



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

Vol. 19, No. 8

www.itpe.org



Spring 2002



Report of the PRESIDENT

by John F. Conley

Dear Brothers and Sisters,

We are entering the 2nd half of the year 2002. If the 2nd half is anywhere as productive as the 1st half we as members of the ITPE - OPEIU Local 4873 will have many reasons to celebrate another successful year for our Union.

One of the major events this year was the ITPE Convention. I have had the privilege of attending many conventions during my lifetime. However, none has ever had more enthusiasm than that shown by our Delegates and Guests at the 2002 Convention.

I especially thank our speakers, Congressman Neil Abercrombie of the Aloha State (Hawaii) and Congressman Robert Andrews of the Garden State (New Jersey). Both are strong supporters of the Service Contract Act and Labor Legislation that supports America's working men and women. I am grateful to Michael Goodwin, President of OPEIU, and our true friend for being the keynote speaker at the Tuesday evening dinner.

We were also fortunate to have Diane Truman-U.S. Navy Liaison, Nila Stoval - U.S. Department of Labor, William Samuel, AFL-CIO Director of Legislation, Tal Simpkins, AFL-CIO Maritime Committee and Roy Boyd - ITPE Funds Representative attend our convention. Each discussed issues that affect all ITPE Members, and we certainly thank them for spending time with us.

Thanks again to those members who served on the Credentials and Special Committees and a special thanks to ITPE Union Counsel Sidney Kalban, Pat Foley and John Brenton III (RE: Grievance/ Arbitration Seminar), and our fraternal brothers from the OPEIU staff Kevin Kistler, Green Lewis and our own Maureen Alsheimer for their excellent seminar on Organizing. Last, a special thanks to Carmelita Amar and Vice President Elwood Hampton for their efforts making sure all went according to plan with the Hotel, hotel rooms, meeting rooms, meals and Audio/Video.

Now you know why our Convention was such a success: look at the team. They all made a major contribution to making it a success.

Now that is behind us, we must keep the enthusiasm alive. Remember the theme of the Convention: Support Your Union, Support Organizing, Support the PAC (Our voice of the Electorate), Register to vote and VOTE.

Let us all get on the train and let us not get off until we achieve those goals we set out to do. The ITPE is a family and as a family of men and women who care for one another we can do it. We can and we will...ALL ABOARD.

Look for the Convention Highlights in this issue. Thanks for your continue support.

John F. Conley



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NEW BRANCH OFFICE - EL PASO, TX

To better serve our members, the ITPE has assigned Jose Serrano as the ITPE Representative in the El Paso Area. We will post the office location as soon as a lease is signed. In the meantime, Mr. Serrano can be reached by calling (915) 494-1620.

A letter of appreciation to ITPE Security Guards employer The Diamond Group for a job well done at the FAA facility at ARTCC and Tracon Towers.

Houston Air Route Traffic Control Center
16600 John F. Kennedy Boulevard
Houston, TX 77032

January 23, 2002

Mr. Robert Bruce, Operations Manager
The Diamond Group
13101 Preston Road, Suite 212
Dallas, TX 75240

Dear Mr. Bruce:

Events since the horrific day of September 11 have underscored the absolute necessity for heightened security and intensified surveillance at our facility, the Houston Air Route Traffic Control Center. We are indeed fortunate to have Captain David Pate, the Supervisor; and his team members from The Diamond Group to fulfill this need! I am writing this note to you to express my personal gratitude for their presence and their professionalism.

Throughout the past year, each member of this group has provided reliable, reassuring security for our facility employees. These individuals work with intense dedication to their responsibility for ensuring our safety, both day and night, in our workplace. Each day at our Guard Gate, they meet every vehicle, check identification of the driver, and do a proper vehicle search. As it could be said, they "leave no stone unturned" to determine proper authorization for entry onto our facility grounds or into the facility itself. They perform their jobs in an authoritative, yet always courteous, manner that conveys an unspoken message of their concentrated attention to safeguarding our security. Their professional appearance, demeanor, and duty performance blend in perfect harmony to provide the best possible protection in an environment challenged by precarious national conditions.

As secretary to our Air Traffic Manager, with my office located near the front entry to our building, I feel well protected from potential danger. I am comfortable knowing that Captain Pate and his fellow security personnel from The Diamond Group are on duty to identify and restrain any intruders. My deepest thanks to them, and to your organization, for safeguarding our security in an environment challenged by precarious national conditions.

Sincerely,

Joycelyn Moore

Joycelyn Moore

cc: Ms. Jeanette Diamond, Owner and Manager,
The Diamond Group

bcc: ✓ Jim D'Ambrosio, ZHU-500
Jerry A. Strickland, ZHU-510



Greetings from T. "RUTHIE" JONES

ITPE Vice President, Las Vegas, Nevada

WELCOME:

Our office in Las Vegas has undergone some changes in staffing. We regret the loss of a tremendously dedicated employee of five years, Eleanor Locatelli. Eleanor resigned her position due to health reasons. Over the past several months while ill, Eleanor would come to work ready to perform her duties to the best of her ability. We will truly miss her. Eleanor, we wish you the very best and our prayers are with you daily.

ITPE would like to welcome Felipe Cuellar. He has been assisting us in our efforts to organize the three casinos in Mesquite, Nevada (the CasaBlanca, Oasis and Virgin River casinos). Felipe was a former employee of the Oasis Casino prior to joining our team. He continues in our fight to organize in preparation for the next election.

ITPE would also like to welcome Norman Shaw. Norman is our new administrative assistant at the Las Vegas office. He is bilingual (Spanish/English) and has also been assisting with Mesquite. His excellent communication, writing, office and organization skills are proven assets he has brought with him. Welcome Norman.

ITPE wishes John Collins a speedy recovery from his recent surgery. We look forward to having him back in the office chasing after those companies that do not currently have Union Representation. Just keep thinking John, "Organize, Organize". Get well soon, we miss you!

ITPE CONVENTION 2002:

As you are aware, ITPE held it's 2002 Convention in March, in Washington, D.C. I must say it was spectacular. I would like to personally thank all our distinguished visitors and guests who made this event an unforgettable one.



(l-r) Vice President, Ruthie Jones poses with OPEIU Secretary/ Treasurer, Carol Dupuis. Picture taken at ITPE-Convention, March 19th, 2002. Both of these officers are dedicated to helping women interested in the Labor Movement.

ORGANIZING IN MESQUITE:

We lost the first election in December by a small margin due to the intimidation and harassment by the union busters hired by the company. Charges have been filed with the NLRB and a hearing is pending. The outcome looks promising.



David Marsala, Store Room Clerk, checks his inventory at US Air Force Academy.

RAMCOR:

I had the opportunity to meet with the owners of RAMCOR on various issues in March. We are going into negotiations on both contracts that we hold with them. We recently discovered that this company is bidding on contracts in various areas that we now represent. Also, we discovered that RAMCOR has additional contracts here in the Las Vegas area that we will be pursuing.

TAXICAB DRIVERS:

Virgin Valley Cab company in Mesquite, Nevada was asking the Taxicab Authority, which governs the taxicab industry, for a permit to expand that application in Mesquite that would have granted them the right to use one of their existing cabs plus an additional three cabs to service the Las Vegas area. By law, fourteen other cab companies would have been able to make a claim allowing them each three more cabs. This would place a total of forty-five more cabs on the streets of Las Vegas. Our drivers are still struggling from the effects of September 11th and placing more cabs on the road would have greatly decreased their already diminishing earnings.

ITPE was the only organization to step forward and fight this issue that would allow many more cabs on the road. We successfully negotiated with the attorney for the cab company and

Continued on page 4

RUTHIE JONES AREA *continued from page 3*

reached a stipulation that "no additional cabs" other than the one from his existing fleet would be considered by the Taxicab Authority Board. ITPE received praise from our drivers and a column was featured in their April 2002 magazine, the "Trip Sheet".

In addition, there is a law that currently prevents our drivers from receiving gratuities that would enhance their earning levels. To summarize, this law states they cannot receive gratuities either directly or indirectly or in any form from any person or entity, other than a passenger or employer. Currently there are no such restrictions on anyone else in the tourism industry in Las Vegas.

ITPE feels this law is very intrusive and restrictive upon the taxicab drivers' earning capacities. ITPE stepped in and, at the present, the Taxicab Authority is considering the possibility of a change or repeal of this law.

COLORADO SPRINGS AREA:

ITPE's chief shop steward, Shirley James, of Hospital Klean recently resigned her position with the company. This means a great loss for ITPE. Shirley has moved on to bigger and better things and



Delando Coleman, 2nd Cook and ITPE Member. Delando is employed by Premier Services at the US Air Force Academy, Colorado. Pretty sharp uniform!



Mary A. Mouser, 1st Cook employed by Food Services Inc., at Schriever AFB, Colorado.

we wish her the best in all of her future endeavors.

ITPE currently has issues with Neal's Janitorial. Numerous grievances are actively being pursued due to various terminations and other violations of our Agreement.

There has been a reduction in the work force ITPE represents throughout the Colorado Springs area. Remaining employees have been called upon to perform the additional work that was handled by the previous number of workers. It appears there will be more cutbacks throughout the Colorado Springs area in the future as well. These cutbacks are placing a hardship on the existing unit employees at some of the facilities that we are currently investigating.



Eppie Manganres, 1st Cook and David Stiles, Assistant Project Manager at USAF Academy.

Mr. Manganres just retired with a hire date of 8/16/92. We wish Mr. Manganres all the best on his retirement.

PAT FOLEY/ MAUREEN ALSHEIMER - SAN ANTONIO TEXAS:

As always the hard working team in Texas, ITPE representatives Pat Foley and Maureen Alsheimer in San Antonio have done an excellent job in organizing and servicing their sites. They have a strong list of prospective contracts for organizing. They have been doing an outstanding job of successfully resolving grievances and other issues that have been presented by the membership in their area. Keep up the good work!

JIM FOSTER - ALTON, ILLINOIS:

ITPE is proud to welcome Teresa Benham to our Shop Steward team at Rivercity Management Services at Fort Knox, Kentucky. Teresa joins Nelda Dennis, Donnie Williams and Gisela Vanderwege in our contract interpretation and enforcement staff. They are all to be commended for a job well done. We hope the ITPE members employed at Rivercity will come to meet them all at our next Union meeting.



Vernon Wittenbrook, 2nd Cook and Valdron Wilson, Baker - ITPE Members at Schriever AFB, Colorado.

Continued on page 5

RUTHIE JONES AREA *continued from page 4*

*"Big Daddy" ITPE Shop Steward
Bill Diamond.*



Myong Kim



Ardie McGee



Tina Steib & Lee Young

ITPE Union Members employed on the Refuse and Recycling contract at Dyess Air Force Base, Abilene, TX. These photos show the hard plus dirty work they do in order to recycle the waste produced in the family housing area on base. They separate tons of waste each day, papers, cans aluminum, plastics, glass and other material for recycling.

I would like to acknowledge the ITPE unit members employed by National Railway Equipment Company. They are a group of highly skilled mechanics that completely rebuild all aspects of the locomotive function. National Railway has plants in Silvis and Mt. Vernon, Illinois, Louisiana, South America, Africa, Canada, Jamaica and Sydney, Australia. The mechanics in the Silvis plant rebuild locomotive and marine diesel engines as well as rebuild electrical and all other component systems. They are then sent

through their paint shop to be repainted like new. These hard working mechanics are proud Union members and the ITPE is proud to have them as part of our team.

Jim Foster has done a marvelous job of servicing his sites and resolving issues that have been brought before him.

To my hard working crew in San Antonio and Alton, keep up the good work. You are GREATLY APPRECIATED!

**LACKLAND AFB, TX**

*Bat Lehman/
Cashier
She will
greet you
with a smile!*



*Lynne Zischky/
1st Cook
Always hard at work!*



*Isabella Parkinson,
Rosario Torres
We are happy to
serve you!*



*Sue Gibson,
Lynne Zischky,
May Storm
Happy Faces!*

*Bat Lehman,
Hector Sanchez,
Mary Huizar*



*Back row: Donnie Smallwood
L-R Rosario Torres, Hector Sanchez, Bat
Lehman, Henry Delajandro, Mary Huizar,
Yolanda Escobeda, Lynne Zischky, Sue
Gibson, Sally McKenzie, Debra Pena
Bottom row: Bill Alsheimer
A Happy Crew!*



Greetings from the WEST COAST

By John Brenton, III, Secretary-Treasurer

The ITPE Convention commenced on March 18, 2002, and adjourned on March 19, 2002. These were two days of great fraternity and solidarity.

We had some great guest speakers: Neil Abercrombie from the State of Hawaii, and Congressman Andrews from New Jersey. Both of these speakers were great; however until you hear Neil Abercrombie speak about unions and unionism, you ain't heard nothing!

Senator Abercrombie spoke on the importance of the Service Contract Act and how he is a great supporter of the Act and why he is such a supporter. He also spoke of the battles waged on The Hill every time they try to dilute or repeal the Act. He also spoke of the support he needed from the membership. He spoke about the letter writing campaigns, about district work, but most importantly about the PAC funds and how necessary they are to combat the Big Business legislation. Both congressmen were very strong on this issue.

Ms. Nila Stoval from the Department of Labor, a long time friend of the ITPEU, boosted morale by stating the ITPEU is usually at the forefront with our collective bargaining agreements.

Ms. Diane Truman, the Navy labor liaison, spoke on cooperation between the Department of the Navy and the ITPEU and promised she would be there if needed.

Mr. Macon Sims from Knights Protective Services spoke on the importance of unions on his jobs, and also the importance of having the right union.

Mr. Sims spoke very favorably about the ITPE and its representatives as a Union that listens to its members' needs and how to satisfy those needs.

The speakers took care of the morning and seminars took care of the afternoons. On Monday, representative Pat Foley and attorney Sid Kalban gave a demonstration of the grievance procedures. They concocted a termination case and went through all the steps of the grievance procedure. The only question left when they finished was "how the arbitrator ruled," and as we all know, you can't second guess the arbitrator.

On Tuesday, the OPEIU gave a seminar on organizing in the private sector. The seminar was very informative. They performed a door-to-door organization skit using Mr. Green Lewis as the organizer and representative Maureen Alsheimer as the unorganized worker. Those of you who know Maureen also know Mr. Lewis met his match.

As you can see from my brief synopsis of the convention, it was a lot of hard work, a lot of knowledge, a lot of fraternity, (and even a little time for camaraderie), but mostly it was a feeling of pride to be part of this great organization.

I would be remiss if I did not mention and thank the members who devoted their

time to serve on committees. Mr. Pat Foley chaired the Special Committee that consisted of my friend Jeannetta (Jean to her friends) Odum, the lovely Carolynn Bean, and the witty Dewitt Cole. Mr. Dennis Arrington chaired the Credential Committee that consisted of longtime activist Emma Teddlie and the spunky and vivacious Dau Chapman. Again, my heartfelt "thanks".

Until that time...

Fraternally,
John Brenton, III



**GREETINGS FROM HAWAII - WILLIAMS CABLE,
ITPE REPRESENTATIVE**

Shop Steward, Ramon Estrada - Henry Del Rosario, daughter Adeline Del Rosario - William Cable - Mrs. Del Rosario and Assistant Shop Steward Atsu Gilcrest. Employed on Food Service contract at Kunia Tunnel. Adeline is an ITPE H & W Scholarship winner.

ITPE HEALTH & WELFARE SCHOLARSHIP WINNERS

It is my pleasure on behalf of the ITPE Health and Welfare Plans Board of Trustees and Alternate Trustees to congratulate all of

you on being selected for the Four (4) year up to \$10,000 dollars per year scholarship awards.

Wishing you the very best on your educational endeavors and your future!

John F. Conley
Co-Chairman



Tiffany Danielle Howell

A graduate of St. Martin High School, Ocean Springs, MS, Tiffany plans to attend the University of South

Alabama. She ranked 9th in her class of 230 and was on the Honor Roll grades 9-12. She will major in Pre-Medicine.



Heather Michelle Lee

A honor graduate of H. V. Jenkins High School in Savannah, GA Heather will be attending Armstrong

University, majoring in Pediatric Nursing with a minor in Psychology. She was an active participant in Student Council and VOCA.



Adeline R. Del Rosario

The daughter of Henry and Pinapis De. Rosario, Adeline is a graduate of Moanalua High School in Honolulu, HI. In the Fall she will be attending

Chaminade University of Honolulu to pursue her goal of becoming a doctor.

During her years in high school she participated in student government, basketball, softball, bowling and the Interact club.



Shuntrikia Taylor

Shuntrikia is the daughter of Ronnie & Lavonne Taylor Ft. Bragg, NC. She is graduate of Pine Forest High school with a

GPA. of 3.6. She is a member of the Kewannettes and Health Occupation Students of America clubs.

Through her work at Whispering Pines Nursing Home and the V.A. Hospital Ms. Taylor earned a Certified Nursing Assistance License at the end of the school year.

She will attend Greensboro College and Major in Radiography.



Bryan Raphael Bermudez

A graduate of Lower Richland High School in Hopkins, SC, Bryan will be attending the University of South

Carolina - College of Engineering and Computer Science.

He is the son of Rafael and Maria Bermudez. Some of Bryan's high school activities included Marching, Jazz bands and the symphonic orchestra, varsity soccer, a member of the International Thespian Society and the South Carolina Thespian Society, member of the Beta Club, Academic Team & National Honor Society.



Kristin McKinney

Kristin is a graduate of Shady High School in Beaver, WV. She is a second year drafting student at the Academy of Careers and Technology and a career in

architecture is her dream.

She is employed at the National Mine Health & Safety and is a member of ITPEU. She is listed in Who's Who Among American High School Students, United States National Art Awards and National History and Government Awards. She ranked in the top ten percent of her class and is a member of the National Honor Society, National Vocational Technical Honor Society, Key Club, Girl Scouts, and VICA.



From the **WASHINGTON OFFICE**

By Elwood Hampton, ITPE Vice President/Legislative Director

I am reporting from Washington D.C. and I assume all of the Delegates that attended the Second ITPE, AFL-CIO Convention were electrified and have by now transferred that spirit to the membership.

The ITPE, AFL-CIO express train departed Washington immediately thereafter and President John Conley, called 'all aboard' as this train is moving forward. His theme is Get on Board or be left behind. We are moving ahead and move ahead we must.

His Convention Address was Direct, Bold and Diligent. Many Resolutions were adopted that reflect this Policy. I will revisit some of the resolutions that were adopted. They are the Life Blood of this Organization and can be affected anytime, good or bad, by the Legislators in Washington. Therefore, it is necessary that our members know the kind of Legislative tightrope they walk.

1) First and Foremost: Political Action Resolution

WHEREAS, voters in the United States were disenfranchised during the November 2000 Presidential Election: and

WHEREAS, it was painful to voters in America to acknowledge that every vote did not count because counting technology and procedures differed from state to state, district to district: and

BE IT RESOLVED, that all delegates

to this 2002 ITPE Convention, commit themselves to the ITPE efforts to educate and recruit members to sign up for PAC - our strength at the ballot box; and

BE IT FINALLY RESOLVED, that the delegates to this 2002 ITPE Convention go on record fully supporting this Resolution. This is America. Count every vote!

2) Pay Equity

WHEREAS, since 1963 when the Equal Pay Act was signed into law, women continue to suffer the consequences of inequitable pay differentials;

BE IT RESOLVED, that we recognize the skills, talent and significant contributions made by American women, regardless of race, class, age and ethnic background as women seek equal pay, equal participation, equal power; and

BE IT FINALLY RESOLVED, that the delegates to this 2002 ITPE Convention go on record fully supporting this Resolution.

5) Organizing

WHEREAS, Industrial Technical & Professional Employees Union is committed to building organizing capacity within our union and on a nationwide basis; and

WHEREAS, ITPEU is dedicated to focusing organizing resources on initiatives where we can develop large campaigns within industries that strengthen

existing bargaining units, improve industry standards and that have a good chance of building union density; and

WHEREAS, ITPEU supports the International (OPEIU) to develop effective organizing programs; and

WHEREAS, ITPEU encourages the Branch offices to coordinate with each other on a national basis to achieve the best results.

NOW, THEREFORE, BE IT RESOLVED, that ITPEU will implement and fund the following initiatives as part of its overall organizing plan; and

BE IT FURTHER RESOLVED, that ITPE will further Define the Role of the Organizing Director to coordinate with all ITPE Branch offices and the OPEIU International Director of Organizing to maximize organizing capabilities by sharing resources and knowledge, establishing joint targets and implement joint campaigns.

8) Service Contract Act

WHEREAS, the wages and benefits of federal service contract employees have been provided some protections for more than 36 years by the Service Contract Act; and

WHEREAS, there are certain forces in this country, including in the United States Congress, which wish to revoke the Service Contract Act and thereby allow contractors to bid on federal service contracts by proposing to pay their

employees below standard wages and benefits;

NOW THEREFORE, it is hereby

RESOLVED that this ITPE

Convention goes on record as fully supporting legislation to reinstate the protections to all federal service contract workers wherever they may work, including but not limited to Department of Defense installations and GSA buildings.

10) Overtime Pay to Taxicab Driver

WHEREAS, one of the objectives of the Industrial, Technical & Professional Employees Unions, OPEIU Local 4873, AFL-CIO, is to aid workers in securing improved wages, hours and working condition; and

WHEREAS, a basic means of achieving that objective has been through protective federal legislation;

NOW THEREFORE it is hereby

RESOLVED that the ITPE and this ITPE Convention supports extension of the minimum wage and requirements for overtime pay to taxicab drivers, without any "Credit" being allowed the employers for tips received by the drivers from passengers.

11) Contracting Out

WHEREAS, there are certain forces in this country, including in the United States Congress, which propose to revoke the authority of federal agencies to contract out any additional services and to reduce the services which are currently contracted out to private service contractors;

NOW THEREFORE it is hereby

RESOLVED that the ITPE

Convention opposes any limitations on awarding service contracts by the federal government to responsible service contractors; and it is

RESOLVED that if Congress directs that any study be performed concerning the cost efficiency of contracting out certain federal services, there is no need to suspend the awarding of service contracts while any such study is pending.

12) Bidder Responsibilities

WHEREAS, the federal procurement process requires that a bidder must be "responsible" including that it have a satisfactory record of integrity and business ethics; and

WHEREAS, there are some unscrupulous contractors that have historically violated the rights of their employees under the National Labor Relations Act by committing unfair labor practices against their employees and against labor unions and some which have historically violated the rights of their employees under the Fair Labor Standards Act and Service Contract Act by failing to pay them the appropriate wage rate for all hours worked; and

WHEREAS, a worker on a federal service contract can be banned by a government agency from working at a federal facility, without recourse to any hearing or other due process, for only one alleged violation of law or even for a past arrest which was found to be unwarranted or was otherwise resolved without a conviction;

NOW THEREFORE it is hereby

RESOLVED that this ITPE Convention strongly urges the Bush

Administration and the U.S. Department of Labor to immediately reinstate and enforce the regulations as published in December 2000 to require federal procurement officers to review the compliance of service contract bidders with federal labor, environmental, antitrust and consumer protection laws; to reject any bidder as "non-responsible" when it has a history, either through admissions or through findings after due process hearings, of violations of such laws; and not to reimburse any contractor for the cost of defense against allegations that it violated any such law when a violation is admitted or found.

13) Payment Bonds

WHEREAS, there have been numerous instances over the years when federal service contractors have failed to pay all the wages due their employees or all of the benefit contribution, due on their employees' behalf; and

WHEREAS, there are times when such contractors do not have sufficient amounts still due them under their procurement contract to pay these delinquent amounts and the more current wages and benefits due, thereby creating a short-fall between what is owed and what the U.S. Department of Labor and the procurement agency can obtain to pay the delinquent amounts; and

WHEREAS, when a contractor declares bankruptcy, there are rarely sufficient assets to pay all of the back wages and benefits due; and

WHEREAS, during the 1970's it was common for procurement agencies to require contractors to post a payment

WASHINGTON *continued from page 6*

bond to assure that wages and benefits will be paid in the event of a default on the procurement contract or a delinquency in payment to or for the employees. But no such requirement has been included in federal service contracts for many years;

NOW THEREFORE, it is hereby

RESOLVED that it is the position of this ITPE Convention that procurement agencies should require contractors, to post payment bonds and thereby assure the service contract workers that they will receive their full wages and benefits in exchange for their labors; and it is further

RESOLVED that, if the procurement agencies do not rapidly adopt this process, Congress should pass legislation which will mandate that a payment bond be required on all federal service contracts in order to protect and assure the full wages and benefits of the service contract workers.

The Resolution Package that was adopted at the Convention reflects ITPE's involvement in the Political and Legislative Process over the years.

The Resolutions that I have highlighted are those that could be directly affected adversely by Legislators who do not share our interest. Therefore ITPE must continuously increase its presence in Washington and its' voluntary PAC Funding to support those-efforts.

Examples of those Bills that we must currently address are S1152 and HR721, which would halt all contracting out. This office is involved with other unions,

Government Agencies and Contractor Associations to oppose these Bills in their current form and any other Amendments with the same concept.

We have met with Al Matera, GSA Director of Acquisition Division to discuss problems we have had with that Agency including the need to educate its' Procurement Officers about working with Unions and Union Contracts. We had a very informative and amicable meeting.

I have met with Diane Truman, Navy Labor Advisor and we have discussed Contracting out, Wage Determinations and SS98 forms being submitted to the Department of Labor.

Sandra Robinson, Representative and Charles Hampton, Representative are servicing all Contracts in the Washington area. All Contracts are being negotiated with a \$2.15 (Two Dollars and Fifteen Cents) Health and welfare Contribution or above, and a substantial Pension Benefits Contribution.

Some of our members were given awards for outstanding services and their pictures appear elsewhere in this Newsletter.

I serviced our two installations in Puerto Rico, and have engaged the local OPEIU Organizer Iram Ramirez who will be servicing and representing our two Puerto Rican Contracts, Fort Buchanan and Roosevelt Roads.

I have touched base with Tal Simpkins, Executive Director, AFL-CIO Maritime Committee, regarding Legislative matters in Washington, D.C.,

especially bills HR721 and S1152. These bills would take federal contracts away from private sector companies, where our members work, and put them within the confines of the federal government. This would certainly put many of our members out of work.

I urge the members to become more involved in their local political community activities. Again I urge them to visit their Legislators during their break time. I urge them to register their friends and families.

Remember if you're not registered and you do not vote, your vote will never count. Be aware that as I have said many times, votes are not always Democrat or Republican, but should be cast for the betterment of all Americans.

Contribute to your **Voluntary Political Action Fund. Keep Washington Alive.**



Shop Steward: Betty Contee I have heard your Grievance and we will pursue in it accordance with the grievance procedure.

NORTHEAST REGION - FORT MEADE



Awards given to our Members for Outstanding Services to the Military



*Tony Herring
Dish pan hands - NO!*



*Praisai Dobrzyeki
May I help you sir?*



*Barbara Jackson
Everything is good today!*



*Cashier Krisana Schrodell
Pay Up!*



*Joann Hall
Try It - You'll Like It*



*Nga Foster
Thick or Thin - It's your call!*



Migdalia Milledre - 'Looking Good'



*Carmen Robles
'Checking out Newsletter'*



Greetings from the EAST COAST

By Mary A. Williams, Vice President

Congratulations to Maria Bermudez of American Service Contractors in Fort Jackson, SC. Maria's son Brian is one of the winners of this year's four (4) year scholarships. Back in 1998, her daughter Audrey was the winner of a four (4) year scholarship, and I must say she is a very happy mother. Maria has been a member since December 1990.

We did a great job on the East Coast with scholarships this year. We're hop-

ing to continue in that direction. If you don't apply you can't win.

Our 2nd Convention was a great success and all of the Delegates were very excited to be a part of our 2nd Convention. This year's Convention was definitely greater than the first one.

The East Coast is out organizing in the private sector, and trying to organize in all fields that we can get our feet in the door, because we are the best in rep-

resentation and benefits.

Congratulations also go out to Julia M. Jones on her retirement. Julia has worked at Hunter Army Air Field since January 1975. She has decided to hang it up and enjoy doing what she wants to do these days!

Until the next issue!

Yours Very Truly,
Mary A. Williams,
Vice President



ITPE Member/Shop Steward and elected Convention Delegate - Nancy Causey thanks ITPE Representative - Dennis M. Conley on receiving her ITPE jacket and briefcase. Due to illness, Nancy was not able to make the Convention. Nancy is a Shop Steward on the Food Service contract at Pensacola NAS, FL and does an outstanding job representing ITPE Members. We wish her and her family all the best. Keep your chin up Nancy. Our prayers are with you.



*Liberato Daganzo and Jesusa Denson
Pensacola Naval Hospital*



*Diana Sparks
Pensacola Naval Hospital*

COLUMBUS AFB, MS & PENSACOLA NAVAL HOSPITAL, FL



*Group of members at
Columbus AFB, MS*

*(front l-r) Hattie Cunningham,
Jackie Hill, Bobbie Smith, Celestine
Gore and Samuel Shelton
(back l-r) Vincent Gore and Annette
Shirley*



*(l-r) Bobbie Smith, Rose McCortrell
and Hattie Cunningham*



*Hattie Cunningham at the Salad Bar.
Long-time member since 1982.*



*(l-r) Hattie Cunningham, Jackie Hill
and Bobbie Smith serving a great
meal to the Airmen.*



*Food Service ITPE Members employed
by Selrico Services at Columbus MS
AFB.*



*Cook, Ricardo Decpano, Pensacola
Naval Hospital*



*Sucellia Patton working hard at
Pensacola Naval Hospital.*



*PENSACOLA NAVAL HOSPITAL
(l-r) Jesusa Denson, Frank Negido, Monica
Acuin, Violeta Angeles (Shop Steward), &
Ronnie Sellers. (Monica Acuin works at
Pensacola NAS)*



*Cooks, Ruben Medoza and Eduardo
at Pensacola Naval Hospital.*

News from NORTH CAROLINA & WEST VIRGINIA

By Cindy Diehm, Representative

We are pleased and proud to announce that this area has two scholarship winners. Congratulations to Shuntrie Taylor. Her mother and father, LaVonne and Ronnie Taylor, are employed by K.C.A. Corporation at Ft. Bragg. And congratulations to Kristen McKenney, whose mother and father, Valarie and Charles Baker, work at the National Mine Health and Safety Academy for the Division of the Blind. We hope the best for you both in your endeavors for a higher education.

Our area is growing by leaps and bounds this year. We want to welcome aboard the Street Maintenance contract held by Transcontinental Enterprises at Camp Lejeune. We are organizing several other contracts from West Virginia to North Carolina and are receiving a good response from all. We would like to tell our members that our strength is in numbers. If you have friends or family that would like better wages and better benefits with representation for problems that might arise on the job, call us. We would be glad to answer any questions and help organize any contract that needs help.

Unfortunately we lost our laundry contract at Ft. Bragg. It was held by Cusseta Laundry for a number of years. Now they have a new contractor and it refused to recognize the union. We had four members on this site and they

would not fight to stay unionized. Their wages were dropped by \$1.67, they lost their pension, bereavement leave and jury duty. The contractor refused to get them medical benefits. We hated to see this happen to such a good contract but if our members are not willing to fight we have no other choice but to release them. We can only help in your fight for equality and better wages and benefits, if you the members work together with each other and us. It's like the old adage says "United we stand, Divided YOU fall". Don't let this happen to you and your fellow members.

As you read this, negotiations are going on for all the contracts in our area. We expect our success rate in negotiations to continue as they have in the past which means raises in wages and fringe benefits for all our members. If you want to know what the union is doing for you in the way of wages and fringe benefits, please attend your union meetings. We try to keep our shop stewards informed of any changes in benefits such as Health and Welfare, but the best way to stay informed is to attend the meetings yourself. Second hand information may not always be right and the only way to insure that you are getting the right information is to attend your union meetings. Each site we have has shop stewards. Acquaint

yourself with your shop stewards, as they are your first line of defense in a grievance and the first to know of any changes in benefits. Our shop stewards are all volunteers and receive no pay for being a shop steward. They are dedicated to keeping our union strong and helping the members on their sites. We would ask that you treat them with the same respect that they show to you and help them help you by standing your ground when a problem arises. Too often our stewards approach a problem and the member will not speak up on their own behalf. The steward is there to help you but you must put forth an effort to give the steward all the information needed to work out the problem.

The Ft. Bragg/West Virginia office is moving to a new location in the Skyland Shopping Center. We will have twice the room of the old office and will be able to have our meetings with the local contracts at the new office. Our move is expected in June if everything goes alright. The phone number for this office will remain the same and as we have a P.O. Box for mailings our mailing address will remain the same.

We would like to remind our members that this is an election year for our Congress and Senate seats. Please exercise your right to vote. These are the people who put forth bills that affect all of us. Let your voice be heard by voting.

KNOW YOUR RIGHTS

By Sidney H. Kalban, Union Counsel

Arbitration - Part II

In the last issue of ITPE News, I began the discussion of the arbitration process. This is a continuation of that article.

On the date set by the arbitrator and the parties, a hearing is held at or near the job site involved in the dispute. Often, attorney(s) represent one or both sides. The employee who filed the grievance has been notified of the date and, except in very rare instances, is present. It is very important that the grievant has told the ITPE Representative everything which could possibly come up at the hearing and has identified all witnesses. Some Employers tend to throw everything, including the kitchen sink, into what is presented to the arbitrator. The Union has to be prepared to respond to all possible matters that the arbitrator might let the Company raise. If it does not know about some fact or some incident which the arbitrator allows the Company to bring up, it cannot have the proper evidence to respond.

In a case involving discharge or other discipline of an employee, the Company has what is called the burden of proof. That means that it must persuade the arbitrator that it had "just cause" to take the action it did, such as fire the grievant. It, therefore, has the right and obligation to go first, presenting its documents and witnesses to the arbitrator. The ITPE's representative has the right to examine all documents, to cross examine all of the Employer's witnesses and to object to any item or testimony which is not properly before the arbitrator. An arbitrator has much more leeway than a judge as to what can be placed in evidence and, unless a party is going very far afield, will accept its evidence "for what it is worth." For example, an arbitrator can allow what is called hearsay testimony - where a witness testifies about what the witness heard someone else say- even when that would not be allowed in a court trial, but will not give that testimony the same weight as what the witness directly observed.

After the Company presents its evidence, the ITPE has a chance to put on its witnesses and introduce its documents. 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 by testifying at the arbitration. (You certainly would want other workers to help you if you were the one in trouble.) Your Employer cannot legally threaten or take any action against you because you testified truthfully at an arbitration. The grievant will likely testify and give her or his side of the story. It is important that the grievant and all Union witnesses tell the truth. All witnesses testify under oath. They have sworn to tell the truth and nothing but the truth. Moreover, there is nothing more devastating to a grievant's case than being caught in a lie - and caught you will be. At one arbitration, one part of the grievant's case was that he had missed work on the day in question because he was ill and had been at his doctor's office. He even had a doctor's slip to show this. Unfortunately and unknown to the ITPE, this turned out not to be the truth. The Company had obtained a statement from the doctor that he had not seen the grievant on the date in question and that the slip from his office was either unauthorized by him or a forgery.

The arbitrator gave the grievant and the Union the opportunity to bring in the doctor if we wished; and a recess was called in the hearing. The grievant initially professed shock and disbelief as to what was in the doctor's statement; and then called the doctor's office to find out whether: the doctor had actually given the statement to the Company, why (if he did) and when he would be available to testify. He returned from that telephone call and informed the ITPE's representatives that the doctor had indicated he had given the statement to the Company and he also told us that it would do no good to call the doctor as a witness. The only argument the ITPE could make at that point was that the arbitrator should not give the doctor's statement any weight since he was not there to testify and we could not cross-examine him. As mentioned above, an arbitrator can accept anything (s)he wishes for what it is worth, and, under these circumstances, this arbitrator found the doctor's statement to be worth plenty. When

Continued on page 17



Report from the ITPE FUNDS REPRESENTATIVE

Roy J. Boyd

In March and April I attended two very significant and enlightening meetings. One was the ITPEU Convention held March 18-20 in Washington, DC. The other was the ITPE Health and Welfare Fund and the ITPE Pension Fund Board of Trustees meetings, April 15-19 in San Antonio, TX. I am not going to get into details concerning the ITPEU Convention because I am sure a section of your newsletter will highlight the major activities of the meetings.

What impressed me most at this Convention was to see the Convention Delegates and Union Officials from all across the country working together to further enhance the economic and social well being of the members of the ITPEU. To see and hear United States Congress-men telling of their experiences in working with your Legislative Director, Elwood Hampton, and other officials of your Union shows me that your voices are truly heard in Washington, DC!! When people of stature such as Nila Stovall, Branch Chief with the U.S. Department of Labor Wage and Hour Division and Diane Truman, U.S. Navy Labor Advisor, take time out from their extremely busy schedules to give "heads up" to your Convention Delegation concerning activities and issues that will impact you, it shows a flow of mutual respect

between your organization and these Federal Agencies.

I was impressed by the participation of the OPEIU - AFL/CIO officials in your Convention activities. There was a genuine willingness expressed by Michael Goodwin, President - OPEIU and his associates, to assist the ITPEU in its quest to bring more workers into the ITPEU fold. As I write this article, I am aware of joint actions already in place by these two Unions to accomplish that goal. ITPE Union President, John F. Conley, and his staff are to be commended for hosting a "Goal Setting" Convention of Quality!

The ITPE Health and Welfare Fund and ITPE Pension Fund Boards of Trustees meetings held April 15-19 in San Antonio, Texas were concluded with a lot accomplished. The Health and Welfare Fund agenda included the adoption of the new Summary Plan Description and Plan Document booklet as amended to include all the new benefits that have been approved during the last three years. The Administrator of the ITPE Health and Welfare Fund will get the newly adopted booklet to the printer during May. The printer will print a copy of the booklet in its final form. The Summary Plan Description Committee will then study the booklet for errors and omissions. After make

any needed corrections, the committee will approve the booklet for final print. Another very important issue was the negotiation of a contract with a company to provide the software and services for our new proposed computer system. This system is being designed so that hospitals and doctors can file claims for you electronically. This system will allow verification of your coverage to be obtained by medical providers through the computer. This will greatly improve your access to medical services. Eventually you yourself will be able to access your Health and Welfare records with your personal computer via internet.

After listening to the reports from the ITPE Pension Fund Administrator and the Financial Consultant to the Fund, I was very happy for you. Even with all the bad economic news we hear today, your Pension Fund did well. The Pension Fund ended the year 2001 with assets of \$59,531,855. I certainly see the wisdom in your Board of Trustees' decisions in adopting sound investment policies. Let us all hope the year 2002 will be even better! I look forward to meeting with you in the near future. Have a safe and enjoyable summer!

As Ever

Roy J. Boyd

KNOW YOUR RIGHTS *continued from page 15*

the arbitrator issued her decision, she found that the grievant had lied about having visited the doctor. As a result, she did not believe any of his testimony, including that about more substantial matters, and held that the Company had good cause to fire him. If he had told the ITPE Representative the truth from the beginning and had testified truthfully at the arbitration, his actions could have been truthfully explained and an argument could still have been made that his termination violated the CBA. However, once he lied, no explanation could help him.

The Company's witnesses, of course, are under the same obligation to tell the truth and it suffers similar consequences if they do not. We had an arbitration several years ago involving an employee who was accused of falling asleep while driving a Company vehicle. The employee explained - at the time of the incident and through the arbitration - that he had swerved to avoid a deer which had suddenly jumped into the road. The project manager testified, at first, that he had investigated the matter within a couple of days of the accident and had made all sorts of measurements which, he said, showed that the employee could not have swerved and braked the vehicle as claimed. He identified a drawing which, he admitted when cross-examined, he had made just the day before the hearing based on the notes from his investigation. When he was asked for his notes, he said he had them back at his office. It was agreed that he would go to his office while other witnesses testified (the hearing was taking place at a motel conference room just a few miles away) and bring back the notes.

He returned that afternoon with some other documents which he had mentioned during his testimony but without the notes. When he returned to the witness chair, I asked him where they were. He now testified that he had not seen them for months. Obviously, he had forgotten that he had testified just that morning that he had used them the previous day to make his drawing. We argued that either the notes never existed and the drawing was created out of his imagination or they contained information which indicated that the drawing

was a false representation. In either case, his failure to bring in the drawings demonstrated that none of his testimony could be trusted. The arbitrator, not surprisingly, believed the grievant and not the project manager. She ordered that Company to reinstate the grievant with full backpay, benefits and seniority.

In most cases, the parties end the hearing with arguments as to why the arbitrator should find for their side and against the other. This could include references to past decisions of this or other arbitrators or to laws and court decisions. It could include arguments as to why the arbitrator should believe one side's witnesses and not those for the other side. Sometimes, the argument is submitted in writing on a later date. The arbitrator does not make a decision on the day of the hearing, but rather reviews the entire case and, generally about 30 days after hearing oral argument or receiving written argument, makes a decision. That decision is sent to the Union and the Company together with the arbitrator's bill for fees and services. The Union Representative notifies the grievant of the outcome.

While the ITPE wins far more arbitrations than it loses, it cannot win them all. It is never possible to predict how an arbitrator will decide. It all depends on whom (s)he believes, when there is differing testimony, or how (s)he interprets the CBA. Whatever the decision is, the Company, the Union and the grievant all have to accept it, even if they disagree with the arbitrator's view of the facts and even if the arbitrator is wrong in the interpretation of the law. There are very few valid bases to challenge a labor arbitrator's award. They are, largely, limited to an arbitrator acting contrary to a clear-cut provision of the collective bargaining agreement, having an undisclosed relationship with someone involved in the arbitration or having been bribed. In over 25 years of practice, I have never seen any such breach of duty by an arbitrator and hope I never do.

I hope, once more, that you are never in a situation where your Employer has violated the CBA; but if you are, now you **KNOW YOUR RIGHTS - and your responsibilities.**

Why the Government Should Outsource: A View from the Private Sector

by Gary Engebretson, President, Contract Services Association of America

"In the process of governing, the Government should not compete with its citizens. The competitive enterprise system, characterized by individual freedom and initiative, is the primary source of national economic strength. In recognition of this principle, it has been and continues to be the general policy of the Government to rely on commercial sources to supply the products and services the Government needs." [Office of Management and Budget, 1955-Present]

Since the founding of our country (and up through World War II), private sector support was standard. It was only during the Cold War, when we experienced a huge buildup of Government operations, that we came to think of Government support as the norm. In a sense, we're now going "back to the future." Over the past decade, we've begun to look for new opportunities to contract out and privatize. There are many examples of successful transitions, including aircraft maintenance, environment remediation, food establishments, grounds maintenance, and water treatment plants at our defense facilities. And, we've privatized the security police and civil engineering functions at many civilian facilities. We've gradually extended private support to cover the entire range of service and support functions.

Nowhere is this more evident than in the industry response to September 11. For example, the anthrax cleanup and Pentagon rebuild would not be possible without private sector involvement. Indeed, many private contractors continue around the clock on the cleanup efforts at Ground Zero in New York City, though they are unable to obtain insurance that would protect their companies and their employees. Private contractors also play an important role everyday in securing the Federal government's buildings and other infrastructure assets. Construction contractors have been on the job twenty hours a day six days a week trying to stabilize and rebuild the Pentagon.

Other specific examples of service contractor support following the events of September 11 include: providing 24 hour staffing in critical

positions; augmenting military personnel to enhance security and help with evacuations; increasing support at military medical facilities; ensuring uninterrupted power production and engineering support at key facilities; providing 24-hour support at fueling facilities as well as vehicle operations and maintenance (e.g., helicopters and trucks); and ensuring timely delivery of mail via ground transportation.

What's it all about

Outsourcing and privatization are not about cutting services. Neither is it a question of doing "more with less." And we are certainly not talking about a loss of capability. It is about changing the source of a service. By competing in-house staff commercial activities against the private sector, Federal agencies are forced to look at how they perform their missions and incorporate new and innovative methods to reduce time and cost. The end result, whether a service stays in-house or converts to contract, is improved performance, more efficient use of resources, and savings that can be used for modernization.

Outsourcing is an integral element of the business strategies of successful organizations in today's global economy - and it is equally important to the public and private sectors. The rapid advancements in technology, wide-ranging Federal government downsizing, increased services contracting and constrained budgets have combined to bring new urgency to the question of outsourcing - creating both opportunities and roadblocks. By outsourcing functions that are commercial in nature, a Federal agency can address the following:

- Deep and growing shortages of skilled workers.
- Need to stabilize costs via multiyear service level agreements; and
- Improving agency's effectiveness and responsiveness by relying on companies to implement processes to continually refresh methods and technologies, rather than being held captive by methods and assets that are quickly outdated, thus allowing agencies to focus on core, inherently governmental missions.

Rewards are well worth the effort

There are many advantages we can realize as a result of privatization and outsourcing. In many cases, the Government can become entangled in its own power, stifling creativity and productivity. Government agencies responsible for supplying goods and services, therefore, often miss out on the drive stimulated by the private sector within the global market.

We should look at outsourcing and privatization as an opportunity, not a crisis, and keep an open mind to constructive alternatives and new possibilities. As an old Chinese proverb says, "man who says it cannot be done should not interrupt man doing it."

Outsourcing is a response to practical considerations such as budget cuts and fewer people. But more fundamental, it's the right thing to do. We are responding to the American taxpayers who demand and deserve fair value for the Government's expenditures. It's yet another way of exercising an increased level of stewardship over the public purse.

Indeed, faced with the need to downsize Federal staff and budgets, Congress initiated a series of actions aimed at improving the efficiency and effectiveness of the Federal government. These include the 1993 Government Performance and Results Act, the 1994 Government Management Reform Act, the 1994 Federal Acquisition Streamlining Act, and the 1996 Clinger-Cohen Act. Linked with these congressional initiatives was Vice President Gore's National Performance Review (NPR), with its goal of reinventing and improving the Federal government. Central to NPR was a review of every Government program and function to determine whether its continued performance by Federal employees was critical to the agency's mission. If not, then that program should be terminated or privatized. If yes, then consideration should be given to whether it could be performed as well or better by competing the activity with the private sector.

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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, 2001. 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 \$9,201,136. These expenses included \$1,333,451 in administrative expenses and \$7,867,685 in benefits paid to participants and beneficiaries. A total of 20,775 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 \$58,098,213 as of September 30, 2001, compared to \$58,417,526 as of September 30, 2000. During the plan year the plan experienced a decrease in its net assets of \$319,313. This decrease includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. The plan had total income of \$8,881,823, including employer contributions of \$7,919,446, gains of \$1,165,736 from the sale of assets, loss from investments of \$203,359.

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 \$5 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.

ITPEU (AFL-CIO)

Offers its' most sincere condolences to the family and friends of
WILLIAM (BILL) BREEDING, JR.

(May 25, 1962 - April 20, 2002)



Bill was a 37 year resident of Las Vegas and a cab driver for Henderson Taxicab, a dear friend of this Union and a great Shop Steward. Bill passed away in his sleep on April 20, 2002. Before Bill became a cab driver, he was a professional basketball player. Played four years in Europe, Utah Jazz and with the Hornets. He was a good friend to many cab drivers throughout the valley. A memorial service was held at Central Christian Church, Henderson, Nevada on Saturday, April 27, 2002.

Bill will be truly missed by his family, friends, co-workers, cab drivers and this Union. Bill is survived by his daughter Ria Tatiana, his father Bill, Sr. and two sisters Deborah and Amber. Bill's father, Bill, Sr. is the senior cab

GOVERNMENT OUTSOURCING *continued from page 18*

The successor to NPR is the August 2001 "President's Management Agenda," which is aimed at changing and modernizing management practices and Government performance. President Bush's overall management goal is to ensure that the Federal government is well run and is results-oriented.

Misperceptions

Government service contractors have played an important role in supporting our Government agencies in a cost effective and responsive manner. However, there are many false beliefs or misperceptions that have been raised regarding private sector Government contractors. Briefly they include:

- *The first assertion is that Government service contractors have few rules and achieve savings by paying their employees less.* The federal procurement process has evolved into a complicated web of laws and regulations requiring companies doing business the Government way to implement unique systems for accounting, quality assurance, production and management. Further, the service contract industry is governed by a host of wage laws, among them the Service Contract Act (SCA). Under the SCA, the Government provides wage rates for a variety of employees in addition to requiring money to be spent on fringe benefits. The SCA also ensures that private sector contractors respect collective bargaining agreements. Violations of the Service Contract Act can result in fines and debarment. The Contract Services Association of America (CSA) conducts a successful program with the Department of Labor to promote understanding of and compliance within the Service Contract Act. And, CSA has a long-standing and close working relationship with its private sector union counterparts to ensure that wage determinations are timely and accurate and that jobs are listed correctly in the Directory of Occupations. In addition, all private sector Government contractors must abide by the Family Medical Leave Act, the Fair Labor Standards Act, the Occupational Safety and Health Act and numerous other statutes. Private firms also pay Federal, State and local taxes - a financial requirement not imposed on in-house Government activities.

- *The second assertion is that lowest cost always assures long-term performance and best value.* Best value is generally represented by the most advantageous offer, its affordability, and a long-term commitment to performance and innovation, which in the end provides a customer the flexibility to buy precisely what it needs. Unfortunately, most public-private competitions conducted under OMB Circular A-76 do not achieve these objectives since competitions are conducted under a "two-step" selection process, which ultimately focuses solely on the lowest proposed overall price/cost. Many Government agencies now realize that lowest cost does not assure superior performance and innovation or long-term partnerships and commitment.
- *Another assertion is that once a private sector company wins a public-private competition, their performance is never reviewed and there is no more competition on that contract.* Past performance is an increasingly important evaluation factor in selecting the best private sector competitor ensuring that the Government selects a firm with a proven track record for providing quality service in a timely manner. Additionally, contract performance including, but not limited to cost, schedule and quality are reviewed quarterly and contract incentives are based on established performance metrics. If the contract is a multi-year contract (e.g., 3 or 5 years), the incumbent contractor is subject to annual reviews and audits before an option year can be exercised. Finally, the recompetition factor not only helps drive down subsequent contract costs, but helps spur process innovation and efficiency. In most cases, these recompetition workloads have been refined in scope and there is an established cost and performance baseline on which offerors' bids can be evaluated. Finally, Government contractors are subject to pre-award audits, and quarterly/annual post-award audits as specified by the contract. Violations of the contract can lead to financial penalty or termination for default.

- *Finally, there is also a commonly held - and incorrect - view that contractors don't deploy.* During the Gulf War, as well as in Vietnam and now in Afghanistan, contractors remained with their customer units and helped achieve the success of the mission. Contractors maintain war reserve materiel and, in each instance, these contractor employees are already "deployed" to the region. Similarly, contractors have been in Somalia, Bosnia, and virtually all other recent contingency operations. During the Vietnam War, contractors were a major source of support in the country. During WWII, contractor pilots flew mission critical supplies into North Africa and over the Burma Hump. And following the events of September 11, private sector contractors performed exceptional services to help Federal agencies, particularly the Department of Defense, respond to the crisis. By taking care of many logistics functions, contractors free up military personnel for those duties that cannot, or should not, be performed by civilians.

Conclusion

We have an extraordinary opportunity to put momentum behind a policy first initiated by President Eisenhower and supported through successive Democratic and Republican Administrations - but which today remains largely ignored. The ability of Federal agencies to meet today's tough budgetary and mission targets hinges, in large part, on their ability to use scarce resources most efficiently to meet their core missions. In the end, this is a "win-win" for the American taxpayer.

CSA is the premier industry representative for private sector companies that provide a wide array of services to Federal, state, and local governments. CSA members are involved in everything from maintenance contracts at military bases and within civilian agencies to high technology services, such as scientific research and engineering studies. Many of our members are small businesses, including 8(a) certified companies, small disadvantaged businesses, and Native American owned firms. The goal of CSA is to put the private sector to work for the public good.

ITPE PENSION FUND

Summary of Material Modifications 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.

AMENDMENT

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

AMENDMENT NO. 2001-1 TO THE ITPE PENSION PLAN

- A. Plan Section 1.10 changed valuation date to September 30 and March 31. Effective April 1, 2001.
- B. Section 1.17 changed as follows:
Vesting hours changed from 600 to 1,000 for any period of twelve consecutive months. Effective April 1, 2001.
- C. Section 4.02(4) changed to one thousand (1,000) hours of service during any consecutive three (3) year period of "Seasonal Employment."
- D. Section 4.04(D)(1) was amended to read as follows:
If the value of a Participant's Accumulated Share at the time of retirement is \$5,000.00, or less, the Trustees shall distribute such amount in one lump-sum to the Participant, without the consent of the Participant or spouse upon retirement of the Participant, regardless of age.
- E. Section 5.01 was changed by adding a new sub-section (3) which reads as follows:
No contributions have been made to an Individual Account for a period of eighteen (18) consecutive months and no application for the payment of the Accumulated Share has been made by the end of that period, provided the following circumstances exist:
 - (a) The Participant's Accumulated Share has a value of \$5,000.00, or less, or the Participant is age 62 or older;
 - (b) The Trustees have been unable in the exercise of due diligence to locate the

Participant for whom such Individual Account was established, or his/her Beneficiary, if the Participant is known to be deceased.

Notwithstanding the above, the Plan shall reinstate the forfeited benefit if a claim is made by the Participant or by a Beneficiary for such benefit. The value of the reinstated benefit shall be equal to the value of the account (Accumulated Share) at the time it was forfeited.

- F. Section 5.02 was amended to read as follows:

Forfeitures of Accumulated Shares shall be applied first to re-establishing accounts which were previously forfeited, but are subject to reinstatement under this Plan. Thereafter, any remaining forfeitures shall be applied to payment of the expenses of the Fund.

AMENDMENT NO. 2001-2 TO THE ITPE PENSION PLAN

Effective April 1, 2001 the following sections were amended to read as follows:

- A. Section 6.02(B):
In any instance when the Accumulated Share of a Participant is due for payment [in the first month of any calendar quarter] in April or October, the payment of such Accumulated Share may be deferred until May or November, respectively, of the calendar year in question, in order to assure proper crediting of investment income.
- B. Section 6.02(A) was amended by deleting the last sentence thereof and inserting the following sentence:
For purposes of this Section the term 'employment' shall refer to any employment by an 'Employer' as defined in Section 1.06 hereof.
- C. Section 1.11:
The term "Retires" or "Retired" shall mean the complete withdrawal by an employee from any employment with an employer as defined at Section 1.06 hereof.

AMENDMENT NO. 2001-3 TO THE ITPE PENSION PLAN

Effective April 1, 2001, Section 2.02 of the Plan was amended to read as follows:

Valuation of Individual Accounts

- (A) As soon as practicable after each Valuation Date, the Trustees shall determine and fix the amount in Individual Accounts which had been established as of the last preceding valuation date and which had not been terminated on the valuation date. The amount in each Individual Account shall be determined as follows:

- (1) Determine the net assets of the Pension Fund available for benefits as of the last preceding Valuation Date, less the total of all Individual Accounts terminated, subsequent to the last preceding Valuation Date.
- (2) Determine the net assets of the Pension Fund available for benefits as of the new Valuation Date, less the total of all contributions received for non-terminated Individual Accounts during the period in question.
- (3) Determine the amount to be distributed by deducting (1) from (2).
- (4) Determine the net investment income percentage to be applied to each Individual Account by dividing (3) by (1).
- (5) Ascertain the amount of contributions actually made on behalf of the employee to his Individual Account between the two Valuation Dates.
- (6) Take the amount as of the last preceding Valuation Date, in each Individual Account which was in existence on both Valuation Dates, and increase it by the percentage in (4) and then add (5). The result is the amount in each Valuation Account as of the new Valuation Date.

- (B) The calculation of net assets available for Plan benefits shall not include contributions receivable, but not collected as of the date of the Valuation in question.

ITPE 2002 CONVENTION



CONVENTION DELEGATES

(L-R) Back Row - Vice President, Elwood Hampton; Vice President, Mary Williams; Secretary/Treasurer, John Brenton, III; ITPE President, John F. Conley; OPEIU President, Michael Goodwin; Vice President, Ruthie T. Jones; Organizing Director, Dennis Arrington; Union Counsel, Sidney Kalban.

(L-R) Center Row - San Antonio Representative, Pat Foley; Savannah Representative, Dennis Conley; Shop Steward, Sandy Elliott; Fort Jackson, SC Shop Steward, Ronnie Taylor; Fort Bragg, NC Shop Steward, Elizabeth Sherrod; Fort Hood, TX Shop Steward, June Myers; Fort Polk, LA Shop Steward, Dewitt Cole; Camp Pendleton, CA Palo Alto Representative, Paul Harvey; Las Vegas Organizer, John Collins.

(L-R) Front Row - Washington, DC Representative, Charles Hampton; Tacoma, WA Representative, Pat Hasard; San Antonio Representative, Maureen Alshiemer; Fort Bragg Representative, Cindy Diehm; Kessler AFB, MS Shop Steward, Jeanetta Odum; Camp Lejeune, NC Shop Steward, Dau Chapman; Lackland AF, TX Shop Steward, Emma Teddlie; Langley AFB, VA Shop Steward, Carolyn Bean; Washington, DC Representative, Sandra Robinson; Hawaii Representative, Bill Cable; and Alton, Ill Representative, James Foster.



Hawaii Congressman, Neil Abercrombie addressing ITPE Convention Delegates.



(L-R) John Brenton, III, Congressman Neil Abercrombie, ITPE President John Conley



Dennis Arrington - Chairman of Credentials Committee making a report to Convention Chairman

CONVENTION HIGHLIGHTS



ITPE President, John Conley



Shop Steward Dewitt Cole from USMC Base Camp Pendleton, CA, reads a Resolution from the floor of the Convention



Shop Steward Carolyn Bean from Langley AFB, VA reads a Resolution from the floor of the Convention.



USDO Labor Wage & Hour Specialist Nila Stoval addresses ITPE Convention Delagates & Guest.



(L-R) ITPE President John Conley, Tal Simpkins, AFL-CIO Maritime Committee and Joan Wolfe ITPE Health Fund Administrator enjoy a laugh during a recess of the Convention.



Knights Protective Service President Malcolm Sims addressing Convention Delegates and Guest.



(L-R) Knights Protective Service President Malcolm Sims, ITPE President John Conley and ITPE Vice President Elwood Hampton.

(L-R) Gail Burgees of ITI, Inc. New Orleans Taxi Association, ITPE President John Conley, OPEIU President Michael Goodwin, ITI, Inc. President George Dupuis and ITPE Secretary-Treasurer John Brenton, III





ITPE Representative Pat Foley (San Antonio) reads a Constitutional Amendment before Convention Delegates.



ITPE Vice President Mary Williams making her report to the Convention Delegates and Guests.



Vice President T. "Ruthie" Jones addresses Convention Delegates and reports on activities in the Las Vegas and Colorado areas.



OPEIU Secretary/Treasurer Carol Dupuis presents OPEIU-Charter to ITPE President John Conley, ITPE is chartered as OPEIU Local 4873.



ITPE President John Conley presents the annual Presidents PAC award to ITPE Representative Bill Cable of Hawaii for his outstanding achievements in support of the ITPE (PAC) Our Voice of the Electorate Fund.



ITPE President John Conley presents an award to ITPE Representative Cindy Diehm of North Carolina in recognition of her Organizing efforts and dedicated service to ITPE members.



(L-R) President John Conley, Vice President Mary Williams, ITPE Headquarters Officer Manager Linda Barr and Vice President Ruthie Jones smile with Linda on receipt of her recognition and appreciation award for 21 years of service to the ITPE Staff and members.



ITPE President John Conley presents a dozen red roses and a Travel Gift Certificate to now retired Comptroller Carmelita Amar. Mrs. Amar worked tirelessly along with Elwood Hampton in coordinating all Convention activities. We wish her many joyous retirement years.



ITPE Secretary/Treasurer John Brenton, III displays the OPEIU Charter to all the Convention Delegates and Guests.



(L-R) OPEIU Organizing and Field Representative Kevin Kistler, ITPE President John Conley and President of PASS Mike Fonfalone enjoy a moment together.



(L-R) Vice Ruthie Jones poses with OPEIU Secretary/Treasurer Carol Dupuis.



Shop Steward and Delegate June Myers from Fort Polk, LA and Shop Steward/Delegate Elizabeth Sherrod from Fort Hood, TX pose on receiving an ITPE jacket and briefcase along with their credentials.



Delegate Dau Chapman from MC Base Camp Lejeune, NC pins Convention Credentials on ITPE Vice President Elwood Hampton.



(L-R) ITPE Representatives Charles Hampton and Dennis Conley.



ITPE Representative Maureen Alsheimer from San Antonio, TX all smiles after receiving her Convention Credentials and jacket



ITPE President John Conley all smiles with Shop Steward/Delegate Emma Teddlie of Lackland AFB on left and Shop Steward/Delegate Jeanetta Odum of Keesler AFB on right. Both are long time ITPE Shop Stewards and members.



Credentials Committee member Dau Chapman with her ITPE jacket and briefcase.



Former NMU President Renee Lioeanjie with AFL-CIO Maritime Committee Representative Tal Simpkins.



(L-R) OPEIU President Michael Goodwin, Richard "Rich" Berger of the Washington, DC firm of Segal, Pass President Mike Fonfalone and ITPE President John Conley.



(L-R) Vice President Elwood Hampton with Norman Hill of the A. Philip Randolph Institute.



(L-R) ITPE Vice President Ruthie Jones, ITPE Representative John Collins and Norman Hill of the A. Philip Randolph Institute.



(L-R) PASS President Mike Fonfalone, OPEIU Secretary/Treasurer Carol Dupuis and ITPE President John Conley.



June Myers of Fort Polk, LA adds her voice with a song at the Convention Banquet. ITPE Secretary/Treasurer John Brenton, III is on June's right.



OPEIU President Michael Goodwin addresses Convention Delegates and Guests. President Goodwin was the keynote speaker at the Convention Banquet.



(L-R) ITPE President John Conley receives a thank you and hand shake from OPEIU Organizer and Field Representative Kevin Kistler along with OPEIU President Michael Goodwin after President Conley presented them with ITPE Jackets.



ITPE Benefit Plans Representative Roy Boyd addresses Convention Delegates and Guests.



(L-R) ITPE Representative Charles Hampton with New Jersey Congressman Robert Andrews.



New Jersey Congressman Robert Andrews addresses Convention Delegates.



(L-R) New Jersey Congressman Robert Andrews receives a thank you and handshake for taking time out to address the Convention Delegates and Guests.



(L-R) ITPE Vice President Elwood Hampton with Congressman Robert Andrews of New Jersey.



(L-R) Gail Burgess and George Dupuis of the Independent Taxi Industry, Inc. of New Orleans reviewing Resolutions, that is ITPE Representative Sandra Robinson on the right.



Several Delegates go over Constitutional Amendments.



ITPE Representative Pat Hasard of Tacoma, WA reviews Constitutional Amendments.



US Navy Labor advisor Dianne Truman addressing labor problems that periodically surface on some Navy Contracts sites.



US Navy Labor Advisor Dianne Truman discussing Labor relations with ITPE Union Counsel Sidney Kalban.



Shop Steward/Delegate Carolyn Bean of Langley AFB, VA reads a Resolution for the Convention Delegates to consider.



(L-R) ITPE President John Conley and ITPE Union Counsel Sidney Kalban reviewing Constitutional Amendments as they are being read on the Convention floor.

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

ITPE Branch Offices

www.itpe.org

These offices are spread throughout the United States. You should know the closest one to you. Get to know your Shop Steward and your Union Representatives by name. Get to know the phone number of the Union office that is closest to you and above all make sure you go to your Union meetings when they are held in your area. In true Union spirit, an informed member is the best member.

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