**

News From the AFL-CIO

"President Bush is proposing the most anti-working family budget in recent history," AFL-CIO said following President's national televised speech announcing budget plan. Centerpiece of budget is Bush's huge tax cut which AFL-CIO criticized as "far too big and dangerously tilted to the wealthy." Federation said tax scheme "would devour the entire surplus." Federation also warned that Bush was "laying the foundation to privatize Social Security, putting our nation's most important family protection program at risk." Labor said schools are in disrepair, millions of Americans lack health insurance and more than one-third of all seniors do not have prescription drug insurance. "We have the opportunity to fix these problems, and still have room for a fair, responsible tax cut," AFL-CIO said. But his plan leaves "nothing to meet today's needs."

AFL-CIO launched a major new effort to change public policy "so laws respect the contributions of immigrants." Federation said it will provide education about immigrant issues to union members and public, and begin "aggressive effort" to inform immigrants of their rights and mobilize to enforce them. New effort was approved by AFL-

CIO Executive Council which met last month. "Immigrant workers and their families make significant contributions to employers, communities and our country," said AFL-CIO Executive Vice President Linda Chavez Thompson. "Yet immigrants face some of the most abusive working conditions and are excluded from much of American society and that harms all working people." Unions will support legislation that legalizes millions of immigrant families. Additional resources will be allocated to expand educational resources, including language training and bilingual materials.

Federation President John Sweeney said he was "appalled and outraged at President Bush's decision to issue four mean-spirited, anti-worker executive orders sought by his corporate contributors and by right-wing ideologues." Bush reversed four executive orders issued by President Clinton dealing with labor rights and worker protections. Action came just 48 hours after Secretary of Labor Elaine Chao promised to work with and discuss issues with union leadership. "This violates the President's own public pledges to consult widely, promote civility and 'change the

tone' in Washington. His action appears to be pure retribution for the growing voice of working men and women in our nation's political life," Sweeney said.

AFL-CIO Executive Council, which met in Los Angeles last month, approved participation in global public campaign to post labor rights notices in

“FEDERATION PRESIDENT SAID HE WAS APPALLED AND OUTRAGED AT PRESIDENT BUSH'S DECISION TO ISSUE FOUR MEAN-SPIRITED, ANTI-WORKER EXECUTIVE ORDERS SOUGHT BY HIS CORPORATE CONTRIBUTORS AND BY RIGHT-WING IDEOLOGUES.”

workplaces, union halls and government buildings in 148 countries and territories. Campaign is led by International Confederation of Free Trade Unions (ICFTU), which represents 221 affiliated organizations with combined membership of 155 million. On May 1, labor movements around world will promote International Labor Organization's (ILO) 1998 "Declaration of Fundamental Principles and Rights at Work." Principles and rights include rights of workers "to reject child labor, refuse forced labor, to work free from discrimination and to organize and bargain collectively." "We're challenging employers and governments around the world to help workers know their rights and exercise them freely," AFL-CIO President John J. Sweeney.



From the **WASHINGTON OFFICE**

By Elwood Hampton, ITPE Vice President/Legislative Director

We approach this first session of the 107th Congress with mixed feelings. We now have a President from the Republican Party, who you all know has not always been as receptive to working people as the Democratic Party. I say that with reservation because I remember that it was under a Republican President that the minority set-aside was put into place, and also that contracting out has fared well under Republican Administrations.

With the change in the administration, several of the labor initiatives that were put forward by former President Clinton have been set aside.

The most devastating to government service contract employees, including some of our members, was the revocation of Executive Order 12933 that had protected their employment from the threat of replacement by successor contractors. That Executive Order requires successor contractors to offer employment to the incumbent service contract workers at federal office buildings before they can hire outside employees. In this manner, the federal agencies at these locations had been assured the continuity of service provided by the hard-working, extremely able and dedicated workforce which had been performing its duties for years at the extraordinary standards mandated by the government. Often, those service employees continue to perform their duties for the federal agencies while the employers change on a regular basis. (All too often, these workers, out of loyalty to their nation, perform their duties without interruption even when their employers fail to pay them.)

Unfortunately, the majority of the

service contract workers represented by the ITPE were omitted from coverage under Executive Order 12933. These employees are employed by federal service contractors who perform contractual services on Department of Defense (and NASA) installations. Although most successor contractors keep the majority of employees who are familiar with the jobs involved, there are many unscrupulous companies which try to get a competitive bidding advantage at the expense of the workers – and thereby, to the detriment of the federal agencies which lose the senior experienced contract employees on whom they had come to depend. The employees are naturally nervous and tense – undoubtedly with a resultant drop in productivity – whenever a different company, in order to save the additional vacation and other seniority-based benefits which experienced employees have earned, threatens to replace them with inexperienced workers.

These federal service contract employees still must live with the fear that they will wake up one morning after their years of selfless service to the federal government and find themselves out on the street without a job. In addition, honest and honorable contractors, who bid on the federal procurement contracts with the intention of hiring the experienced, incumbent employees, are placed at a competitive disadvantage against the unprincipled employers who do not care about the welfare of these long-term service contract workers.

The ITPE is not aware of any problems having developed from the application of Executive Order 12933

to protect the long-term contract employees at the federal office buildings while it has clearly given those workers the peace of mind to meet the exacting criteria expected of them by the federal agencies. It successfully served the purposes for which it had been issued to alleviate the hardships to long-term service employees on federal contracts and, through the continuation of these experienced employees and the services they perform throughout any transition of contractors; to promote the economy and efficiency of the Government. There is every reason to believe that a similar Executive Order providing the same protection to all other service contract employees would have the same beneficial results. Instead President Bush revoked this initial protection.

The ITPE shall request the President to reinstate Executive Order 12933 with the added protection for all service contract employees, especially those that work on Department of Defense and NASA installations.

Your participation in the last election made a difference whether your candidate won or lost. You are encouraged to stay involved. This means that you should communicate your ideas and your concerns to your congressional representative and me.

I have a basic understanding of how you and your family are affected by any major change to our labor laws but I need to know from you personally the changes that would affect you.

I will keep you informed of any administrative or Congressional actions that could affect the ITPEU membership.

MORE FROM THE WASHINGTON OFFICE



UNION MEETING WITH THE BUREAU OF PRISONS EMPLOYEES IN WASHINGTON, D.C. – (L-R) Carolyn Bond, Sandra Robinson and Roy Boyd. Explaining Pension Benefits, Health Insurance and how we can improve the Benefits by obtaining more input from the employees.



BUREAU OF PRISONS – (L-R) Harold Woods, Loretta Underwood, Douglas Arimola, James Chitams, interested members.



USN BASE ROOSEVELT ROADS, PUERTO RICO – Jorge Fuentes – Ready to get the job done, his tractor resting. His motto "cut the grass."



USN BASE ROOSEVELT ROADS, PUERTO RICO – Elwood Hampton, ITPE Vice President and Mrs. Pena, Shop Steward.



USN BASE ROOSEVELT ROADS, PUERTO RICO – Mr. Orlanda Gonzales signing up to accept the position of Shop Steward. (L-R) Hipolito Robles, Proj. Mgr.; Elwood Hampton, ITPE Vice President; Maureen Alsheimer, ITPE Representative; Ramon Rasario, Shop Steward; Mary Williams, ITPE Vice President. After a meeting with the Company Representative, Mr. Robles, a general meeting was held and a new Shop Steward from the ground department was appointed.



USN BASE ROOSEVELT ROADS, PUERTO RICO, UNION MEETING – O' happy days at Roosevelt Roads Naval Air Station.



USN BASE ROOSEVELT ROADS, PUERTO RICO, UNION MEETING – Members being addressed by Vice President, Elwood Hampton regarding contract negotiations, Health & Welfare benefits, Shop Steward appointments, mandatory work, and other issues. Hampton advised the members of the need for addition revenue and the situation in Washington in terms of the possible changes to the Service Contract Act.

SCHOLARSHIP

ITPE ANNUAL BENEFIT FUND

The Trustees of the ITPE Annual Benefit Fund have established an educational benefit which is unique. It is available to qualified dependent children of active member employees, and also available to qualified active members and their spouses. It is also available to dependent students who are currently enrolled in college. An active member has to be a member of the ITPE Annual Benefit Fund for at least 90 days and averaged 20 hours of employment per week.

There are three categories of scholarships that will be awarded:

- Two 4-year scholarships for study at a college or university in amounts up to \$10,000.00 in each of the four years;
- Two 2-year scholarships for study at a community or junior college in amounts up to \$5,000.00 in each of the two years;
- Eight awards for up to two years of study at a vocational/technical college or institute in amounts up to \$3,500.00 per year of study.

In order to apply for a benefit an application must be completed. High school seniors and recent graduates must have their guidance counselor also complete part of the application and have an official transcript of grades attached. Previous graduates should contact the school to have an official transcript of grades forwarded to the ITPE Annual Benefit Fund. A letter of recommendation must also be included.

A selection committee will review all applications and make the final

decisions. Before any scholarship is final, a letter of admission from the school you are planning to attend must be submitted.

Applications and letters of instruction are available from your Employer, ITPE Union Representative, the ITPE Benefits website (www.itpebenefits.org), and the ITPE Annual Benefit Fund office. Be sure to complete the whole application and include all requested information.

ITPE HEALTH & WELFARE FUND

The ITPE Health & Welfare Fund offers scholarships each year to dependents of employees participating in the Health & Welfare Fund, as well as employees:

- Five (5) \$10,000.00 per year for four years for college
- Two (2) \$5,000.00 per year for two (2) years for vocational school.

A candidate must either be a high school senior who will graduate in January or June of the current year or a high school graduate who is an eligible employee.

If the candidate is a high school senior, such candidate must be either an eligible employee, or a son, a daughter, a step-son, a step-daughter, or a legally adopted child of an eligible employee.

If the candidate is an eligible employee who is a high school graduate, such candidate must participate in the scholarship competition in accordance with procedures specified by the College Scholarship Service.

An eligible employee is one who has had at least 200 hours of employment with an employer who

contributes to the Fund on his/her behalf during the year of application.

Applications and rules may be obtained from your Union Shop Steward, Union officials and the Fund office. The application must be completed and mailed to:

Scholarship & Recognition Programs

P.O. Box 6730

Princeton, NJ 08541

before December 1st of 2001 for the fall term 2002.

In January 2002 the Princeton office will send all applicants a questionnaire to complete. The questionnaire requires information about your academic and personal background, extra-curricular activities and your plans for the future. After completing, you are to sign the authorization and give it to your guidance counselor or other school official who will:

1. Complete the additional information on the last page.
2. Attach an official transcript of grades through December 2001.
3. Sign and enclose a school profile, if available, and forward to Princeton.

Without the completed questionnaire and attachments, your application will not be acceptable.

All eligible candidates' folders are reviewed by a panel of judges at Princeton, and awards are made and announced in late March or early April.

Some Vocational Technical awards have not been utilized in the past which is very disappointing. There are many professions you can enter under Vo-Tech: computers, nursing, physical therapist, plumber, welder, auto repair, etc. Contact your local Vo-Tech for additional information.

ITPE Health & Welfare Plan Scholarship Winners Fall Admission 2001-2002

Ann Supsky – Mother – Amelia Acord, Eielson AFB, AK
Patrick Wilber – Mother – Perla Wilber, Keesler AFB, MS
Ronald C. Ward – Father – Ronald G. Ward, Watson's Services Office
Jennifer K. Harmon – Mother – Kyong Hwa Harmon, Eielson AFB, AK

Recommended Winners of ITPE Annual Benefit Fund Scholarships

Monica Raffo – Will graduate high school in June. Applying for 4 year scholarship, hoping to attend Sonoma State University. Participant works part-time for North Bay Industries at Petaluma.

Adam Sweeney – Will graduate high school in June. Applying for 4 year scholarship, hoping to attend Cornell. Parent works at Fairchild for Command Management.

Shawn Gunn – Graduated high school June 1998. Mother works at Nellis AFB. Applying for 4 year scholarship to attend University of Phoenix.

Anthony Loren – Participant who works for Worldwide at Ronald Reagan Library. Will attend CSU at Northridge. Would like 2 year scholarship.

Sarah Shephard – Graduated high school May 2000. Applying for 4 year scholarship. Father works for RBH Joint Venture in El Paso.

Kikilynn Watson – Graduated high school January 2001. Parent works at Defense Language Institute. Applying for 4 year scholarship and hoping to attend CSU Sacramento.

Rosario Beltran – Participant works for North Bay Industries at Petaluma. Received GED. Applying for 2 year scholarship to attend Santa Rosa Jr. College.

Shannon Batson – Participant who works for PCSI at Ft. Hood. Graduated high school June 1998. Applying for 4 year scholarship to attend Central Texas College.

I Don't Need **A UNION**

To: <company>

I am totally opposed to Unions and what they have done over the years to make life better for all workers. I am proud of all those excuses I have come up with for not joining with my co-workers and for not paying my fair share of the Union won benefits I receive everyday for free. So, because I am opposed to Unions, while believing that I am an independent and fair-minded person, I am therefore equally opposed to all the benefits that the Union where I work has won for me over the years. I believe that paid vacations, regular wage increases, paid sick leave, medical and life insurance, pensions, layoff and recall rights, seniority, and all other things that make my life better and easier are only just, proper and acceptable when my employer deems to give them to me out of the kindness of his heart. Therefore, I refuse from this date forward to accept these and any other benefits that the Union will win in the future. I hereby authorize and direct that beginning immediately my management withhold in full the total amount of all Union won benefits from my paycheck each pay period. I further authorize that the Company keeps my share of these Union won benefits, because I do not want or need a Union.

Signature: _____

Date: _____

personal PROFILE

Name: Mae Griffin

Job: Mobile driver, Kennedy Space Center, FL

Responsibilities: Delivering food

Company: Lackmann Culinary Services Inc.

Years at KSC: 32 years

I have been an ITPE member since July 13, 1978

Most interesting aspect of my job: Getting to watch all the launches. I've been watching launches here since the Apollo and Gemini days. I never get tired of them. It's always exciting.

My most rewarding experience here: Being joyful for my customers.

What people don't know about my job: I make 39 stops a day across the Center in the Snack Mobile.



April 28th Is Workers' Memorial Day

Decades of struggle by workers and their unions have resulted in significant improvements in working conditions. However, the toll of workplace injuries, illnesses and deaths remains enormous. Each year more than 60,000 workers die from job injuries and illnesses and another 6 million are injured. The unions of the AFL-CIO remember these workers on April 28th, which has been declared Workers' Memorial Day. The theme: "Mourn for the Dead. Fight for the Living. Stop the Pain" is extremely appropriate given the current political climate. On this Workers' Memorial Day, we call upon all Americans to stop the pain of workplace injuries, support needed protections and defend the promise of safe jobs for all workers.

The first Workers' Memorial Day was observed in 1989. April 28th was chosen because it is the anniversary of the Occupational Safety and Health Act. On Workers' Memorial Day 2001, 30 years after the enactment of OSHA, workers and worker safety are under attack. The Bush Administration successfully repealed OSHA's ergonomic standard, which took 10 years to pass and was the most significant workplace protection to date.

On this Workers' Memorial Day, we call for an end to employer and legislative attacks on workers' safety and health; stronger safety and health protections and enforcement; coverage for all workers under the job safety law; stronger whistle-blower protections for workers who report job hazards and injuries; fair and timely compensation for injured workers; the right of workers and unions to speak out for strong safety laws and to have a full voice in the legislative and political process and end the attack on the ergonomic standard.

COMMUNITY RELATIONS

By Elwood Hampton, Vice President

Community Relations has become a prime item on ITPEU's agenda for the new millennium. Our members are aware that it takes an entire community effort to create and maintain a good environment for their families. They know they have union benefits, good working conditions, health and welfare coverage, sick leave, pension and decent wages, plus an agreement which defines the member's

obligation and the Company's. They also know that many, many of their friends don't have this coverage. You tell them about the benefits of a Union and help them to organize if possible.

To create a positive atmosphere it would be useful if you could attend some public or private community functions addressing the Union benefit programs at churches, political rallies, sport events, government programs,

fraternal programs and company organizations when you can.

They may not all agree with you but at least they know you were there. Observing this concept Vice President Elwood Hampton attended the Mayor's Conference, Atlantic City, NJ – May 19-20, 2001 was greeted and welcomed by Assembly Speaker Jack Collins. He had the opportunity to speak with other political officials where we have members.



Speaker, Jack Collins with Elwood Hampton, Vice President



Gwendolyn Faison – Mayor, Camden, NJ, Camden County Health Center



Frank LoBiondo – Congressman, Cape May, NJ, US Coast Guard



William D. Nine, Jr. – Mayor, Bordentown, NJ, Fort Dix, NJ



James E. McGreevey – Mayor, Woodbridge TWP President of Mayor's Conference



THE ITPE MEMBERS AT THE THEODORE ROOSEVELT BUILDING, WASHINGTON, D.C. – Custodial Employees and ITPE Members listening to Representative Sandra M. Robinson explaining our Collective Bargaining Agreement to them.



EPA WATERSIDE MALL, WASHINGTON, D.C. – Elisa Matthews, Shop Steward, and Vicki Minor, Cpl Post #5. "Assisting all EPA employees." The public appreciates a good smile when greeted to enter.



EPA WATERSIDE MALL, WASHINGTON, D.C. – Cpl Lynn Stewart Manning Post #8. "Assisting EPA employees." Come unto me, you the public WELCOME.

MORE COMMUNITY RELATIONS



RICHMOND DEFENSE CENTER, FOOD SERVICE EMPLOYEES - (L-R) Virginia Moody, Maxine Harris, and Sheida Shands. All are still going strong as they listen to Vice President Hampton explain the need for dues increase. He also explained the negotiating procedure. All smiles we want a raise!



RICHMOND DEFENSE CENTER, FOOD SERVICE EMPLOYEES - (L-R) Leather Winfield and Lillie Blanding.



U.S. DEPARTMENT OF LABOR BUILDING, WASHINGTON, D.C. - Bernard Battle, Shop Steward, "attending X-ray equipment." The building must be guarded properly!



BUREAU OF PRISONS - Carolyn Bond, Shop Steward, "manning post on the loading dock."



BUREAU OF PRISONS - Robert Sprinkle, Traffic Patrol, "show me your pass."

**AMERICA WORKS BEST
WHEN WE SAY...**



KNOW YOUR RIGHTS by Sidney H. Kalban, Union Counsel

The Grievance Procedure

One of the greatest benefits you have under your ITPE collective bargaining agreement (CBA) is the right to file a grievance if you believe that management has violated the CBA. The CBA that applies to your job includes a detailed grievance procedure which spells out the matters covered and the time limit in which you have to file your grievance.

In almost all ITPE CBAs, it is the employee's obligation to file a written grievance with management. Your shop steward or ITPE Representative has forms which you can use for this purpose, but, except in rare situations, you can usually write out your grievance on a plain piece of paper if you wish. However, you must read your CBA to make sure that it does not require the grievance to be filed in a certain form.

The grievance must be given to your manager or, in the manager's absence, whatever management official is in charge of your job site at the time. It is not sufficient to give it to your shop steward or to send it to your ITPE Representative, although you also need to provide them with copies of the grievance so they can investigate the problem and try to resolve it with management. You should have the manager sign and date a copy of your grievance so that you have proof of when you delivered it. If the manager refuses to do that, have the shop steward or another employee with you to witness that you handed the grievance into the manager; and have that witness note the date and time of delivery on a copy of your grievance and then sign it.

It is certainly not sufficient for an employee to make an oral complaint and refuse to put the issue in writing. If you have a complaint about something management has done (or is doing) and you want it handled through the grievance procedure, you must put it in writing, identify yourself and hand in the grievance to management. Your shop steward or ITPE Representative can help you, but you — the employee with the grievance — must put the grievance in writing and make sure it reaches management in the time stated in the CBA.

Unless your CBA requires more detail (and some do), you should keep your written grievance as brief and to the point as possible. For example, if you have been fired, it might be best to write, simply, "I hereby grieve my discharge," or "I was discharged without just cause." Again, it is important that you read the grievance procedure in the CBA which applies to your job and make sure your written grievance meets any requirements it might contain.

The ITPE will investigate every grievance which is filed. You, the grievant, have to cooperate for that investigation to be as complete as possible. This means that you have to give your shop steward and ITPE Representative all documents which relate to the matter and the names (with phone numbers and/or addresses, if possible) of all witnesses. You will have to answer any questions which your shop steward or ITPE Representative might have and explain all the relevant facts to them. If management knows something which you have not told the Union, it will likely hurt your chances of obtaining a successful outcome to your grievance.

If you are a witness to something which gave rise to the grievance, you should come forward and assist your Union and your fellow employees. You certainly would want other workers to help you if you were the one in trouble. Remember that the reason you chose to have a Union is because you are strongest when you work together. (If you are threatened by anyone from management because you have filed a grievance or are helping someone who did, that is a violation of federal law. Let the ITPE know about any such threats or actions and your Union will act swiftly to get the company to stop and reverse what it has done.)

Under the grievance procedure, the ITPE Representative for your job site will discuss the matter with management. Sometimes this is in person and sometimes it is on the telephone. Your ITPE Representative will decide if you need to be present during any such conversation. If you are, you should avoid getting into any arguments with management personnel.

Once the investigation has been completed, the ITPE will make a decision, based on the available evidence and the merits of the grievance (including what is in the best interests of the bargaining unit as a whole), whether to take the matter to the next step of the grievance procedure. The ITPE can properly decide to settle the grievance, even if the settlement does not provide everything the grievant might want. It is only the ITPE which can decide, on an employee grievance, whether to proceed to arbitration and it is only the ITPE which can (and will) represent the Union and grievant at arbitration.

Remember that the ITPE cannot perform miracles (well, not always, anyway). If you did something which justified discipline or if management did not violate some provision of its CBA with ITPE by its actions, the ITPE will not be able to get you the relief you want. What it will do is fight as hard as possible to protect the rights of every employee covered by the CBA.

I hope that you never are in a situation where your employer has violated the CBA; but if you are, now you KNOW YOUR RIGHTS — and your responsibilities.

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, 2000. 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 \$9,657,176. These expenses included \$1,213,145 in administrative expenses and \$8,444,031 in benefits paid to participants and beneficiaries. A total of 20,444 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 \$58,417,526 as of September 30, 2000, compared to \$55,504,677 as of September 30, 1999. During the plan year the plan experienced an increase in its net assets of \$2,912,849. 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 \$12,570,025, including employer contributions of \$7,495,608, losses of \$424,849 from the sale of assets, earnings from investments of \$5,412,630 and other income of \$86,636.

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.

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 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.

Social Security: What's Hot - Today's News

New Report Shows Social Security in Good Health

Social Security is healthier than ever, according to new annual figures released by the program's Board of Trustees on March 19. While strong economic growth continues to strengthen the nation's most important family protection program, plans by President George W. Bush and some members of Congress for an irresponsible tax cut for the wealthy threatens this trend.

Social Security can pay out 100 percent of promised benefits until 2038, according to the latest figures. This projection has been pushed further into the future; as recently as 1997, the Trust

Fund was expected to pay full benefits until only 2029. After 2038, Social Security will have enough funds to cover about 70 percent of benefits for the rest of the century.

The report shows that as long as the economy continues to grow, Social Security's finances will improve. That's why advocates for working families are fighting for investments in education, training and health care that contribute to economic growth and against irresponsibly large tax cuts. The projected budget surpluses are an historic opportunity which will be jeopardized by recklessly using the available surpluses for a tax cut and ignoring Social Security.

GAO: Social Security Privatization Would Devastate People with Disabilities

A new government report shows that people with disabilities would suffer deep cuts in Social Security if President Bush succeeds with his plan to partially privatize the program. The General Accounting Office in a January 24 report says "even under the best of circumstances, Social Security reform proposals would reduce benefits" for people with disabilities. These beneficiaries are generally workers who have suffered an accident or illness and are unable to work. Social Security also benefits children with disabilities and

Continued on page 23

SOCIAL SECURITY continued from page 22

disabled adult children of Social Security recipients.

"You can plan your retirement, but you can't plan for disability," says Senator Tom Harkin (D-Iowa), who wrote the Americans with Disabilities Act, a law protecting people with disabilities. "It can happen to anyone at any time."

Bush's proposal for individual accounts would reduce guaranteed, lifetime Social Security benefits yet it does not specifically address how people with disabilities would be treated. "Income from the individual accounts was not sufficient to compensate for the decline in the insurance benefits that disabled beneficiaries would receive" in privatization plans studied, the GAO said.

To download a PDF version of the report, go to www.gao.gov, click on "GAO Reports," then click on "Recent Reports/Listed by Title" and scroll down to "Social Security Reform: Potential Effects on SSA's Disability Programs and Beneficiaries."

New Online Calculator Shows the Real Cost of Privatization

Social Security activists now can combat privatizers' "fuzzy math" with a new online calculator that shows how much an individual worker will lose in benefits under privatization schemes. The National Council of Women's Organizations, as part of its Women and Social Security Project, devised the calculator. Simply type in your annual salary and year of birth, and the calculator will show you how much you stand to lose if Wall Street gets its way and Social Security's guaranteed benefits are chipped away.

Are you thinking about retiring early? To check how much you can expect to receive in Social Security benefits using any retirement age you pick, check out the Social Security Administration's new online calculator, too.

Nonpartisan Actuaries Group Blasts Bush Social Security Plan

President Bush's proposal to cut taxes for the wealthy and divert the Social Security surplus to private individual accounts would make it difficult — if not nearly impossible — to pay down the national debt. That's the conclusion of the nonpartisan American Academy of Actuaries. The group's report said the Bush plan, if enacted, could lead to a federal budget deficit around 2015.

Senate and House Pledge Signers Fare Well in Election

Showing the importance of the Social Security issue to voters, many of the newly-elected members of the U.S. Senate, as well as several winners of hotly contested House seats, were signatories to the pledge to protect the nation's most effective family insurance program.

Democratic Sens. Bill Nelson (Fla.), Debbie Stabenow (Mich.), Mark Dayton (Minn.), Jon Corzine (N.J.) and Hillary Rodham Clinton (N.Y.) all signed the pledge to protect Social Security and Medicare — and all came out winners in tough races, either unseating incumbents or defeating formidable opponents. In addition, the late Gov. Mel Carnahan's name stayed on the Senate ballot in Missouri. He garnered the most votes in his race against incumbent GOP Sen. John Ashcroft, and his widow, Jean, was appointed to the seat. She likely will abide by his pledge. Dozens of pledge-signing House candidates also won, including Democrats Adam Schiff and Jane Harman in California, who had tough fights against Republican incumbents who refused to sign on the dotted line.

Led by the Campaign for America's Future, citizen coalitions made protecting Social Security and Medicare defining issues in the 2000 elections. "In state after state and in

many congressional districts, politicians were confronted by coalitions representing union members, women, seniors, young people and religious groups," says Roger Hickey, co-director of the campaign. "We asked the candidates a couple of simple questions: Will you sign a pledge not to privatize Social Security or dismantle Medicare? Will you add a prescription drug benefit to Medicare — and improve Social Security benefits for women? We let the public know who refused to sign."

And now that the election is over, "The candidates who won public support by signing the pledge will now be expected to vote in the Congress the way they campaigned," said Hickey.

Women Union Activists to Focus on Social Security

Women union activists joined the nation's leading experts on Social Security at the summit on women and Social Security held Feb. 7-10 in Washington, D.C., at the Wyndham Washington, D.C. hotel.

At the conference, sponsored by the Women and Social Security Project of the National Council of Women's Organizations, activists learned how to get involved in their communities and to encourage policymakers to strengthen Social Security. They met with elected officials to discuss Social Security and network with experts and other activists from around the country committed to keeping Social Security strong.

Women earn less and live longer, which means they count on Social Security more than anyone. That's why it is essential to make sure that Social Security's guaranteed benefits continue for women and their families.

The AFL-CIO conducted a break-out session for union activists on Thursday, Feb. 8 at 11 a.m.

PAUL HARVEY AREA

ITPE President John Conley takes time out during a visit to San Diego to meet with many ITPE members at the USMC Camp Pendleton.



USMC CAMP PENDLETON - (L-R) Shop Steward Dewitt Cole; Walter Fields; and President Conley.



USMC CAMP PENDLETON - (L-R) ITPE Representative Paul Harvey; Natilie Drayton; Ella Cleveland; Tremaine Kirby; Michelle Mills; President Conley.



USMC CAMP PENDLETON - (L-R) Angela Mann; President Conley; Belinda Carver; and Paul Harvey.



USMC CAMP PENDLETON - (L-R) Tracey Banbee; Shop Steward Dewitt Cole; and Elvira Espinosa.



SAN DIEGO, CA - ITPE Shop Stewards at contract sites in the San Diego area pose with ITPE President John Conley. (L-R) Clara Gavin; Terisita Hodgdon; President John Conley; Patricia Roberston; and ITPE Representative Paul Harvey.



EDWARDS AFB, CA - Food service employees at Edwards AFB pose for ITPE Representative Paul Harvey during one of his recent visits.



EDWARDS AFB, CA - (L-R) ITPE Members Kelly Marimia, Stephanie Goodman, and ITPE Shop Steward Esther Hunt.



Dad Gets Surprise!!

Monika Marie Sanchez, 5 lbs. 10 oz., was born on April 17, 2001 to Marco and Jennifer Sanchez. Dad was surprised when he had to deliver little Monika at home. Marco is a Shop Steward at Lackland AFB Animal Caretakers in San Antonio, Texas.



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.

I.T.P.E.U. AT A NISH TRADE SHOW

Recently Held in Reno, Nevada



L-R DENNING ARRINGTON ORG-DIR - Maureen Alsheimer ITPE-Rep - Roy Boyd Funds Rep.



ST. PATRICK'S DAY AT WRIGHT PATTERSON AFB



Left (Supervisor - Sandy Lyons) - (Second Cook - Sabong Thorlow) (FSW - Susan Dube) Second Cook Singi Brulls (First Cook Vinessa McGarvey)



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.

ITPE HEADQUARTERS

ITPE AFL-CIO

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Savannah, GA 31401

912-232-6181 / 6182

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Savannah, GA 31403

President: John Conley

Vice President: Mary Williams

Organizing Director: Dennis Arrington

Representative: Dennis Conley

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Treasurer 559-237-3029/3129

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Representative: William (Bill) Cable
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ALTON, IL 62002

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Representative: James Foster
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