



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 2002



Report of the PRESIDENT

by John F. Conley

Dear Brothers and Sisters,

Soon the year 2002 will be a part of our history. For the ITPE, 2002 will be remembered as a very busy time for our Union. It all started with the pump of adrenaline created by our convention in Washington, D.C. Many of those attending were so motivated with enthusiasm that they still haven't stopped. Organizing was our priority theme. Well, we're doing just that. In the past few months, we have targeted 2000 non-Union employees. ITPE recently won an NLRB election to represent 220 of the 2000; and we have now filed a petition with the NLRB to represent another 500. Both of these units are in Idaho. We are currently starting an organizing campaign for another 1300 non-Union employees in Nevada. Yes, we are busy doing just what the convention delegates mandated us to do.

During the year we opened a new branch office in El Paso, TX; relocated our San Antonio, TX and Spring Lake, NC branch offices to larger locations; hired additional staff: Jose Serrano in El Paso, TX and Mei Foley in Savannah, GA. They have accepted their assignments and are doing a good job representing our members.

On October 9th we participated

in the dedication of the newly purchased ITPE Health & Welfare Fund office building as the Happy I. Franklin Building.



It was a day all ITPE members should be proud of. Happy I. Franklin was the first employer to sign an agreement with the ITPE providing employee contributions to the, then, new ITPE Health & Welfare Fund. Today that fund owns its own building, and provides benefits to over 10,000 ITPE members and their families. Without the ITPE and the good contractors like Happy I. Franklin, it wouldn't have happened. We salute all the Union officers and the employers who had the foresight to initiate this much needed benefit for our members. By the end of the year, the Plans' new computer sys-

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PRESIDENT'S REPORT *continued from cover*

tem should be up and running. The ITPE Health & Welfare office will be using the latest technology to speed the process of claims. Soon you will be able to file claims electronically.

Yes, you might say I am proud to be president of an organization that is dedicated to a better lifestyle for America's working men and women. These achievements didn't come easy. They are the results of hard work by a team of dedicated Union officers, representatives, staff employees and membership support, all of whom are on board that train mentioned in my convention address. The train is on the right track and still gaining momentum each day. We must continue our journey.

Exercise your voice. Register to vote. Know

the candidates. Vote for those who support America's working men and women. Stronger Labor Laws protect your rights: Your right to organize, Your right to join a union of your choice, Your right to earn and expect a living wage for your labor. Accept nothing less. Remember, with a Union, your voice is much stronger. It is heard in the halls of Congress. Support your Union. Support the PAC Fund... "Our voice of the electorate."

May God bless each and every one of you.
Have a joyous Christmas and a Happy New Year.
Fraternal greetings to all Union Members,

John F. Conley
President



Seated: Happy I. Franklin. L - R Standing: Joan Wolfe, Plan Administrator; Jerry Bowden, Vice Chairman; John F. Conley, ITPE President & Co-Chairman; Harold Gelber; Co-Chairman.

Also in building news, the North Carolina location is settled into their location in the Skyland Shopping Center.

**I'VE LEARNED from Andy Rooney****I've learned:**

- ...That the best classroom in the world is at the feet of an elderly person.
- ...That when you're in love, it shows.
- ...That just one person saying to me, "You've made my day!" makes my day.
- ...That when your newly born grandchild holds your finger in his little fist, you're hooked for life.
- ...That being kind is more important than being right.
- ...That when you harbor bitterness, happiness will dock elsewhere.
- ...That everyone wants to live on top of the mountain, but all the happiness and growth occurs while you're climbing it.
- ...That no matter how serious your life requires you to be, everyone needs a friend to act goofy with.
- ...That it's those small daily happenings that make life so spectacular.
- ...That life is like a roll of toilet paper. The closer it gets to the end, the faster it goes.
- ...That love, not time, heals wounds.
- ...That we should be glad God doesn't give us everything we ask for.
- ...That under everyone's hard shell is someone who wants to be appreciated and loved.
- ...That the Lord didn't do it all in one day. What makes me think I can?
- ...That to ignore the facts does not change the facts.
- ...That when you plan to get even with someone you are only letting that person continue to hurt you.



Greetings from T. "RUTHIE" JONES

ITPE Vice President, Las Vegas, Nevada

WELCOME:

THE LOCAL OFFICE:

The Las Vegas office will be moving in the near future to a more efficient office in order to accommodate our members. With the ongoing organizing efforts currently in this office, it is much too small to handle all the members and paperwork. The new office will also include a larger reception area and conference room.

ORGANIZING:

MESQUITE: In the last issue of the ITPE newsletter, we discussed the pending hearing with the NLRB on the violations by the owner of three casinos in Mesquite. The hearing was resolved in our favor. The company was ordered by National Labor Relations Board to post a notice that it would not interfere with the employees' right to organize, or commit other violations as it had during the previous election. The Union is now obtaining new signature cards and moving toward a new election.

On the 4th of July, the ITPE attended a picnic in the park that was hosted by the

City of Mesquite. During the picnic we were able to do more interacting, pass out flyers, generate more community support for the Union and obtain signature cards. The First Annual Mesquite Picnic was held on September 17. We all had a great time and once again created a greater awareness of the ITPE, collected more cards and just had a good time.

One of the employees, who was an observer during the election in Mesquite, was discharged from his employment for allegedly creating a hostile work environment. The company denied his unemployment and he went 11 weeks with no benefits. During those 11 weeks he continued to support and assist this Union with the organizing efforts in Mesquite. John Collins, ITPE organizer, filed an appeal on his behalf with the Unemployment Department. The Union won the appeal for him. He will now be receiving all of his unemployment benefits that he was wrongfully denied. Congratulations John in assisting this employee in winning his case.

ITPE obtained cards on

groups in Nevada who are interested in being organized. We are also starting a major campaign to organize a particular sector in the Las Vegas area. With the momentum that is going on, ITPE will be able to bring much needed representation to these employees.

RAMCOR:

We negotiated the two contracts with Ramcor Services Group for the Electrical Engineers and the Shipping & Receiving/ Warehouse Employees.

TAXICAB DRIVERS:

THE NEW "GRATUITY" LAW

You may recall in the last newsletter we mentioned ITPE fighting to repeal a law that restricted our cab drivers in the Valley from accepting directly or indirectly any gratuities that were not given to them by their passengers or their employer. Being that Las Vegas is a tourist town and the employees in the tourist industry depend heavily on the gratuities, there was a desperate need for a change to this law.

Continued on page 4

RUTHIE JONES AREA *continued from page 3*

ITPE petitioned the Taxicab Authority on January 2002. We followed protocol of filing a Petition with the Administrator, John Plunkett, of the Taxicab Authority for the discussion and possible removal of the law to be placed on the Agenda for the February Hearing. The TA held several workshops open to the public for input regarding the matter. Finally the TA Board supported our request; however, it still had to go before Legislative Council for their approval.

Upon receipt by the TA from the Legislative Council, a workshop was held for further discussion and review. I thought it was ready to be put into effect. However, I discovered it had one more final step, which was to go before the Secretary of State. The new law went into effect August 1, 2002. The drivers are now able to freely receive any and all gratuities, promotions from the establishment, etc. They are offered without fear of reprisal so long as they are not diverting or attempting to divert passengers from their desired destinations.

I checked with the TA Administrator, to see if the TA had any other exclusion besides what the new language stated. He said not to his knowledge.

COLORADO SPRINGS AREA:

Neals Janitorial at Peterson AFB: Even though there has been a turnover in management staff there are still issues. Work overload on employees, etc. Rumors are that Neals Janitorial is on their way out. Hopefully the new contractor (if the rumor is true) will provide more hours and more flexibility so that the employees can get their work done.

PAT FOLEY/MAUREEN ALSHEIMER - SAN ANTONIO, TX: JOE SERRANO - EL PASO, TX:

Pat and Maureen have been very busy as always. The San Antonio Branch has acted on numerous grievances with positive results.

Pat Foley has organized and negotiated a contract with Security Guard employees of Southwestern Security Services and the Janitorial/Ground Maintenance employees of JXM, Inc. at the US Border Station, Eagle Pass, TX.

Maureen Alsheimer has organized and negotiated a contract with the Security Guard employees of The Diamond Group at Alliance Airport/DEA Dallas, TX.

The ITPE has moved into

a new office in San Antonio, and has opened a new office in El Paso covering that area and New Mexico. The newest kid on the block, El Paso based Representative, Joe Serrano has been out here in Nevada, assisting with the Mesquite organizing campaign and was in Idaho helping in the successful campaign at King B.
WELCOME ABOARD JOE!

JIM FOSTER - ALTON, IL:

Jim has negotiated his contracts and resolved several grievances successfully.

Keep up the good work. You are GREATLY APPRECIATED.



Nelda Dennis, Shop Steward at Ft. Knox, Kentucky

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ITPE HEALTH & WELFARE FUND

SUMMARY ANNUAL REPORT

This is a summary of the annual report of the ITPE Health and Welfare Fund, EIN 58-1236802, Plan number 501 for the period July 1, 2001 through June 30, 2002. 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 Statements

Plan assets, after subtracting liabilities totaled \$19,848,659 as of June 30, 2002, compared to \$20,517,736 as of July 1, 2001. During the year the plan experienced a change in its net assets of (\$669,077). This change included unrealized appreciation 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 \$29,617,478, which included employee contributions of \$40,305, and \$1,544,636 in earnings from investments.

Total plan expenses were \$30,286,555. These included \$28,472,120 in benefits paid to participants and beneficiaries, \$1,811,491 in administrative expenses and \$2,944 in other expenses.

Your Rights to Additional Information

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

- *Accountant's report
- *Assets held for investment
- *Transaction in excess of 5% of plan assets

To obtain a copy of the full annual report, or any part thereof, write or call the office of ITPE Health and Welfare Fund, who is the plan administrator, 24 Oglethorpe Professional Boulevard, Savannah, Georgia, 31406, 912-352-7169. The charge to cover copying costs will be \$.25 per page.

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 main office of the plan:

ITPE Health and Welfare Fund
Plan Sponsor

24 Oglethorpe Professional
Boulevard
Savannah, Georgia 31406
58-1236802

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 pay-
ment of copying costs.

Requests to the Department of
Labor should be addressed to:
Public Disclosure Room
N5638

Pensions and Welfare Benefit
Administration

U.S. Department of Labor
200 Constitution Avenue, NW
Washington, D.C. 20210





Greetings from the WEST COAST

By John Brenton, III, Secretary-Treasurer

Once again it is time to give thanks to our heavenly Father for the life and bounty He has provided for us in this great country. Also, we celebrate the birth of his son, Jesus Christ, as our savior and redeemer.

It is also time for reflection. As I reflect on some of the great events of this year, there are three that really light my heart.

Number one on that list would have to be the scholarship award to Petaluma shop steward, Rosario Beltran. I have known Rosario for eleven years and I see a bright future ahead for her and wish her only the best.



John Brenton, III, Sec-Treas. poses with Rosario Beltran, Recipient of a Scholarship.

Number two would be the awarding of the second scholarship at Petaluma to Jesse Richardson. Jesse was about to enlist in the military when Hal Sherley, President of North Bay Industries, advised him to apply for an A.B.F. scholarship. Jesse received the scholarship and his life has taken another course.

Number three is my attendance at the second ITPEU Convention. This was two days of information and comradery. I got to meet members from all over the country. We discussed their hopes and dreams for a bright future for ITPE and its members.

There have been some staff changes and additions. I would like to welcome Norman Shaw to the Las Vegas office, Mei Foley to the Savannah office, and Patti Moore to the Fresno office. Also we have added an office in El Paso, Texas and we welcome Representative Joseph Serrano.

In closing I wish all a happy and blessed holiday and let us stand united to face the future.

Until that time,

John Brenton, III



Travis AFB Food Service Shop Stewards: Rocky & Luana.



Happy Pride Employees at Travis AFB Library.



Long time Shop Steward Herb Thomas is a whiz w/computers. He helps with scheduling to ensure seniority plays a key role.

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WEST COAST AREA *continued from page 6*

Notes from the Valley of the Sun on ITPE Union members employed at Ray Hensman Dining Facility Luke AFB, AZ

We wanted to share with all the ITPE Union members the great things that are going on here at Luke AFB. In April of 2002 we had a new company take over called Rainbow Brite Industrial Services, LLC of the Santa Rosa Rancheria out of Fresno, CA. They have given us a new look with new uniforms which we haven't had in over 10 years. During the transition we suffered very little cut backs and adjusted fine. We have over 50 union employees and included in that are nine contingency contract cooks who replaced our military troops who are deployed.

We work together as a team to get the job done; and because

of that, Rainbow Brite has started an employee of the month program to show us their appreciation of our hard work and dedication. For August, it was Hilda Aguilar and for September, it was Victoria Sepulveda. They were given an employee of the month pin with a certificate of appreciation along with their picture taken, name engraved on a plaque and two movie passes.

We have a few people who have been here over a period of years. Herminia Gerhart has been here the longest, 17 years. She is our top seniority person and with just a few days difference we have Sandra Traylor who has been here for 17 years.

Our Shop Steward is Juliet Fookes. An employee meeting was called and much to our surprise, we had a pizza party after the meeting.

To my dedicated and hard working crew, thanks for the good work. There have been some tough times but you hung in there. Thanks! **YOU ARE GREATLY APPRECIATED**



Herminia Gerhart



Sandra Traylor



Left: Twenty-nine Palms MCB (Food Service): Membership Meeting



Point Mugu/Port Hueneme (Security Guards): Membership Meeting. Shop Steward, Gale Gow (left), Dwight Henry (third from left)



Employees at Malmstrom AFB Selrico won Hennessy Award for Smaller Dining Hall. Center: Stacy Esterby, Shop Steward @ Malmstrom AFB. Elphorn Diner award for Best Small Dining Hall.



Left: Ft. Lewis Chief Shop Steward, Young Bell, ITPE Rep., Pat Hassard, & new Shop Steward, Edith Van Lueven



From the **WASHINGTON OFFICE**

By Elwood Hampton, ITPE Vice President/Legislative Director

The Washington, D.C. office covers ITPE units in Virginia, Maryland, Washington, D.C., Delaware, New Jersey, Pennsylvania, Massachusetts, New York and Puerto Rico. We have been involved in the following activities since our previous Newsletter.

Contract negotiations have been concluded, with increased wages, Health & Welfare, Pension, etc. Employees have been advised of a section included in our Collective Bargaining Agreements section for Voluntary PAC deductions. Forms have been distributed and we have stressed to all our members the importance of their participation in the Voluntary Program. All Official in the area are Voluntary contributors to the PAC Fund.

A Shop Steward Seminar was conducted in Washington, D.C. and shall be expanded to other sections of this area. All Shop Stewards were instructed to inform Employees not paying dues or non member fees that they have a contractual obligation to pay Union dues

and/or Non-Member fees.

Under Article II - Union Security and Membership, it shall be a condition of employment that employees of the Company covered by this Agreement who are members of the Union in good standing on the effective date of this Agreement, shall on or after the thirtieth (30th) day following the effective date of this Agreement or the execution date, whichever comes later, become and remain members in good standing of the Union. It shall be a condition of employment that all employees of the company covered by this Agreement and hired on or after the thirtieth (30th) day following the beginning of such employment become and remain in good standing of the Union or be in a Non-member fee status.

Shop Stewards were given a Shop Steward Manual, explaining the following:

- A. Article VII, Section 6 - ITPE Constitution
- B. Importance of a Shop Steward
- C. What Must a Steward Know?

- D. Weingarten Rules
- E. As a Steward - You Wear Many Hats
- F. Grievance Interviewing Skills

It is our opinion that these seminars will enhance our shop stewards' performance in carrying out their duties.

The U.S. Department of Labor, from the Washington, D.C. office, has invited various Unions, Labor Advisors of Government Agencies, Contractors, and Contracting Associations, to a Prevailing Wage Conference to be held on November 19, 20, 21, 2002, in Dallas, Texas. In attendance shall be: John Conley, ITPE President, Elwood Hampton, ITPE Vice President and John Brenton, III, ITPE Secretary-Treasurer.

We are currently arranging in Washington, D.C. a Labor Advisory committee meeting consisting of participants from various Government Agencies, Contracting Agencies, and Unions that represent Service Contract Employees.

There remain concentrated efforts by various groups

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WASHINGTON, D.C. AREA *continued from page 8*

to place a moratorium on contracting out. This has not been successful; however, we must continue to monitor this activity.

The 107th Congress, which some have labeled an undecided Congress recessed for the November 5th elections and returned for a Lame Duck session on November 12th.

There are many unresolved issues pending, such as the Home Security Bill 5005, a Conference Report 3210 regarding insurance for Terrorist victims, Defense Authorization Bill 4546, Intelligence Authorization Bill 4628, a Bankruptcy Bill, Port Security Legislation various

Labor Bills that would alter Collective Bargaining participation on Government and/or Service Contracts under Homeland Security Employment.

There is a continuing Resolution HJ123 which became effective October 19, 2002 to keep the U.S. Government operating through November 22nd, the Friday before Thanksgiving.

There appears to be a wide range of differences between the parties and/or individual members of Congress on funding priorities such as education, highway construction, Health Care and Labor Issues under HR 320.

These various Lame Duck session issues shall be determined by the parties that control the Congress and/or by the Congressional individual votes.

Once again I return you to the facts of life, your vote will determine how and what issues are resolved by the 107th Congress.

You must now become aware of your responsibility and participation regarding the actions of the 108th Congress and how they may reflect your desires and address your concerns.

VOTE.

See you all in Washington.

NORTHEAST REGION Shop Steward Seminar

The first Shop Steward Seminar for the Northeast was conducted by Elwood Hampton, Vice President and Charles Hampton, Representative. Shop Steward manuals were presented and various articles were discussed such as: Grievance procedures, Arbitration, Dues/Non-Member fees, Service Contract Act, & Political Action Fund. All were instructed to work with the committee in getting out and voting on election day. The Shop Stewards donated money toward the PAC Fund. Those in attendance requested that additional education meetings be held. Time was too short to cover the entire Shop Steward manual. Various job sites were visited before and after the seminar.



L-R: Kimberly Maddox-Tyson Courthouse, George Davis-Ft. Meade, Evella Card-Dept. of Education, Robert Ellison-Crystal Plaza #5, Sandra Robinson-ITPE Rep., Dorothy Shipman-Mercury Bldg, Sherry Hanna-Crystal Westfield, Charles Harris-DTRA, Clarence Rogers-Prince Georges #1, Nickiea Ingram-Prince Georges #1.

All smiles at the first Shop Steward Seminar in Washington, D.C. They were pleased as Elwood Hampton, VP, closed the seminar thanking them for attending and advising all present that the composition of the 108th Congress shall be decided by your vote.

Continued on page 10

WASHINGTON, D.C. AREA *continued from page 9*

L-R: Rose Walker, Chief Shop Steward; Joan Lamar, Chief Cook; Jeanette Vennie, Cook I; Sharon Ratgan, Cook II; Mary Hartfield, Sanitation Specialist; Buff Royal Clerk; Charles Hampton, ITPE Rep.



L-R: Omar Charles, Cook II, Shawn Sims, Cook I. We are serious about our food preparation!



Charles Harris - didn't wait to obtain information from the seminar; he went to our web-site. We must encourage our members to go there as well....www.itpe.org

Right: Portip Kaeig, Cook II. It's all good, just like the Union!



The above members greeted us with enthusiasm as we answered their questions. They are all a part of the Fort Dix employees who enthusiastically prepare food for the military.



Above - Left: Ephifania Gagni (Food Service) - The food looks good and is good, I made it! Right: Thu Tran (Food Services) - Dessert is good for you, have some. Union benefits are good too!

Right: Cornell Jones prepares the gravy while Jeanette Vinny (Far right) prepares the chicken. Delicious!



Above: Sonsim Jones mixing some good fixin's!

NORTHEAST REGION - WASHINGTON, D.C. AREA *continued from page 10*

Fort Eustis



Happy Faces reflect a Happy Fort!

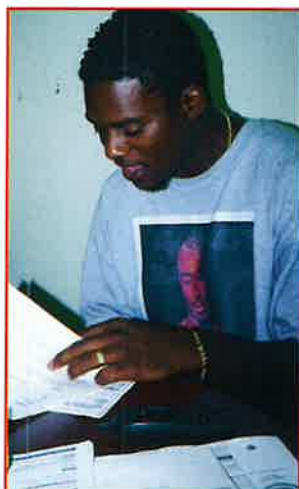


Adam Thornton & Mariam Merrero "Cookie": We like our job, We like our Union, We like each other!



Maria Tolentino (Food Services): Have a Tray!

Judiciary Square



Left: New Shop Steward, Michael Brown - Do your paperwork, read the contract!
Above: Officer Grantham & Officer McPheers - Let's get serious, we have the best benefits in town!

Andrews AFB



Selrico Services

Fort Myer



Above: Zenny & Alpolonia (Food Service) - We Like the Union & United we stand!
Right: Areatha Ramani, Food Specialist - I don't believe you!



Left: Nina Antoinette Stewart (Parented by Patrick & Nicole Stewart - Son and Daughter-in-law of Washington, D.C. Rep, Sandra Robinson) - Our youngest Shop Steward for ITPE in the year 2002!





Greetings from the **EAST COAST**

By Mary A. Williams, Vice President

To My Sisters and Brothers on the East Coast...

We have just finalized our first contract with Goodwill of North Florida at Mayport Naval Air Station and we are looking forward to start working on organizing two other sites of Goodwill as well. Congratulations Dennis Conley, you are awesome! Dennis Conley is also working in the private sector doing a great job.

Ft. Jackson is putting Food Sanitation Specialists back in the dining halls because the troops need their training in preparation for war. Because K.P.'s are being replaced with Food Sanitation Specialists, we'll be adding those employees to our membership so they, too, will be able to see the benefits of ITPE.

Ft. Gordon will be adding Food Sanitation Specialists in

all dining facilities come first of the year. We look forward to welcoming all these new members and are excited for them to have the representation and benefits that they deserve.

Ace Maintenance retained the contract for another five (5) years at the following installations: DDEAMC Ft. Gordon, GA, Moncrief Army Hospital - Ft. Jackson, SC, Ft. McPherson, GA & Fox Army Hospital - Huntsville, AL. I visited Ft. Gordon, GA and Ft. Jackson, SC for the new start up.

Robbins AFB, GA. I visited the dining hall to have a meeting with the members explaining to them the importance of each and every one of them to be registered to vote and to vote in all elections. In all the meetings we discussed the scholarship; if

you don't apply, you cannot receive that benefit. During the month of September, Mei Foley, the new Rep for the Savannah office, joined me on a trip to Ft. Knox, Kentucky to visit the site and let our members know that there were changes being made for the better, "we hope," in new management. While at Ft. Knox, we visited all of the buildings along with Rep James Foster.

Needless to say, since the last issue we've made progress and we're still on the move in a forward direction.

Have a Merry Christmas and a Happy New Year.

Until the next issue.....

Very Truly Yours,

Mary A. Williams
Vice President



L-R: Frank Corelius, Mary Williams, Vice President, and Betty Claycomb

F
o
r
t

K
n
o
x



L-R: Charles Moreland, Francis Lawson, Annie Rongy, and Mary Williams, Vice President



SMILE Ladies!

Continued on page 13

Fort Knox, Kentucky *continued from page 12*



Mary Williams, Vice President, Jim Foster, Rep., and Mei Foley, Rep. address the group on H&W Benefits along with letting them know about the scholarships available. Fill out those forms!!



L-R: Mary Williams, Vice President, Mary Wiley, and Mei Foley, Rep. stop chatting to pose for a picture.



L-R: Gerry Reynolds, Ashley Chapman, and Mary Williams, Vice President - Smile ladies!



Above L-R: Mary Williams, Vice President, Kum Ruby, Ruth Smith, and Chong Lockhart



Center Mei Foley, Rep. and Mary Williams, Vice President stop to take a picture with part of the RiverCity management crew.

L-R: Mei Foley, Rep., Lee Hyden, new Project Manager, Mary Williams, Vice President, Clarence Mitchell, President of RiverCity, and Cindy Smith, Contract Admin. Center



L-R: Unchu Koenig, Mary Williams, Vice President, Debra Mott, Mei Foley, Rep., Chae Smith, and Geisla Vanderwedge, Shop Steward

Right: Hugh Gillman, a bus driver for Data Monitoring Systems at FLETC in Glynco, GA is a hero. He helped save the lives of two teenagers that were trapped in a burning logging truck on I-95. Because of his role in the rescue, Mr. Gillman received letters and Life Saving Award certificates of appreciation from both the Jacksonville Lodge of the Fraternal Order of Police and from Duval County Sheriff Nat Glover in a special presentation ceremony in Jacksonville. Hats off to Hugh Gillman for he is a true hero!

FLETC Bus Driver Helps Save 2 Lives

By Jim Morrison

It wasn't a typical February drive to Jacksonville for Brunswick native Terry Gillman, 36, one of FLETC's bus drivers at the motor pool for the past three and a half years with contractor Data Monitoring Systems.

By the time it was over, he and two Jacksonville policemen and firefighters were credited with saving the lives of two teenagers trapped in a burning vehicle on I-95.

Gillman tells the story in his own words:

"I'd gone to Jacksonville to take a class to the airport. I'd just left the airport and was coming back. It was real foggy that morning. As I was coming north on I-95, you could see the traffic in front of me start putting on the brakes.

"I saw a ball of flame go up through the fog. I said, 'That's not good.'

"As I got a little bit closer, I could see a semi-pulpwood truck was completely upside down with the wheels in the air down in the ditch. It was on fire.

"As I pulled past it, I stopped, grabbed my cell phone and the fire extinguisher off the bus and went back there and called 911 and started towards the truck.

"I used my fire extinguisher on the fire. It slowed it down a little bit, but it was far from putting it out. It was a pretty big fire by the time we got there.

"All the while I was talking to the 911 dispatcher there in Jacksonville, telling them where it was at, that there were people inside who were trapped and couldn't get out. When the police got there, they used their fire extinguishers. We were waiting on the fire department to get there.

"I told them, 'There's still people inside.' As it turned out, there were two that were trapped in the vehicle. We were trying to see if there was anything

we could do to get those persons out.

"One of them was pinned by the door of the truck and couldn't move, couldn't get out because of that. One was in the sleeper of the truck. Because it was upside down and kind of crunched down, he couldn't get out. It turned out that both of them were apparently teenagers.

"When the fire department got there, I helped them get the hose off the truck and get it straightened out so they could get water to the fire. There were two trucks there, so we got a hose off the second truck.

□ See GILMAN, Page 10



FLETC bus driver Hugh Gillman of Brunswick helped save the lives of two teenagers trapped in a burning logging truck on I-95 north of Jacksonville in February. "They gave me a bigger fire extinguisher since then," Gillman said. (Photo by Jim Morrison)



Report from the ITPE ORGANIZING DIRECTOR

By Dennis R. Arrington

Dear Brothers and Sisters,

Since the last issue of the ITPEU newsletter, the following contracts have been organized:

US Border Station/Eagle Pass Texas

(Security Guards)
Negotiated effective October 1, 2002.

**US Border Station/Eagle Pass
Texas**
(Janitorial & Grounds Maintenance)
Negotiated effective October 1, 2002.

**Alliance Airport/DEA
Houston, Texas**
(Security Guards)
Negotiated effective October 1, 2002.

**Kelly USA Dining Facility
Texas**
(Food Service)
Negotiated effective February 1, 2002.

**FAA Tower
San Antonio, Texas**
(Security Guards)
Negotiations are in process for 10/01/03.

**Crystal Plaza #5
Washington, D.C.**
(Security Guards)
Negotiated effective April 1, 2002.

**Department of Education, Water-
front Center, Reporters Bldg., Por-
tals 1 Bldg., Mercury Bldg., Capitol
Place, USDA, 1800 M St.
Washington, D.C.**
(Security Guards)
All were negotiated effective May 1,
2002.

**Ft. Rucker
Alabama**
(Grounds Maintenance)
Negotiated effective April 1, 2002.

**Hoffman Building
Virginia**
(Security Guards)
Negotiated effective
June 1, 2003.

**USCG Chincoteague
Virginia**
(Food Service)
Negotiated effective
August 1, 2002.

**Pentagon Receiving
Facility
Virginia**
(Security Guards)
Negotiated effective November 1,
2002.

**Defense Threat Reduction Agency
Virginia**
(Security Guards)

Negotiated effective October 1, 2002.

Along with the success of organizing the above service contracts, the ITPEU has expanded into the private sector industry in a successful campaign winning an election at the King B beef jerky plant in Idaho Falls, ID. The election was won by almost a 3 to 1 margin, with the total number of employees being 207. On election day, the community rose to the

occasion and showed their support for the King B employees. Signs were carried, horns were honking, and a local radio station repeatedly reached out to the employees of King B by telling them to stand united and vote Yes for the ITPEU.

We are currently in negotiations with the company and making steady progress. This was ITPE's first campaign in the state of Idaho; however, we are currently campaigning

at another location in this great state.

Please contact me, Dennis R. Arrington, should you have any leads in your area.



King B, ITPE Union supporters line the streets showing their support "for a better future!"



Even the kids take a break from the play ground to show their support; after all, it's their future too!



Our newest members - what a happy group. Welcome!

News from NORTH CAROLINA & WEST VIRGINIA

By Cindy Diehm, Representative

As we come to the end of another year and start a brand new one we would like to say to our members we hope this New Year brings hope, happiness and prosperity to all of you. It has been quite a year for the United States and its people. Terrorism, talks of war, stock market losses, and elections. During this tumultuous time the ITPE has stood steadfast, our membership is strong and our representatives have continued to work for the betterment of its members. We ask that you continue to support us so we can do the best we can for you. After all you are the Union; you are the work force that keeps our economy going.

We have seen big changes in our area this year. Camp LeJeune food service was awarded to Sodexho, who subcontracted parts of the contract to Service Source and Sun Food. We want to welcome these contractors to our area. We have been working with Jerry Vincent and Dave Bradford of Sodexho to make the transition smooth and to make sure our members had all the information needed to secure their jobs. Janet Samuelson of Service Source and Chong Nak Son of Son Foods have worked

with us on their parts of the contract. Everything has gone well, and our members showed great professionalism during the transition. We also organized G-640 at Camp Geiger who will be working for Son Foods. We want to welcome our new Geiger members and to let you know that Charlotte Harper, your Shop Steward, and the ITPE will be there for you should the need arise.

The Cherry Point contract held by Teltara was awarded to I.J.V. Our members in house-keeping at the Naval Hospital made the change of contract with ease. We worked with Antonius Hines, C.E.O. of I.J.V. in assuring their contract remains strong.

In Research Triangle Park at National Institute of Environmental Health and Science our members at the warehouse contract held by G.C.R. now work for Service Source. It was awarded to Service Source on October 1, 2002. Janet Samuelson, President of the company has worked with us to compile a contract that will benefit both her NISH clients and our members. The truck drivers on this contract were subcontracted to Mideast Services. We worked with Robert Philips, Pres-

ident of Mideast to work out a contract for the drivers that gives them continuous representation.

To all our members in North Carolina, we commend you on your diligence during the September 11, 2002 tragedy. When lines were long to get to your jobs because of the needed security and when the horrific events of that day shook a nation, you reported to work to support the men and women who keep this wonderful, proud nation safe. God Bless you!

I would like to say to our members in West Virginia that every time I visit there I hate to leave. The members at the sites at all four of our contracts make me feel so at home. Your warm welcomes and the beautiful countryside make the drive there worth it. Keep up your good work and I'll see you in the New Year. Here's hoping all our members have a Wonderful Christmas and a Very Happy New Year.

Cindy L. Diehm &
Cheryl L. Lowe



Report from the **ITPE FUNDS REPRESENTATIVE**

Roy J. Boyd

The holiday season is upon us again! It seems that as we grow older, time seems to grow shorter. The year 2002 was a real cliff hanger. The Nation, in fact the World, was taken by great shock and surprise at the events of September 11, 2001. We were not nearly back to normal in 2002 before discoveries of corporate mismanagement and fraud in the business sector began to be unveiled. The stock market declines continue to the current period. Many retirees as well as laid off workers are now looking for a job to supplement their reduced retirement income or replace their lost primary jobs! Numerous corporations will now have to develop strategies to make up for the losses in corporate pension plans. Some of these losses in defined benefit plans are so severe that corporate obligations for such are making it difficult for some corporations to obtain financing for their normal operation. Now, in the last quarter of this year the Nation has been stunned by the senseless murders of innocent people as they went about the

daily tasks of their everyday lives. I could not help but think almost any one of the victims of those snipers could have been one of your ITPEU brothers or sisters. ITPEU has thousands of members located in the areas of our country where these snipers had operated.

The economy has just finished its third straight quarter of economic decline. Normally, two straight quarters of decline signify a recession. Is the recession about to bottom out? Who knows? We hear and see the news of the possibility of another war. Will our country again have to go into battle? Who knows?

During this Holiday Season we should stop and take count of how our membership is positioned during all these turbulent times. First, we live and are a part of the operations of the greatest country in the world. Second, we still have our jobs. In fact, almost all of your collective bargaining agreements have been successfully negotiated by your ITPEU Representatives and Employers. These agreements contain higher eco-

nomics benefits for you! Third, your ITPE Pension Fund remains in sound financial shape while many others have failed. Fourth, your ITPE Health and Welfare Fund benefits have continued to increase while many others have had to cut benefits. Fifth, you continue to have outstanding trustees dedicated to sound management of all your ITPE Funds.

The ITPE Union membership stands with reason to give "thanks" during Thanksgiving. The members have reason to express joy in the success we had in the year 2002 and share that Christmas spirit of love toward one another. The ITPEU members have reason to look to the future with confidence and hope. As you read these notes, it probably is already the year 2003. Happy New Year!

Sincerely,
Roy J. Boyd

KNOW YOUR RIGHTS By Sidney H. Kalban, Union Counsel

Just 'Cause You Have A Union

One of the primary protections you have under your ITPE collective bargaining agreement is that you can be fired (and, usually, otherwise disciplined) **only** for "just cause." In most situations without union protection, a worker is an "at will" employee. That means that without a union contract, a company could fire you, as the phrase goes, "for good cause, for bad cause or for no cause at all."

Whether a company had "just cause" to fire a worker usually depends on the facts of that particular situation. What happened that led to the discharge? What reason did the company give? Is that reason a permitted basis for termination under the ITPE contract? All of these matters will be developed and discussed during the grievance and/or arbitration procedures which were discussed in earlier columns.

In addition to what supposedly occurred in each specific case involving the employee in question, factors considered when determining whether there was "just cause" include:

**Equal treatment* - The company is required to judge all employees by the same standards, and to apply the same rules equally to all. This means that a company cannot play favorites, disciplining one employee while not even reprimanding another (such as a friend of the manager) for the same offense or imposing harsher discipline on one employee than another, with a similar past record, for the same offense.

**Rule of reason* - The discipline has to be proportional to the alleged offense. A company would not have "just cause," for example, to fire someone for being a few minutes late when that employee previously had an unblemished record.

**Prior disciplinary record* - Even though two employees are involved in the same act of misconduct, the company is not required to impose the same penalty to each if they have different histories as to their discipline. As stated above, an employee who was late for the first time (and did not have other past disciplines) should

not be fired. However, the company could have just cause to fire another employee for tardiness if that employee had been disciplined on numerous past occasions even if he or she was only a couple of minutes late this last time.

All of these factors have to be examined together, along with the underlying events, to determine if the company had just cause for the discipline imposed. An employee, for example, could have an awful prior history of tardiness. Yet, discharge might not be for "just cause" if the company had allowed other employees to have records equally bad, but did not take any action against them (or did not discipline them as harshly); or if the employee had a good, valid reason, beyond the employee's control (such as an unexpected roadblock at the entrance to a Base), for being late on the last date. Hopefully, that reason can be supported by documentation or a credible witness.

Without your Union, the ITPE, you would not be able to make these distinctions or arguments because then you would be an employee at will. Except in Montana (the only state which currently has a law which requires an employer to have good cause to fire a worker), a company does not have to prove it had a valid reason for discipline. All that is required is that it did not violate any statute (such as those which prohibit discrimination). There is no requirement, other than through the protection of your Union contract, that an employer treats all workers equally or fairly or that that punishment match the "crime." Without your contract, your employer can legally play favorites, meting out lesser (or no) punishment to one worker who happens to be a personal friend, while firing another for the same offense. Without your ITPE contract, there is nothing to stop your employer from firing you for being a few minutes late one day regardless of your unblemished prior history or of the reason you were late. Without your ITPE contract, your employer could fire you just because you did not brush your teeth one morning, even if

Know Your Rights continued from page 17

personal hygiene does not have any impact on your duties; or because you drive a car which the boss doesn't like. Without your ITPE contract, you would be an "at will" employee and so long as it does not violate some specific law, a company could fire you even without any reason at all.

However, fortunately for you, you do have your ITPE collective bargaining agreement; and it is just 'cause you have the protection of the

ITPE that your employer must have just cause to fire you.

The "just cause" provision of your contract protects you each and every day of your working life. I hope that you are never in a situation where its importance becomes immediate and personal for you; but if you are, now you **KNOW YOUR RIGHTS** and how much greater they are because the ITPE is YOUR UNION.

For Your Information - It'll shock you!

Another View: Wal-Mart Gets Money When Its Workers Die

By Jim Hightower

Wal-Mart loves its employees so much that it takes out life insurance on them. But this is not an insurance policy that pays death benefits to the family of a deceased employee -instead, it pays the benefit money to Wal-Mart!

These policies are known within the insurance industry as "dead peasant" life insurance, and industry lobbyists have quietly been going state to state to get legislatures to approve them. Legislative approval is necessary because most state insurance codes (and common sense) say that a corporation has no "insurable interest" in the death of its rank-and-file employees. But in today's Brave New Corporate World where everything - even death - can become a commodity to be traded by profiteers, there's big money to be made by gaming the system.

The insurance companies themselves reap hefty premiums from selling these "dead peasant" policies to money-grubbing outfits like Wal-Mart, which can take out as much as \$750,000 worth of life insurance on a single clerk, janitor, or other employee. And the laws are jiggered so that such corporations can collect tax-free investment income on these policies while their employees are alive, then receive the life insurance payout tax-free as employees die off.

One consumer watchdog has noted that this insurance can make employees worth more dead than alive to companies that pay wages as low as does Wal-Mart. The only people who get nothing out of this flim-flam are the "dead peasants" themselves, and their families.

State laws do require that employees "consent" to having their lives corporately insured, but in Texas, for example, where Wal-Mart is being sued for the practice, employees effectively can "consent" without knowing it, or they can be forced to "consent" as a condition of getting the job. Wal-Mart is reported to have taken out 350,000 of these death policies.

At least one Congressional representative, Rep. Gene Green (D- Texas), is working to stop these secret death policies, and I urge everyone to call his office to offer support. That's Rep. Gene Green at 202-225-1688.

--Jim Hightower is a speaker and author. To order his books or schedule him for a speech, visit www.iimhightower.com. To subscribe to his monthly newsletter, the Hightower Lowdown, call toll-free 1-866-271-4900.

lr/opeiu-2001

ITPE ANNUAL BENEFIT FUND

Summary Annual Report

This is a summary of the annual report of the ITPE Annual Benefit Fund, Employer Identification Number 11-2823324 for the year ended March 31, 2002. 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 \$3,217,148, as of March 31, 2002, compared to \$3,003,089, as of April 1, 2001. During the plan year, the plan experienced an increase in its net assets of \$214,059. This increase included unrealized appreciation or depreciation in the value of the Plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year.

During the plan year, the plan had total income of \$4,857,960, including employer contributions of \$4,701,819 and earnings from investments of \$156,141.

Plan expenses were \$4,643,901. These expenses included \$739,898 in adminis-

trative expenses and \$3,904,003 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 \$2.50 for the full annual report, or \$0.25 per page for any part thereof.

You also have the right to receive from the plan administrator, on request 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 Administration, U.S. Department of Labor, 200 Constitution Avenue N.W., Washington, D.C. 20210.



RUTHIE JONES AREA *continued from page 4*



Ramcor Electrical Engineers: L-R: Dale Bahac, Chief Steward, Electronics Technician; Al Sanchez, Carpenter, Maintenance; Odel Salvatione, Manager; Vo Hung, Heating, Refrigeration, & Air Conditioning; & Richard Wallace, Electrician Maintenance.



Jose Cuellar, Shop Steward, employed on the Food Service Contract for the Hago Co., Inc. Fort Bliss Army Post, El Paso, TX discusses a Union matter with member, Antonia Saavedra during a membership meeting held on their behalf.



Chrome Crankshaft:
ITPE is proud to represent some of the finest machinists in the industry. These men have the tedious job of remanufacturing crankshafts for railroad locomotives and marine engines. Congratulations to our team at Chrome Crankshaft!
L-R; Paul Anthony, Cliff McGregor, Tom Headrick, Fred Garrison, & David Meyer



Joe Serrano, ITPE Representative, discusses Union issues with ITPE member, Manuela P. Lopex during a membership meeting for the Hago Co., Inc. Fort Bliss Army Post, El Paso, TX.

Right: Newly elected Shop Steward, Art Ceballos, discusses Union issues with other Union members during a membership meeting held on behalf of the Security Guards employed by RBH Joint Venture, Inc. at the Bridges of America in El Paso, TX.



Merry Christmas...
from our family to yours.



ITPE ANNUAL BENEFIT FUND

Summary of Material Modifications For Fiscal Year Ended March 31, 2002

In keeping with Federal Regulations, the Trustees of the ITPE Annual Benefit Plan are providing you with a summary of the material modifications that occurred during the plan year that ended March 31, 2002.

Amendment

During the plan year ended March 31, 2002, the following amendments to the plan's documents were adopted:

Amendment No. 2001-1 to the ITPE Annual Benefit Plan

Plan Section 3.02 changed, effective October 1, 2001, by adding the following: The filing of an application shall be required for the initial payment of holiday benefits. Upon completion of the first ninety (90) days of employment, each eligible Employee shall receive pay for three (3) holidays, provided such application has been received. Thereafter, the filing of an application shall not be required for payment of holiday benefits.

Amendment No. 2001-2 to the ITPE Annual Benefit Plan

Plan Section 4.07(a) was changed, effective October 1, 2001, to add the following regarding time limits to apply for any benefits: "provided the Fund, after the exercise of due diligence has been unable to locate such Employee. (The term 'due diligence' shall include the use of

a locator services, which incorporates the use of the internal Revenue Service or the Social Security Administration locator services, to locate the missing Employee)."

Plan Section 407(b) was changed, effective October 1, 2001 to add the following: If an inactive Employee has not filed an application for all benefits for which he or she is eligible or vested within thirteen (13) months of the last contribution made to the Fund on their behalf by an Employer, the Fund shall transmit payment of such benefits to such Employee at his or her last know address, without the necessity of an application. If such payment is returned to the Fund due to such address no longer being correct, the Fund shall exercise 'due diligence' as defined in Section 4.07(a) hereof, in attempting to locate such Employee. If the Fund after the exercise of such due diligence is unable to locate such Employee, his or her right to the benefit of benefits in question shall be forfeited.

Amendment No. 2001-3 to the ITPE Annual Benefit Plan

Plan Section 3.03, effective October 1, 2001 was amended to read as follows: Active Employees need not apply for all days of sick leave for which they are vested. Instead, each eligible Employee shall receive pay for any days of sick leave for which

he or she has vested, within thirty (30) days following receipt by the Fund Office of application for such benefits. Such application shall specify the number of days of sick leave for which such Employee is applying.

Amendment No. 2001-4 to the ITPE Annual Benefit Plan

Effective June 18, 1998, Plan Section 2.05(c) was amended to read as follows: An Employee who has completed at least one year of service with an Employer or predecessor contractor shall be entitled, after that year, to a pro rate or partial vacation benefit if his or her employment with such Employer is terminated prior to the completion of any Year of Service, and he or she does not continue employment with a successor contractor on contractors. For purposes of this Subsection (c) the term 'predecessor contractor' shall refer to a business entity which immediately precedes the Employer at the same Installation pursuant to a service contract requiring the providing of similar services as those provided by the Employer. For purposes of this Subsection (c) the term 'successor contractor or contractors' shall refer to entities which succeed the Employer at the same Installation pursuant to a service contract requiring similar services as those provided by the Employer.

Take a moment to give thanks...

We would like to to give our thanks, gratitude, and appreciation to the below individuals. Each was unique in their own way and each will be remembered, never forgotten.



Eleanore Locatelli

ITPEU (AFL-CIO)

Suffers another great loss and offers its most sincere condolences:
To the family and friends of:

Eleanor Locatelli

(July 10, 1946 - August 23, 2002)

Eleanor was born in Ottawa, Canada. She began her secretarial career at the age of 16 working for the Canadian Government for approximately 13 years. She then moved on to Saint Mark's Catholic Church in Canada where she was employed for 18 years. She moved to Las Vegas, NV in 1993 and began employment with Prince of Peace Catholic Church on East Charleston where she worked for 3 years prior to going to work for this Union in 1996.

Eleanor was a fun loving person who always placed others before herself. She was a martyr for other cancer victims. She regularly visited hospitals to help uplift the spirits of the patients. It was not uncommon to walk into the Union office and find Eleanor working with her portable oxygen machine on. Her dedication to this Union and the drivers was truly remarkable. She was a loyal and dedicated union member and secretary, and one of my dearest friends. Eleanor was also a friend to many of the cab drivers. It was not uncommon to find her being visited at home or office by some of them to see how she was doing.

Eleanor is survived by her parents, Rigo and Frances; and daughter, Cheryl, all of Las Vegas; son, Steven of Ottawa; brother Guy of Las Vegas; and three grandchildren.

This Union has suffered a great loss of both a very dear friend and exceptional secretary. Eleanor, we will miss you.



Ola & Dallas Harper

ITPEU (AFL-CIO)

Suffers another great loss and offers its most sincere condolences:

To the family and friends of:

Dallas Harper

(December 31, 1947 - August 17, 2002)

Dallas Harper was born in Dayton, Washington. Dallas was a Marine Corp Veteran of the Viet Nam War. While serving in Viet Nam, he sustained a wound to his abdomen and received a Purple Heart. Dallas came to Nevada in 1978.

Dallas was a bartender for a short period of time prior to working in the Taxicab Industry for over twenty years. He was a driver and union member at Henderson Taxi. He then went to Nevada Yellow Cab in 1988 and became a Union Shop Steward until he left Yellow Cab in 1998. Dallas left the industry for a short time and returned to work for Ace Cab in July 2000 until he took ill in June 2001. Dallas was one of the best Shop Stewards and the dearest friend you could ever have on your team.

Dallas is survived by his wife, Ola and his son, Randy. On October 22 of this year he would have been celebrating his 25th wedding anniversary with Ola. Dallas is also survived by 3 sisters, 6 brothers and 4 grandchildren. Dallas also left behind his two special friends, Aldo and Tyler, his English sheep dogs who had the run of the house. Tyler would get on the sofa and lay his head on Dallas' chest.

Dallas, will be truly missed by family, friends, drivers that knew him in the taxi industry, this Union. Again, we have lost a good driver.

NOTICE TO EMPLOYEES COVERED BY UNION SHOP AGREEMENTS

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 by pursuing 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 provide you with 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 \$24.00 per month (\$25.00 effective April 1, 2003). 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 the 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 the ITPE's organizing costs and publication expenses.

The ITPE had certified public accountants review

its expenditures for calendar year 2001 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 79.2279% of the ITPE's expenditures for that year (i.e., the nonchargeable costs were 20.7721%).

Applying this percentage to the \$24.00 per month dues paid by full ITPE members, the non-member fee is \$19.00 per month for the period of January 1, 2003, through March 31, 2003; and applying that percentage to the \$25.00 per month dues effective April 1, 2003, the non-member fee is \$19.75 per month for the period from April 1, 2003, through December 31, 2003. 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 non-chargeable 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 2003 must file that objection no later than January 31, 2002. (An employee who first becomes covered by a union shop clause after December 31, 2002, and any member who resigns from full ITPE membership will have thirty days from notification of the option to pay a non-member fee in which to file an objection.)

Any employee who files an objection will be sent a detailed description of how the non-member fee was calculated, including further information regarding for which categories of expenditures they will be charged and for which they will not be charged. They will also be informed of the procedure to be used by anyone who wishes to challenge the calculation.

Faternally,

John Brenton, III
Secretary-Treasurer

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.

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

Representative: Mei Foley

FRESNO, CA 93721

2100 Tulare St., Suite 524-525

Secretary/ John Brenton, III

Treasurer 559-237-3029/3129

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Representative: Paul Harvey
909-466-5158

HONOLULU, HI

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Wahiawa, HI 96786

Representative: William (Bill) Cable
808-622-3011

ALTON, IL 62002

1623 Washington Ave., Suite 211

Representative: James Foster
618-462-5414

FORT BRAGG

ITPE AFL-CIO

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Spring Lake, NC 28390

Representative: Cindy Diehm
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Vice President: T. (Ruthie) Jones
702-384-7171

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Representatives: Pat Foley
Maureen Alsheimer
210-670-8417

El Paso, TX 79905

6070 Gateway East

Reddington Bldg., Suite 500U

Representative: Joe Serrano, Jr.
915-783-0110

TACOMA, WA 98109

4524 S. Junette St.

Representative Pat Hasard
253-474-2163

WASHINGTON, D.C.

PHILADELPHIA-MARYLAND VIRGINIA AREA

1325 Mass. Ave., Suite 310
Washington, D.C. 20005

Vice President: Elwood Hampton
Representatives: Charles Hampton
Sandra Robinson
202-628-5770

Nights & Weekends: 856-423-7268

ITPE COUNSEL

360 W. 31st St., Suite 301
New York, NY 10001

Sidney H. Kalban, Esq.
212-868-5867

AFL-CIO MARITIME COMMITTEE

1150 17th St., NW, Suite 700

Washington, D.C. 20036

Talmage Simpkins, Executive Director
202-835-0404

ITPE HEALTH AND WELFARE PLAN

24 Oglethorpe Professional Boulevard
Savannah, GA 31406

P. O. Box 13817

Savannah, GA 31416

Joan Wolfe, Administrator
912-352-7169

ITPE PENSION PLAN

ITPE ANNUAL BENEFIT PLAN, ERISA SYSTEMS

6851 Jericho Turnpike, Suite 255
Syosset, NY 11791

Bob Cassells
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