



ITPE

News


AFFILIATED AS LOCAL 4873 WITH OPEIU-AFL-CIO

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

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Winter 2001



Report of the PRESIDENT

by John F. Conley

Dear Brothers and Sisters,

These are difficult times which we currently have to go through. As citizens, living in a country under a Democratic society, we are most fortunate being able to enjoy the many freedoms afforded us. It is not unusual sometimes that we take these freedoms for granted. Suddenly, on the morning of September 11th, 2001, we awoke to a terrible tragedy that impacts the lives of every freedom-loving person. That tragedy was the result of action taken by a handful of murderous terrorists that place no value on human life, be it their own or others.

The killing of innocent men, women and children cannot and will not be condoned by any civilized society. Do not allow yourself or your loved ones to become aroused with

emotional fear. We must stand up for ourselves, our Nation and the freedoms we enjoy.

We must be **united** and remain **united** in supporting the right of freedom throughout the world.

The ITPE is not always in tune with the Republican Party or its leadership especially when it comes to their policies on labor issues. I must however report to you, your Union is 100% in support of President George W. Bush and the men and women in the Armed Forces who are facing a tremendous task that is ahead of them to eradicate all terrorist groups. In addition we must give all our support and thanks to the many agencies, firefighters, policemen, emergency medical technicians, civilian volunteers and others who have given

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ITPE Membership Voted Overwhelmingly to Approve the Affiliation with the Office & Professional Employees International Union, AFL-CIO.

As a result of that overwhelming Yes vote, the affiliation between ITPE and the OPEIU became effective July 1, 2001.



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RESIDENT'S REPORT continued from cover

much of themselves at Ground Zero in New York and the Pentagon in Washington, D.C. Regardless of your faith, I ask each and everyone of you to take a moment and pray for the souls of all our departed brothers, sisters and children who have lost their lives innocently and so suddenly at the hands of these murderous terrorist organizations. **"GOD BLESS THE U.S. AND GOD BLESS EACH AND EVERY ONE OF YOU."**

Your Union and its benefit

plans are as strong and healthy as ever. The ITPE Health and Welfare Plan is currently engaged in purchasing its own building. Once that is completed they will purchase a new computer system, all of which will allow the Plan's Administration to respond to participants' claims more rapidly.

We continue to organize, as we must. Thanks to the membership's overwhelming vote to affiliate with the Office & Professional Employees International Union

(OPEIU, AFL-CIO) we are currently involved with several joint organizing projects. To date I must report the blending of the ITPE and OPEIU is on track and looking very favorable for both of our organizations.

Please stay healthy, work hard and enjoy life. Have a wonderful Christmas and Happy New Year.

Till next time, I remain

John F. Conley

John F. Conley

FOR YOUR INFO

Areas by Vice President Jurisdiction

West Coast

John Brenton, III	Sec./Treasurer
John Brenton, III	Fresno
Pat Hasard	Tacoma
Paul Harvey	Alto Loma, CA
William Cable	Hawaii

Central

Ruthie Jones	Vice President
Ruthie Jones	Las Vegas
James Foster	Alton, IL
Pat Foley	San Antonio
Maureen Alsheimer	San Antonio

East Coast

Mary Williams	Vice President
Mary Williams	Savannah
Cindy Diehm	Fort Bragg
Dennis Conley	Savannah

Washington, D.C.

Elwood Hampton	Vice President
Charles Hampton	
Candra Robinson	

ITPE OFFICERS

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

Protect Yourself When Shopping Online

E-commerce sites are ringing up sales this holiday season. If you shop online, taking some simple precautions may help you avoid unpleasant experiences.

Check It Out.

Don't buy from sites that seem questionable. You should have the business' telephone number, mailing address, and information about how the site protects customer data before you make a purchase.

Security Counts.

If you are going to give out credit card information, be sure the site utilizes Internet security encryption technology, such as Secure Sockets Layer (SSL) technology. When SSL technology is in place, you'll see "https:" instead

of "http:" at the beginning of the web address of the page asking you for credit card information. Secure Electronic Transaction (SET) technology is also designed to secure Internet connections. Depending on your browser, you may see an icon of a locked padlock, unbroken key, or a lock if a site is using security software.

Payment Alternatives. Federal law limits your liability for an unauthorized charge on your credit card to \$50. Paying with a debit card, check, money order, and cash on delivery (C.O.D.) won't afford the same protection. If you want to use a credit card but don't feel comfortable punching

in your number online, you may be able to give the merchant this information by telephone.





Greetings from T. "RUTHIE" JONES

ITPE Vice President, Las Vegas, Nevada

WELCOME:

ITPE would like to welcome John Collins, Labor Representative/ Organizer and Jesse Miranda, Organizing Consultant. There has been an ongoing organizing effort by the ITPE in Mesquite, Nevada. ITPE has filed a petition with the NLRB for a Representative election to represent housekeeping and food service employees at three major casinos in that town all of which have the same owner. We expect this to be a hard-fought campaign to gain justice for these workers.

Several other targets are being pursued for organizing at this time in Las Vegas.

ITPE AFFILIATION WITH OPEIU:

Thanks, Sisters and Brothers for your strong support in voting in favor of this relationship of the two POWERS.

I am excited and elated at what we will be able to accomplish



Vascola Scott, Former ITPE Shop Steward, currently at Nellis AFB NV.

together. I envision great achievements in the future.
UNITED WE STAND.

NEW:

Congratulations to Ramcor Group Services Inc. who was awarded the EPA contract as of October 1, 2001, at the University of Nevada, predecessor Markrist Engineers, Inc. Thanks also to their cooperation in recognizing the ITPE as the collective bargaining representative of its non-supervisory employees at that site.

We look forward to a long rewarding relationship with the successor contractor.

YELLOW/CHECKER/STAR CAB COMPANY:

We are in contract negotiations with Y/C/S. We have extended our contract to if or until we reach a new agreement or impasse.

HENDERSON TAXI:

Our contract with Henderson Taxi has been finalized. We have gained great additional benefits for the Henderson drivers. Congratulations to the negotiating committee.

NELLIS AIR FORCE BASE:

We are in the process of reorganizing the Food Service contract at Nellis Air Force Base. The contract was awarded to Opportunity Village. There were



Tess Hart, Nellis employee, cook.

quite a few employees that lost their jobs. Many were long-time employees. Some are still seeking employment. Some of the employees that were fortunate enough to get a job have been laid off due to the September 11 attacks on the Pentagon and the World Trade Center and are without a job again. Fortunately the Union movement here in Las Vegas came up with a brilliant idea of one-stop shopping, which is a program designed to assist the employees that have been laid off due to the September 11 events. Many local agencies are participants in the program. Some of the services being provided are food stamps, health and welfare, unemployment, utility bills, rent, foreclosures, etc. ITPE and some of the other Unions in the County are very supportive in this venture, as are charitable groups

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RUTHIE JONES AREA *continued from page 3*

such as the United Way, Red Cross, Father Joe's Mash Village (provides family housing, free medical care, day care, etc.)

15% OF CABS PER COMPANY

were pulled off the road due to the September 11 terrorist attacks. It has had a major impact on the taxi industry. We see the momentum of the tourists slowly coming back.

COLORADO SPRINGS AREA

PETERSON AIR FORCE BASE - HOSPITAL KLEAN & NEALS JANITORIAL SERVICES:

Contracts have been negotiated and the employees are happy that they will get nice increases for the upcoming holidays.

SCHRIEVER AIR FORCE BASE:

Congratulations to President Mark Hurst, Food Services, Inc., the successor contractor to ProServe Corporation, effective

July 1, 2001. This contract went full food service on that effective date. We negotiated a good package for the unit employees at that site.

UNITED STATES AIR FORCE ACADEMY:

We have reached an agreement with Premier Contract Services for the unit employees there.

On behalf of the unit employees in my areas I would like to thank the contractors for their cooperation in timely concluding our negotiations.

PAT FOLEY/ MAUREEN ALSHEIMER - SAN ANTONIO, TEXAS

Thanks to the hardworking ITPE representatives in San Antonio, Pat Foley and Maureen



Delia Prusse, Pensie Callaway, Vikki Walker.

Alsheimer, and James Foster of Alton, Illinois.

Pat and Maureen have negotiated wages and benefits on contracts in their area. They have resolved several grievances, attaining great results without

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Marty Robisor; Theatla "Ruthie" Jones, ITPE Vice President; Barbara Barry.



Barbara Barry, Eugene Hollis, Mary Frischmann.

RUTHIE JONES AREA *continued from page 4*

having to go to arbitration.

Maureen recently organized ARTCC and Tracon Tower, Security Guards at the Houston Airport. She has completed contract negotiations with the current contractor, "The Diamond Group." Pat has organized the Border Security Guards in Eagle Pass, Texas. Signed ITPE application cards have been sent to the contractor for recognition. They have other irons in the fire. Go San Antonio.

Holloman AFB Food Service employees and the security guards at the El Paso Intelligence Center (EPIC) are under a new collective bargaining agreement with new wages and benefits effective October 1, 2001.



grievance with National Railways is being resolved. He too is looking into organizing other target areas.

ITPE member Cha Garrow, is desperately in need of a liver transplant. The new organ is already secured but the procedure will cost in excess of \$250,000. Mrs.

Garrow currently works for the River City Food Service Contractor, Fort Knox, and has worked in food service since 1977. She is a very caring lady who is in need of your help.



L-R: Mr. Robert Anselmo, recently retired Taxicab Authority Administrator; T. "Ruthie" Jones, ITPE Vice President, John Brenton, III, ITPE Secretary/Treasurer.

If you wish to send a donation, a special "Fundsite" has been set up at PNC Bank, Radcliff, Kentucky 40160. Your support would be greatly appreciated

We wish you a blessed holiday season and a Happy New Year.

ALTON, ILLINOIS

James Foster has been very busy. It appears the



(L-R) "Del" Tobler, Tennie Mitchell, P. Wornell (seated) Rose Davis, Hermosa Duyla, Trinidad Braden.



(L-R) EL PASO SECURITY GUARDS MEMBERSHIP MEETING: ITPE Representative Pat Foley; Jose Serrano, Shop Steward; Captain Kenneth Johnson; Mr. Roy Boyd, ITPE Fund Representative (seated).



Greetings from the **WEST COAST**

By John Brenton, III, Secretary-Treasurer

The voting is done, and once again the membership of the ITPEU has demonstrated its' faith and confidence in President John F. Conley and his team. The affiliation with the Office & Professional Employees International Union (OPEIU) has been overwhelmingly ratified.

This affiliation gives the Union a newfound strength. With OPEIU at 140,000 members and ITPEU with 10,000 members, the new number is 150,000. That's a lot of voices and a lot of votes, which means the government will have to do a lot of listening.

Thank you for all your votes.

I am proud to announce that this area has produced three (3) ABF scholarship winners and all are employee members.

Furthermore, two are from the

same installation, Petaluma Coast Guard Training Center.

■ Monica Raffo was working after school at the facility. She applied for the four year, ten thousand a year scholarship. (The key word is applied.) Her dreams will now be realized, as she will be able to attend Sonoma State University.

■ Rosario Beltran is the Shop Steward at Petaluma and I'm especially proud of this woman. Rosario is a Hispanic single mother who is going places with her life. She works hard at her job and works hard for the union. She makes sure her fellow Hispanic workers understand everything I say, and she helps them fill out their benefit forms. This scholarship is a blessing for her, but could be heartache



FRESNO OFFICE – New administrative assistant Lisa Sweet.

for the ITPEU. There's no doubt in my mind that Rosario will finish her schooling, then I fear she'll be leaving us – I hope with fond memory because that's what she'll leave me with.

■ Kikilynn Watson works with her mother, (Mrs. Watson) at the Defense Language Institute in Monterey. Although I don't know Kiki (as she is commonly known) I've known her mother for years and it is hard to find a person who works harder.

■ In Paul Harvey's area it seems we have another winner from the Reagan Library, Anthony Loren. It seems that every year someone from the Reagan Library applies and every year they have a winner. Maybe it's the Library.



FORT HUNTER LIGGETT – (L-R) Bob Davis, Produce Manager; Ana Chavez; Soccarro De Leon; Brandi Harris; Shop Steward Dave Swafford; and Araceli Madrid.

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WEST COAST *continued from page 6*

Pat Hasard also had winners Ann Spunky and Jennet K. Hanoi, for the Health and Welfare fund from the same installation, Eielson AFB, Alaska. Maybe it's the weather. Pat also had an ABF winner, Adam Sweeny. Pat's doing a great job educating her members about our educational benefits.

The ITPEU takes pride in all its' winners and wishes them a successful future.

Until that time...

Fraternally,
John Brenton III



DEFENSE LANGUAGE INSTITUTE- (L-R) John Brenton, III, ITPE Sec-Treas poses with ITPE member Mrs. Watson, employed at the Defense Language Institute, Monterey, Ca. Mrs Watson is the proud mother of Kikilynn Watson, ITPE member, who has received an ITPE Annual Benefit Fund scholarship.



DEFENSE LANGUAGE INSTITUTE- Kikilynn Watson



DEFENSE LANGUAGE INSTITUTE, MONTEREY, CA- Food and sanitation specialist - Mrs. Donovan.



CK II, Lynnette Lumpkin, keeps the station clean at the Defense Language Institute.



DEFENSE LANGUAGE INSTITUTE, MONTEREY, CA- Storeroom clerk, Harry Vikelotu, hard at work.



Food service/salad maker, Kim Jackson, preparing salad in the Dining Facility at the Defense Language Institute, Monterey, CA.



From the

WASHINGTON OFFICE

By Elwood Hampton, ITPE Vice President/Legislative Director

On September 11, 2001, our country suffered a national tragedy, by a group of murderous terrorists that attacked buildings in New York and Washington, D.C.

This resulted in heavy losses suffered by the victims and their families as well as by a number of the rescue team members.

ITPEU-AFL-CIO shares in our nation's mourning as all Americans have been deeply affected by this tragedy.

I pray that this time of recovery strengthens our nation and unites our country as we move to recover and rebuild.

Thousands of workers have been laid off as some companies shut down or down size after September 11th.

The President has set the course for the military campaign against the terrorists.

The President has also remarked that we must put America back to work. Congress has also vowed to follow.

ITPEU-AFL-CIO concurs with National AFL-CIO Policy and Legislative Committees of whom we are a member, that the economic stimulus proposal, as outlined below would greatly enhance their efforts.

One of the responsibilities of the Washington, DC office is to coordinate and meet with the legislative Committees. This has resulted in articulating the

following outline of the Family Economic Recovery Agenda.

- Infrastructure investments that will boost national defense and security, i.e., investments in transportation, communications, domestic energy production capacity, public health and water systems;

- Enhanced federal support for basic safety net programs such as unemployment insurance benefits, health care coverage, and job training and retraining programs to stem the erosion of families' economic and health security and to mitigate burdens on already strapped state treasuries;

- Targeted tax relief that will put money in the pockets and hands of those who most need it and who are most likely to spend it, low and moderate income working families;

- New spending on other "public goods" - school construction and modernization, prescription drug coverage, environmental clean-up - to meet urgent needs, bolster economic security for the nation's elderly, increase job opportunities, and invest in our nation's future;

- Labor market interventions, such as minimum wage and living wage measures, to provide greater support for those working families struggling hardest to get by in a faltering economy.

- It is now October 17, over 30

days after the attack. Congress has not provided any relief for laid off workers or their families.

The Ways and Means Committee passed Economic Security and Recovery Act (HR.3090).

This Bill should now be opposed as I have so advised various Congressmen for the following reasons:

- H.R. 3090 would do practically nothing to help unemployed workers, and it would do even less to provide a stimulus to our ailing economy.

- Most of the bill goes for expensive tax cuts for corporations and wealthy individuals. The bill costs nearly \$100 billion, but only about \$12 billion could be used by states for unemployment benefits and health care for unemployed workers, despite the fact that over 500,000 workers have been laid off since September 11th.

- Because it relies on block grants to the states, there are no guarantees that individual workers would ever receive any of this money. H.R.3090 does not guarantee that a single worker will receive extended UI benefits or a subsidy to continue their health insurance.

- The \$3 billion block grant for health care would be insufficient to help laid off workers pay their

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WASHINGTON *continued from page 8*

COBRA premiums. Few workers who are not covered by COBRA, or who could not afford the COBRA premiums, would get help under this bill.

- In addition, tens of thousands of low-wage and part-time workers in industries such as hospitality, entertainment sectors, and service contract workers that have been particularly hard hit since the September 11 attacks, will not get any jobless benefits under this bill, because these workers generally don't qualify for UI benefits.

Some amendments to provide 26 weeks of extended UI benefits and a 75% subsidy for COBRA coverage, as well as expanded Medicaid coverage for those who are not eligible for COBRA benefits, were rejected. The cost of some proposals would total nearly \$55 billion, an amount that would not only provide real relief to laid off workers, but would be a real stimulus for our ailing economy. In addition to pressing for a "no" vote on H.R. 3090, we are working with Senate leaders to put together a stimulus bill that provides both immediate and long-term help for America's working families and the nation's struggling economy.

“AS ALWAYS WE URGE YOU TO REGISTER, WE URGE YOU TO VOTE, WE URGE YOU TO KEEP ABREAST OF DAILY NEWS ARTICLES.”

Attended a Meeting of Department of Defense, Labor Advisors/Union Committee

Meeting of Top Labor Advisors has been very instrumental in maintaining a smooth and productive Service Contract program. This allows the Agencies, Department of Labor and the Union to discuss problems that would adversely affect service contract operations.

Items that were discussed:

Hazardous Pay

We discussed, in general, the employees, guards and others, in high-targeted security areas. This must be a Government sponsored program. Employees will be kept informed.

Successor Contractors

A majority of the agency labor advisors would agree with the concept of continuous employment for employees by a successor and wanted to be advised of situations when a majority of the employees were not hired. They claimed that practice was not widespread. We should contact the corresponding Agency labor advisor seeking relief if necessary.

Reimbursement

It was reiterated that Wage and Hour benefits negotiated in a collective bargaining agreement should generate action by the contracting agency to modify a contract in order that the employees would be paid as soon as possible by the effective date of the newly negotiated benefits. It

should not be necessary to wait for a wage determination to be issued before payment is made to the employees.

Proposed SCA Exemptions

The Unions opposed any additions to service contract exemptions.

Issues Regarding NISH/Javits O'Day Contracts

It was proposed that an overhaul look be initiated in order that all NISH programs maintain a high degree of efficiency.

Job Site Access for Fair Contracting Groups

As a result of the tight security prevailing all agencies shall dictate the various degrees of necessary security and the employees will be so notified.

Successor Obligation to Furnish Accrued Sick Leave under the SCA

This is determined by the corresponding Wage Determination and/or the Collective Bargaining Agreement for that contract.

Wage Survey System Changes

The Unions have requested that they be informed of any changes and wanted to supply their input before changes become final.

All parties agreed to meet twice a year and all labor advisors would be accessible to each other during the interim period and an updated list of advisors will be distributed.

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WASHINGTON *continued from page 8*

Base Closings

The Senate approved title XXIX/Defense Base Closure and Realignment under S. 1438 National Defense Authorization Act for Fiscal Year 2002. The House did not approve of the Base Closing procedure and it must be passed in conference. The Washington office will continue to keep you abreast of further developments in

Legislation or Labor Relations that affect you adversely.

As always we urge you to register, we urge you to vote, we urge you to keep abreast of daily news articles. As situations change rapidly, you may not have time to contact your Union office for guidance, therefore you must be as pro-labor as possible, however, not forgetting that labor government and business must all

work together to keep this country great.

You will find ITPEU's web site at: www.ITPEU.org.

Have a happy Thanksgiving, eat well then wait for Christmas and New Year.

Merry Christmas,
See You in Washington.

NORTHEAST REGION



ACORN FOOD SERVICES, U.S. COAST GUARD, BOSTON, MA— (L-R) Franklin Ceden, Julio Ramirez, Francia Olivo, Jesus Figueroa, Herrera Sanz. A very interested group listens as representative E. Charles Hampton explains the contract to them. "O.K., show me the money."



ACORN FOOD SERVICES, U.S. COAST GUARD, BOSTON, MA— Joselin Fernandez smiles as she completes a dues information card. "No Dues, No Union."



ACORN FOOD SERVICES, U.S. COAST GUARD, BOSTON, MA— (L-R) Margie Oriowski, Project Manager; John Ernst, member (awarded Employee of the Year); and Robert Laper, Vice President of Acorn Food Services. "It was not easy, but I'm very grateful to my fellow workers, the Union and the company for this honor."



ACORN FOOD SERVICES, U.S. COAST GUARD, BOSTON, MA— (L-R) Margie Orlowski, Project Manager, and Dee Gayle. Presenting award for Employee of the Month "for a job well done."



ACORN FOOD SERVICES, U.S. COAST GUARD, BOSTON, MA— (L-R) Francia Olivo, E. Charles Hampton, ITPE Representative, explaining grievance procedures in the collective bargaining agreement and assisting the member in completing an information card. "A good member is an informed member," says Charles Hampton.



WOOD DINING SERVICE, CAMDEN COUNTY HEALTH SERVICES, BLACKWOOD, NJ— (L-R) Marvelle Galas, Maybelle Galas, Jovito Tru Tran. "We look good and we can cook good!"



Report from the ITPE ORGANIZING DIRECTOR

Dennis Arrington

Dear Brothers and Sisters,

During the past several months, since the Spring 2001 issue of the ITPE Newsletter, the following contracts have been successfully organized.

**Naval Inventory Control Point,
Mechanicsburg, PA
(Base Janitorial)**

Negotiations are in progress for the June 1, 2002 contract period.

**IRS Facility
Washington, D.C.
(Security Guards)**

Negotiations are completed and an agreement has been reached for the December 1, 2001 contract period.

**Joint Field Support Center,
Hanover, MD
(Security Guards)**

Negotiations are currently in progress for a Collective Bargaining Agreement.

**Department of Education
Washington, D.C.
(Security Guards)**

Negotiations are currently in progress for a Collective Bargaining Agreement.

**Equal Employment Opportunity
Center,
Washington, D.C.
(Security Guards)**

An agreement was reached for the

October 1, 2001 contract period.

**Social Security Building
Washington, D.C.
(Security Guards)**

An agreement was reached for the October 1, 2001 contract period.

**Vermont Federal Buildings
(Security Guards)**

Negotiations are in progress for the April 1, 2002 contract period.

**Federal Buildings
Portland, OR
(Mail Handlers)**

An agreement was reached for the August 1, 2001 contract period.

**Fairchild AFB
Spokane, WA
(Housing Maintenance)**

An agreement was reached for the August 1, 2001 contract period.

**San Clemente Island Naval Facility
(Food Service)**

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

**Federal Aviation Administration
Dallas-Ft. Worth, TX
(Security Guards)**

An agreement was reached for the October 1, 2001 contract period.

Organizing the unorganized is an essential factor for your Union to survive. In your Collective Bargaining Agreement you have a

**“ORGANIZING THE
UNORGANIZED IS AN ESSENTIAL
FACTOR FOR YOUR UNION TO
SURVIVE.”**

Grievance Procedure, Seniority, Leaves of Absence, etc. Without Union Representation you have no Collective Bargaining with an employer.

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

Keep in mind, the Union is as strong as you make it. YOU ARE THE UNION.

Fraternally,

Dennis R. Arrington
Organizing Director



SUMMARY ANNUAL REPORT

FOR FISCAL YEAR ENDED MARCH 31, 2001

This is a summary of the annual report of ITPE Annual Benefit Fund, Employer Identification Number 11-2823324 for the year ended March 31, 2001. 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 \$3,003,089 as of March 31, 2001, compared to \$2,743,046 as of April 1, 2000. During the plan year, the plan experienced an increase in its net assets of \$260,043. 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 \$5,181,838 including employer contributions of \$4,888,344 and earnings from investments of \$293,494.

Plan expenses were \$4,921,795. These expenses included \$767,399

in administrative expenses and \$4,154,396 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 \$.25 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

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 \$23 per month (\$24 effective April 1, 2002). 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 2000 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 86.0394% of the ITPE's expenditures for that year (i.e., the nonchargeable costs were 13.9606%).

Applying this percentage to the \$23 per month dues paid by full ITPE members, the non-member fee is \$19.75 per month for the period of January 1, 2002, through March 31, 2002; and applying that percentage to the \$24 per month dues effective April 1, 2002, the non-member fee is \$20.50 per month for the period from April 1, 2002, through

December 31, 2002. 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 2002 must file that objection no later than January 31, 2002. (An employee who first becomes covered by a Union shop clause after December 31, 2001, 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.

Fraternally
John Brenton III
Secretary-Treasurer



Greetings from the EAST COAST

By Mary Williams, Vice President



Dining Facility #4 AM Shift: (L-R) Front Row: Veronica Hudson, Randall Minton, Patricia Moore, Sonya Parks, Regina Starnes. Second Row: Patricia Baskett, Elizabeth Kennedy, Barbara Harden, Sylvia Johnson, Gloria Simmons. Back Row: Rosie Smith, Valerie Smith, Molry Searson, Charlene Mack.



Dining Facility #4 PM Shift: (L-R) Front Row: India Moore, Monique McDonald, Matthew Myers, Dianne Palmer, Gwen Mann. Second Row: Carol Dunn, Charlotte Tanksley, Kerri Brown, Katie Broadwater, Patricia Gardener. Third Row: Thorne Rogers, Sammine Nadine Hughes.



Dining Facility #6 AM Shift: (L-R) Front Row: Willie E. Bennett, Melinda Jamison, Chun Charqualaf, Josephine Burns, Margaret Harris, Geneva Turner. Second Row: Annie Williams, Bernardine Campbell, Robin Smith, Dorothy Holmes, Jackie Williams, Eula Beard.



Dining Facility #6 PM Shift: (L-R) Front Row: Lucy Dorsey, Melissa Vereen, Margeret Tucker, Alfred Harris, Michael Holliman. Second Row: Selenia Laws, Ollie Bell, Eula Russell, Willie Simpkins. Third Row: Mary Lazenby, Mary Hall, Chun Charqualaf, Teresa McNeil, Dorothy Mormant.



Dining Facility #8 AM Shift: (L-R) Front Row: Deborah Raiford, Bridgett Ghant, Margie Hudson, Mattie Hatcher, Sonya Cody, Micheal Reese. Second Row: Ann Pinckney, Lorrain McLain, Patricia Leverette, Teresa Franklin, Lillie Burns, Hester Franklin, Karen Myrick, Delphyne Lott. Back Row: Henry Hall



Dining Facility #8 PM Shift: (L-R) Front Row: Katrina Murray, Regina Johnson, Barbara Gadson, Milagros Rivera, Betty Hall. Second Row: Lotus Thomas, Marilan Parker, Carmen Bateman, Frances Gomez, Gloria Davis, Valerie Ervin.



Dining Facility #11: (L-R) Front Row: James Mayo, Pearl Epps, Viola Gonzalez, Marilyn Siders. Second Row: Bernice Bryant, Minnie White, Chala Jenkins, Kathy Jackson.



Dining Facility #13 AM Shift: (L-R) Front Row: Maria Green, Remel Dunbar, Rebecca Dickson, Ira Williams. Second Row: Lamarcus Dunbar, Carla Roberson, Gussie Sanders, Lorine Scott, Mamie Murray.



Dining Facility #13 PM Shift: (L-R) Front Row: Christine Jones, Delores Taylor, Cynthia Kinlow. Second Row: Patricia Bryant, Carla lee, April Hamilton, Angela Killian, Marvell Sullivan.

News from

NORTH CAROLINA & WEST VIRGINIA

By Cindy L. Diehm, Representative

As you can see by our new heading above we have expanded our area to West Virginia. To those of you who work for the contracts listed below and to the Contractors we would like to take this opportunity to welcome you to our area.

- Basic Contracting Service, Inc. – Security Guards
Belinda Melton, President
Lee Carter, Shop Steward
- Basic Contracting Service, Inc. – Custodial
Belinda Melton, President
Debbie Deluca, Shop Steward
- G.C.R., Inc. – Security Guards
Frank Stabryla, Chief Operating Officer
Jammie Berish, Shop Steward
- West Va. Society for the Blind – Food Service
Herb Abella, Administrator
Jean Treadway and Vona Edwards, Shop Stewards

The Security Guard contract at Ft. Bragg was awarded to Wackenhut Services, Inc. from Palm Beach Gardens, Florida. Mr. James Long, III, is the Company President and negotiations for a new Collective Bargaining Agreement went swiftly. Their new Project Manager, Mr. David Cook, has worked well with the Union during the transition.

K.C.A. was awarded the Food Service contract at Ft. Bragg. This company has had this contract for the past five years and we are

pleased to congratulate them on being awarded for the next five years. We expect to enjoy the same good relationship that we have maintained for the past five years.

The Food Service contract at Camp Lejeune went out for bid but as sometimes happens a protest was lodged so Moores Cafeteria was given a year's extension.

The warehouse contract at the Environmental Protection Agency at Research Triangle Park held by J.W.K. went out for bid and was awarded to Robert Holtz Services, Inc. out of Denver, Colorado. We would like to say congratulations and welcome to our area.

We would like to say to all our shop stewards "job well done." You have done an excellent job this year and we know you will continue to support your Union and help your fellow members when the need arises. KEEP UP

THE GOOD WORK!

In closing we would like to remind our members of the definition of Union. It is the act or instance of uniting two or more things (people) into one. When you think of your Union don't think you stand alone. If we all stay united in our purpose and our goals we are a Union and a Union is only as strong as the people who unite to form it. So when you see injustice on the job or a member who is not being treated equally as the other members, don't be afraid to speak up in that member's defense. Put yourself in that member's shoes and do what you would want someone to do for you – "speak up."

Brothers and Sisters of ITPEU, a new year is coming and we all need to unite to make the ITPEU membership stronger and better.

HAVE A GREAT NEW YEAR!



The ITPE Affiliated Union, The International Union for Natural Health, Encourages Everyone to Look for the Union Doctor™ Program Now On-Line

Millions of union members will now be able to find a union health practitioner when looking for a medical doctor, chiropractor, acupuncturist, massage therapist, or other professional practicing natural and alternative medicine.

The Look for the Union Doctor™ Program was designed to promote the practices of our doctor and health practitioner members to American workers. Through our affiliation with the AFL-CIO, we will encourage other affiliated unions to inform their members that they can use a union medical professional for their health care needs. Over 13 million working women and men are represented by AFL-CIO labor unions.

We introduced the Look for the Union Doctor™ Program at the AFL-CIO Union Industries Show in Los Angeles and it was well received by the members of numerous other unions. "It's about time!" was a statement we heard frequently.

People Will Visit Our Website to Find a Health Practitioner

The Look for the Union Doctor™ Program website will allow visitors to search for member practitioners by name, specialty, city, state, or zip code.

By the time of this printing, links to www.LookForTheUnionDoctor.com will be found on the websites of the International Union for the Natural Health, Complementary & Alternative Medicine Professions (www.NaturalHealthUnion.org), the

AFL-CIO Union Label & Service Trade Department (www.UnionLabel.org), the Industrial, Technical & Professional Employees Union (www.ITPE.org), the Office & Professional Employees International Union (www.OPEIU.org) and others.

The Look for the Union Doctor™ site is in a unique position to attract people from both the general public interested in natural health/alternative medicine as well as from union members across the country. IUNH will promote the Look for the Union Doctor™ Program to other unions through our new affiliation with Office & Professional Employees International Union. Links to our site from appropriate commercial sites and other unions and labor organizations will also increase the number of visitors to the Look for

the Union Doctor™ site.

If you are an IUNH practitioner member and are not signed up for this program, sign up now!

You are entitled to be included in this program upon presentation of a completed application, copy of your license and malpractice or professional liability insurance. There are no charges in addition to the union dues you are already paying.

Other practitioners can participate in the Look for the Union Doctor™ Program by joining the union as Associate Members. Those who join by December 31, 2001 will be considered charter members and their monthly dues will be guaranteed never to increase as long as they remain members in good standing with no interruption in their membership status.

NOTICE NOTICE

Effective November 15, 2001

**The ITPE Health & Welfare Fund Office
will be located at
24 Oglethorpe
Professional Blvd.
Savannah, GA 31406**



P.O. Box 13817 (Zip 31416)

Telephone & Fax Numbers remain the same.

KNOW YOUR RIGHTS by Sidney H. Kalban, Union Counsel

ARBITRATION - PART I

In the last issue of ITPE News, I wrote about your right to file a grievance, one of the greatest benefits you have under your ITPE collective bargaining agreement (CBA). In all but a few cases, grievances are settled between the Union and the Company. That is because your ITPE Representatives are highly skilled at reviewing and investigating grievances and determining their merits; and because your employer usually approaches the grievance procedure with an open mind and a desire to work out a solution. In order to maintain the atmosphere in which grievances can be amicably settled, the ITPE Representative will not continue to pursue a grievance once (s)he has determined that it does not have sufficient merit - i.e., that the Company had a valid basis under the CBA to take the action it did.

Once in a while, the ITPE and the Company cannot agree on a way to resolve a grievance. That might be because each party has a different understanding of a provision of the CBA; or it might be because the ITPE Representative believes certain witnesses as to what occurred and the Company believes someone else (usually the project manager and/or other supervisors). When that occurs, the Union and the Company will ask that the issue be decided by a third party, someone who has nothing to do with the Union or the Company and who has special training or years of experience which allows her or him to decide the case. That person is called an arbitrator and the process is called arbitration.

*As I mentioned in the column discussing the grievance procedure, 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. No employee or group of employees can insist that a particular dispute go to arbitration. That is solely the Union's determination based on its good faith evaluation as to the merits of the case and the best interests of the bargaining unit as a whole.

The ITPE has a very good record in arbitrations; and that is because its officials and staff carefully review each grievance which is not otherwise settled and assess the chances of success before the arbitrator. That process also explains why the Employer respects the ITPE's decision to go to arbitration and, in many cases, will then improve its offer and settle the dispute, once arbitration is demanded, rather than risk a decision against it.

Unlike a judge in a court, the arbitrator is not a public official. The arbitrator is a private citizen, usually one who has a background in labor relations, economics and/or the law. Most ITPE CBAs require the Union or Company to request a federal agency – the Federal Mediation and Conciliation Service (FMCS) – to provide them with a list of five individuals from its rolls of professional arbitrators who have an office or other address in the geographic area which includes where the dispute arose. For example, if the arbitration involves someone who was fired from a bargaining unit in North Carolina, the five arbitrators on the list provided by the FMCS would be from that state or one of the states nearby (e.g. South Carolina or Virginia), although sometimes wider areas are used.

Representatives of the ITPE and the Company review the list of possible arbitrators and, usually during a telephone discussion, alternately strike one name at a time from the list until only one person remains. That person will be the arbitrator. The ITPE and the Company notify the FMCS of this selection; and the FMCS notifies the arbitrator. A



Report from the ITPE FUNDS REPRESENTATIVE

Roy J. Boyd

I recall speaking to various groups of a segment of our membership during the past two years about how I envisioned the future of their occupation. This segment of membership is the many Guard Service employees represented by the ITPEU, AFL-CIO. Many of these employees will recall my stating that: "if for no other reason, **TERRORISM** will cause the performance of guard service to be undergoing much more stringent requirements of training and technical capabilities. Specialized security skills would be of significant necessity. The prospects for the future of this occupation look good."

Little did I dream, nor could I have ever imagined that such horrendous events as those of September 11, 2001 would make my statements come true so fast. I was working with Union Representative Paul Harvey in the Los Angeles, California, area during the time of these events. I am not going to describe the problems I encountered trying to return home to my family in Georgia. Compared to problems of many others, my problems were blessings! The despicable, unthinkable acts of destruction of lives, property, and general well being of innocent mankind that has been intentionally unleashed on the citizens of the United States of America will impact the course of life for the Free World forever.

Many inquiries have been made to me as to the safety and financial condition of the ITPE Pension Fund and the ITPE Health and Welfare Fund. The downturn of the U.S. economy and then the ensuing attacks of terrorism has caused concern among the ITPEU membership. I am pleased to report to you that due to the conservative approach to investments used by the ITPE Pension and ITPE Health and Welfare Boards of Trustees, both Funds are in sound financial condition.

During the week of November 12, 2001, the ITPE Pension and ITPE Health and Welfare Boards of Trustees held

their regular Trustee meetings. All aspects of these Funds were reviewed at that time. Security of your Funds and future well being of our participants (members) is the sole purpose of the actions taken by these Boards of Trustees. You are fortunate to have very capable people serving you in this capacity.

The committee for the Summary Plan Description (your health and welfare booklet) will present it's recommendations to the Board of Trustees' Benefits Committee and the full Board of Trustees of the ITPE Health and Welfare Fund for your new booklet. The Summary Plan Description Committee is composed of Stanley Gruber, Attorney for the ITPE Health and Welfare Fund, Reed Joiner, Actuary for the Fund, Joan Wolfe, Administrator of the Fund, and me, your ITPE Health & Welfare Fund Representative.

The proposed new Health and Welfare Fund booklet will incorporate benefits for participants with contribution levels from 79¢ per hour through \$2.59 per hour. When the ITPE Health and Welfare Board of Trustees approves and/or amends our recommended Summary Plan Description, it will be sent to be printed and be made available to you as soon as possible.

I am taking this opportunity to tell you that I have great confidence in the leadership of our Nation. I have great confidence in the leadership of our Union. I have great confidence in you! Our Nation is engaged in a war against terrorism on our behalf, on behalf of our children, our grandchildren and generations to come. This war must be won. Freedom to enjoy life and World Peace is a just cause. Your job is important to this cause for which our Nation fights! Let us do our part. Give your

job your best effort with pride. Let us stay and grow together. Let us pray and live together.

God Bless America!

Sincerely,
Roy J. Boyd

“OUR NATION IS ENGAGED

IN A WAR AGAINST TERRORISM

ON OUR BEHALF . . .”

WHAT TO DO IF YOUR RECEIVE AN ANTHRAX THREAT

How likely is it that someone would receive a harmful biological or chemical substance in the mail?

The Postal Service delivers approximately 208 billion pieces of mail per year. Presently, there have been only two confirmed incidents of anthrax bacteria being sent through the mail.

What Should I do if I Receive an Anthrax Threat by Mail?

- Do not handle the mail piece or package suspected of contamination.
- Notify your supervisor, who will immediately contact the Inspection Service, local police, safety office or designated person.
- Make sure that damaged or suspicious packages are isolated and the immediate area cordoned off.
- Ensure that all persons who have touched the mail piece wash their hands with soap and water.
- The Inspectors will assess the threat situation and coordinate with the FBI.
- Designated officials will notify local, county, and state health departments.
- Designated officials will notify the state emergency manager.
- List all persons who have touched the letter and/or envelope. Include contact information. Provide the list to the Inspection Service.
- Place all items worn when in contact with the suspected mail piece in plastic bags and keep them wherever you change your clothes and have them available for law enforcement agents.
- As soon as practical, shower with soap and water.
- If prescribed medication by medical personnel, take it until otherwise instructed or it runs out.

- Notify the Center for Disease Control Emergency Response at 770-488-7100 for answers to any questions.

What Is Anthrax?

Anthrax is a bacterial, zoonotic disease caused by *Bacillus Anthracis*. Anthrax occurs in domesticated and wild animals, including goats, sheep, cattle, horses and deer.

The skin form of the disease may be contracted by handling contaminated hair, wool, hides, flesh, blood or excreta of infected animals and from manufactured products such as bone meal. Infection is introduced through scratches or abrasions of the skin, wounds, inhalation of spores, eating insufficiently cooked infected meat or from flies. The spores are very stable and may remain viable for many years in soil and water. They will resist sunlight for varying periods.

What Are the Symptoms and Effects of Anthrax?

After an incubation period of 1-7 days, the onset of inhalation anthrax is gradual. Possible symptoms include:

- fever
- malaise
- fatigue
- cough
- mild chest discomfort followed by severe respiratory distress

This mild illness can progress rapidly to respiratory distress and shock in 2-4 days followed by a range of more severe symptoms, including breathing difficulty and exhaustion. Death usually occurs within 24 hours of respiratory distress.

What Are the Clinical Features of Anthrax?

Anthrax is an acute bacterial infection of the skin, lungs or gastrointestinal tract. Infection occurs most commonly via the skin.

The cutaneous or skin form of the infection occurs most frequently on the hands and forearms of persons working with infected livestock or contaminated animal products and represents 95% of cases of human anthrax. It is initially characterized by a small solid elevation of the skin, which progresses to a fluid-filled blister with swelling at the site of infection. The scab that typically forms over the lesion can be black as coal, hence the name anthrax - Greek for coal. With treatment, the case fatality rate is less than 1% among people who get the skin form of the disease. The fatality rate for untreated inhaled or intestinal anthrax is over 90%.

The inhaled form of anthrax is contracted by inhalation of the spores, occurs mainly among workers handling infected animal hides, wool and furs. Under natural conditions, inhaled anthrax is exceedingly rare, with only 18 cases reported in the United States in the 20th century.

What Is the Treatment for Anthrax?

Treatment with antibiotics beginning one day after exposure has been shown to provide significant protection against death in tests with monkeys, especially when combined with active immunization. Penicillin, doxycycline, ciprofloxacin, are all effective against most strains of the disease. Penicillin is the drug of choice for naturally

MORE FROM THE NORTHEAST REGION



WOOD DINING SERVICE, CAMDEN COUNTY HEALTH SERVICES, BLACKWOOD, NJ- (L-R) Rosemary Quinn, Rasheed Rand, Andrew Anderson, Gerald Delarge, Lerma Galas, Eugene Jones. All smiles as Representative Charles Hampton explains the new negotiated Wage and Fringe Benefits package. They are saying.... "Smile Money!"



SOCIAL SECURITY ADMINISTRATION, WASHINGTON, D.C.- Officer R. Parker, Shop Steward. "May I see your ID please?"



SOCIAL SECURITY BUILDING, WASHINGTON, D.C.- (L-R) Officer D. Jones, Shop Steward, and M. Jones, Assistant Shop Steward. "Happy to be at work." These ladies (officers), referring to themselves as "Charlie's Angels #2."



POSTAL PLAZA, WASHINGTON, D.C.- (L-R) Officer H. Allison, Assistant Shop Steward, and Officer C.R. Dorsey, Shop Steward. Proud to be a team player with USEC Security. "We are glad to be aboard the ITPE Union."



EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC), WASHINGTON, D.C. - Aminata A. Kargbo.



EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC), WASHINGTON, D.C. - Officer Evelyn Walker. Officer Walker enjoys the task of operating the x-ray machine. "Be aware" no x-rated materials are allowed on this site.



EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC), WASHINGTON, D.C. - Lucky Idialu.



WOOD DINING SERVICE, CAMDEN COUNTY HEALTH SERVICES, BLACKWOOD, NJ- (L-R) Mary Tchi Tan, David Weiss. We are a happy team and we like our work and our Union.

COMMUNITY RELATIONS

By Elwood Hampton, Vice President

We have come this far by faith — faith in our God, in our Country, and in Ourselves. All of that seemed irrelevant on September 11th, as terrorists claimed the Twin Towers of the World Trade Center in New York and the Pentagon in Washington, DC. ITPEU-AFL-CIO denounces this inhumane and barbarian attack on America and we share in our Nation's mourning. As I am based in Washington, DC, I find areas that have been set aside where one might stand and offer Prayer. So I stood there praying and offering my condolences to all who have suffered nationwide, asking God to strengthen those who have lost family members, praying that we can move on and rebuild America and that we all remain united in this effort. I also ask God to help all people of all nations to understand and appreciate what our country has to offer such as:

- * The right to vote
- * The right to address our grievances to our Elected Officials
- * The right to organize into a Union and bargain with our employers for better benefits such as Health & Welfare, Pensions, Wages, etc.
- * The right to Worship a religion of our choice.

Regarding the right to vote, the fact that your vote counts was amply demonstrated by last year's Presidential election — yes it counts and yes if the person you voted for does not win, the winner must represent you. However, in this country you may question your representative's actions by the various methods in which I have indicated on our website.

Yes, we must now rebuild and be united in that rebuilding. All must be a part, as many have suffered job losses, family losses, so to the extent possible all should be granted some relief in various forms, grants, extended loans, tax relief, supplemental income and training for new jobs.

The President has out-lined a program that should be followed. Our elected officials stand with him, offer suggestions where possible. There should not be a Democratic or Republican position, just an American People's position; LET'S GET THE JOB DONE, and return as close to normal as possible.

However, there remains some unfinished business that should be considered, as we rebuild.

ITPE represents thousands of Service Contract Employees. Even to this day — past September 11th — our members suffer the unconditional layoffs when a new contractor arrives and for no reason does not hire a number of those employees that have rendered good service at a particular Base for many years with a good record.

Those employees have no jobs today. That should be corrected.

As we move ahead, we must not forget our obligation to service contract employees that have been displaced by a successor contractor.

ITPE have been in touch with the Secretary of Labor regarding this issue and referred back to Department of Labor as a result of the recession of Executive Order 12933 earlier this year.

We trust that someone will listen to our plight some day.

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

See you in Washington.



ITPE Legislative Director Elwood Hampton and Tal Simpkins, Director of the AFL-CIO Maritime Committee, stand along side Congressman Neil Abercrombie of Hawaii (photo at left) and Congressman Robert Andrews of New Jersey (photo at right). Both have been very supportive of the Service Contract Act and labor issues – friends of ITPE. Congressman Robert Andrews serves on the Armed Services, Education and Work Force committees. Congressman Neil Abercrombie serves on the Armed Services and Resources committees.

ITPE PENSION PLAN

Summary Annual Report

FOR FISCAL YEAR ENDED SEPTEMBER 30, 2001

In keeping with Federal Regulations, The Trustees of the ITPE Pension Plan are providing you with a summary of the material modifications that occurred during the plan year that ended September 30, 2001.

FULL TRUSTEES

Deletions:

Edwin J. Coyle
United Food Services, Inc.
7595 W. Spanish Bay Dr.
Las Vegas, NV 89113

Additions:

None

ALTERNATE TRUSTEES

Deletions:

Anthony Famiano
Food Service Logistics
214 Ashley Oaks Dr.
Blythewood, SC 29106

Additions:

None

AMENDMENTS

During the plan year ended September 30, 2001, the following amendments were adopted to the Plan's documents:

Amendment No. 2001-1 to the ITPE Pension Plan

Revises Section 1.10 of the Plan document regarding "Valuation Date."

Revises Section 1.17 of the Plan Document regarding "Year of Service," by changing the number of hours needed to be vested to 1,000.

Revises Section 4.02(4) of the Plan document regarding the number of hours needed for "Seasonal Employment."

Revises Section 4.04(D)(1) of the Plan document regarding a lump sum payment if the accumulated share is less than \$5,000.

Adds Section 5.01(3) to the Plan document regarding the value of a

reinstated benefit at the time if was forfeited.

Revises Section 5.02 of the Plan document regarding the application of forfeitures.

Amendment No. 2001-2 to the ITPE Pension Plan

Revises Section 6.02(B) of the Plan document regarding payment that may be deferred in order to assure proper crediting of investment income.

Revises Section 6.02(A) of the Plan Document changing the last sentence to read "For purposes of this Section, the term 'employment' shall refer to any employment by an 'employer' as defined in Section 1.06 hereof."

Revises Section 1.11 of the Plan document regarding the term "Retired."

See website: ITPEBENEFITS.org for complete copy of the foregoing Amendments.

KNOW YOUR RIGHTS*continued from page 13*

few weeks later, the arbitrator will call or write to the designated representatives of the ITPE and the Company and advise them of dates on which the arbitrator is available to hear the case. Both sides review the possible dates, usually discuss them with each other and then inform the arbitrator of the date(s) when everyone is available.

In a perfect world, this process would result in a hearing date within three or four months of the date when the grievance arose. Unfortunately, as became all too clear on September 11, this is not a perfect world. The steps of the grievance procedure might take longer than anticipated because of time needed to investigate one allegation or another; or because someone is not available for a grievance meeting as soon as would be ideal; or because the parties are looking for a way to reach a settlement. The FMCS normally sends out a list of arbitrators within a few days of its receipt of the request, but it sometimes takes longer, sometimes (due to bureaucratic error or delay) quite a bit longer. On occasion, there is a problem with the list which the FMCS sent and it has to send another. Every so often the selected arbitrator is no

longer available (for health, workload or other reason), and it takes some more weeks for the FMCS to discover this, notify the Union and Company and send another list. We had one case last year in which we had to go through three lists before we had an arbitrator who was available. Then comes the question of finding a date when the arbitrator, the ITPE's

representative (often that means me the Union Counsel) and the employer's representative can fit the hearing into their respective, busy schedules. In this real world, the hearing is more likely to be held in about seven to nine months after the grievance was filed and, in several cases, a year later.

END OF PART I*(To be Continued in Next Issue)***ANTHRAX** *continued from page 17*

occurring anthrax. If untreated, inhaled anthrax is fatal.

A vaccine is available and consists of a series of 6 doses over 18 months with yearly boosters. This vaccine, while known to protect against anthrax acquired through the skin, is also believed to be effective against inhaled spores.

Effective decontamination can be accomplished by boiling contaminated articles in water for 30 minutes or longer and using common disinfectants. Chlorine is effective in destroying spores and vegetative cells. Remember, anthrax spores are stable, able to resist sunlight for several hours and able to remain alive in soil and water for years.

What constitutes a suspicious letter or parcel?

Some typical characteristics which ought to trigger suspicion include letters or parcels that:

- have any powdery substance on the outside.
- are unexpected or from someone

unfamiliar to you.

- are addressed to someone no longer with your organization or are otherwise outdated.
- have no return address, or have one that can't be verified as legitimate.
- are of unusual weight, given their size, or are lopsided or oddly shaped.
- have an unusual amount of tape on them.
- are marked with restrictive endorsements, such as "Personal" or "Confidential."
- have strange odors or stains.
- show a city or state in the postmark that doesn't match the return address.

What should I do if I've received a suspicious letter or parcel in the mail?

- Do not try to open the mailpiece!
- Isolate the mailpiece.
- Evacuate the immediate area.
- Call a Postal Inspector to report that you've received a parcel in the mail that may contain biological or chemical substances.

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 onto **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

2222 Bull St., Suite 200
Savannah, GA 31401
912-232-6181 / 6182

Mailing Address:

P.O. Box 22699

Savannah, GA 31403

President: John Conley

Vice President: Mary Williams

Organizing Director: Dennis Arrington

Representative: Dennis Conley

FRESNO, CA 93721

2100 Tulare St., Suite 524-525

Secretary/ John Brenton, III

Treasurer 559-237-3029/3129

ALTO LOMA, CA 91737

10757 Lemon Ave., #423

Representative: Paul Harvey

909-466-5158

909-941-6884 (fax)

HONOLULU, HI

Representative: William (Bill) Cable

808-622-3011

ALTON, IL 62002

1623 Washington Ave., Suite 211

Representative: James Foster

618-462-5414

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