



ITPE



NEW 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. 20, No. 10

www.itpe.org

Spring 2003



Report of the PRESIDENT

by John F. Conley

Dear Brothers and Sisters,

Beginning in 1963, when America's military was fighting in Vietnam, and throughout the many wars, battles and incursions ever since, the members of ITPE have continued to provide services to the men and women of our armed services. Many of our members have spouses, children or other loved ones in Iraq, fighting for freedom and democracy. This is nothing new for you, as ITPE's members have provided a multitude of services to our armed forces and our country, in general, throughout our forty year history.

However, only you who have a loved one currently assigned to duty in Iraq know the anguish you must be experiencing from day to day, especially as you watched the War in Iraq being played out on live TV. It is surely a comfort to the men and women overseas to know that you are there for them, supporting them, keeping the family at home secure while anxiously awaiting their safe return.

During a war far too long ago to mention, I put on a Navy uniform and proudly served my country. I know from my experience that it is not the uniform which makes the hero, but is the person inside that uniform and the deeds performed while in that uniform which make heroes. It is through their day by day efforts that our military forces have constantly demonstrated that they have "the right stuff."

It is through your daily efforts that you, the ITPE membership, constantly demonstrate that you have the right stuff. Regardless of the circumstances, you are always there, providing your needed services. This country owes you civilian employees a debt of gratitude for your contribution to this War effort. You are my heroes.

The War in Iraq and the many other global events are, of course, of concern to all of us. However, you elected the five officers of ITPE to keep this Union on a true course. I am very proud to report to you that the ITPE is on a true course. We continue to build a stronger organization. We remain financially strong and remain constant and formidable in our pursuit of the best contracts and representation for you, the members.

Our organizing is going full speed ahead. (See the Organizing Report.) The Union's Council and current Delegates have approved a resolution to increase the number of Delegates at the ITPE's Convention from 20 to 25,



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**NOTICE OF
NOMINATIONS
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PRESIDENT'S REPORT *continued from cover*

effective with the election of ITPE officers and Delegates this year. That will allow greater participation by more members in the governance of this Union. See the nomination notice in this Newsletter. The voting period is the month of November 2003. We encourage you to vote in all elections.

All of our benefit plans are in good shape. Although our pension plan took some losses in investments because of the current market, those losses were minimal compared to almost all others. Many pension plans suffered losses from 7 to 11 percent. There are some which lost twice those amounts and more; and then there were the pension plans for the workers at Enron and WorldCom. Many of the participants in those plans lost almost all of their pensions.

The losses of the ITPE Pension Plan in 2002 were about 4 percent. That Plan has been in existence since 1979 and this

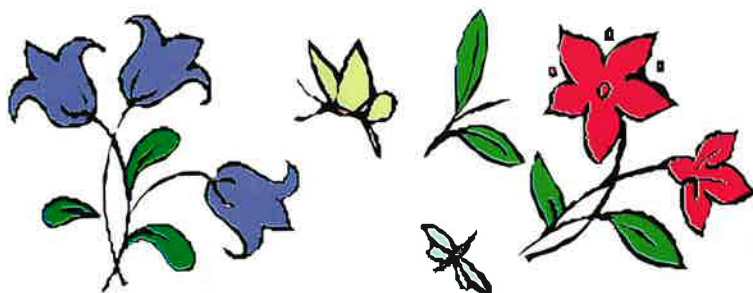
is the first time it has experienced a loss in investments. While no one ever wants to have a loss, we need to think about the many years that the Plan's investments have provided its participants with 8 to 13 percent gains. We also have to be thankful to the Plan's Trustees for their prudent investment policy, which has kept our losses to a minimum while the stock market plummeted in the past two years. If we were baseball players, those of us who are participants in the ITPE Pension Plan would have a great batting average.

Enjoy your summer. God bless each and every one of you.

John F. Conley
President



ITPEU NEWEST MEMBER - Congratulations to Bill & Maureen Alsheimer on the birth of their grandson. Nathan James Summer was born on April 10, 2003. Nathan weighed 7 lbs. 2 oz. and was 20-3/4 inches long and is the son of Eric and Jennifer Summers. Maureen Alsheimer serves our members in the San Antonio area.

**5 COMMON HEADACHE TRIGGERS**

Headache sufferers spend more than \$4 billion a year on over-the-counter pain relievers. But prevention costs you nothing. Here are five leading headache culprits to watch out for:

Stress - Frayed nerves are a frequent cause of "tension" headaches and may also trigger migraines. Idea: Take 30 minutes a day to daydream, meditate or otherwise relax.

Diet - Certain foods contains substances that can trigger headache pain. Examples: caffeine, red wine, processed meats, chocolate, cheese, citrus fruits, snow peas and monosodium glutamate (MSG).

Eyestrain - Concentrating on one object for a long time (such as a computer screen) can cause temporary head pain. Suggestions: Take occasional "eye breaks" by looking out a window...consider an eye exam.

Sitting - Staying seated for long periods, especially if you're constantly on the phone or hunched over, can lead to tension headaches. Self-defense: Shift position...stretch once an hour...stand during phone conversations...take a walk at lunch time.

Sleep - Too little or even too much sleep can bring on headaches. Control the brain clock, go to bed & wake the same each - weekends Too!

NOTICE TO ITPE HEALTH & WELFARE PARTICIPANTS

In the event you have questions on your claims you may call your ITPE Health & Welfare claims representative at the toll-free number listed below.

1-800-327-5926

First find the alphabet that represents the first letter of your last name. Then, please, dial the extension opposite the first letter of your last name.

A - C	Ext 113	J - M	Ext 115	U - Z	Ext 106
D - F	Ext 103	N - Q	Ext 111		
G - I	Ext 112	R - T	Ext 114		

For disability payments or Death and Survivor income dial extension 102. For COBRA, Ext. 105.

NOTE:

To ensure the privacy of insured individuals identifiable health information under the HIPAA privacy regulations, your claims representative will need you to answer several questions in order to safeguard your privacy.

Please remove this page and retain for future reference.

Introduction to HIPAA Privacy Regulations

As you are aware, the Department of Health & Human Services recently issued regulations that establish strict standards on health plan, like ours, may use and disclose individual medical records (known as Protected Health Information or PHI).

The regulations go in effect April 14, 2003,

These regulations require that the Health Fund ensure that policies and procedures are in place to ensure that PHI is kept confidential. Such measures include, but are not limited to, training of individuals who handle or come in contact with PHI (including Trustees), improved storage for PHI and limited access to areas where PHI are handled and/or maintained.

1. What does this have to do with me?

The regulations apply to the Fund, not directly to Trustees, Union Officials or the Third Party Administrator. However, as the regulations restrict the circumstances in which the Fund may share PHI with anyone other than the individual participant (or beneficiary), your communications with the Fund Office pertaining to or on behalf of the participants and their families, will have to follow new procedures.

2. What do the regulations require?

In general, the Fund must secure all protected information so that it is not readily accessible or available to those who do not need access. The Fund may discuss the information with the individual directly, but not with Local Union officials, Union staff, or the Employers unless a signed authorization form is completed by the individual and sent to the Fund Office. The Fund Office will also be restricted from discussing the information with Trustees, although the Trustees may be authorized to receive some of the information in order to perform their duties on behalf of the Fund, such as deciding appeals. Lastly, under the new regulations the Fund Office will not be permitted to share PHI regarding an individual with that person's spouse or adult child or vice versa without a written authorization.

3. What is protected health Information or PHI?

PHI is any information that relates to the past, present or future physical or mental health or condition of any individual or is detailed and specific enough that the identity of the individual can be reasonably determined. This includes: names, addresses, phone or fax numbers, email addresses, social security numbers, marital status, eligibility for benefits, medical diag-

nosis, types or dates of treatments or service.

Certain types of identifiable medical information is not PHI, such as medical information generated and maintained by Employers for employment related purposes, but not sent to the Fund (once it is here, it is PHI).

4. How does this restrict my ability to help participants?

When a participant or his/her family member calls you with a question about their benefits with the Fund, the Fund Office will be prohibited from disclosing PHI about the individual without a written authorization from the individual. If the individual is present, verbal authorization may suffice. It is not a violation for the participant or family member to provide you with PHI, or for you to provide it to the Fund, but it is a violation for the Fund to provide YOU with the information without the authorization. Best procedure to follow...go ahead and accept the information from the participant or family member, tell them you will forward it to your favorite Fund Office employee, who will respond directly to the individual involved (or if minor child, the parent).

5. What other ways will participants be affected?

Under the new rules, spouses will no longer be permitted to call the Fund Office to obtain certain information regarding their husband or wife nor will the participant and his or her spouse be permitted to obtain protected information regarding their adult children (18 years and over) or minor children, in certain circumstances, unless the written authorization is received. This means that a spouse cannot call the Fund Office to check the status of a claim on the participant or to see if the participant is eligible for benefits without the authorization. The same is true for participants calling regarding his or her spouse and children. It is Ok for you and the Fund to discuss benefits and eligibility, if kept in a general format (e.g. anything that can be found in the Summary Plan Description).

REMINDER

As a result of these privacy regulations in order for the Funds Office, your Union representative or the Funds Representative Mr. Boyd to assist you in obtaining information on your claim you must provide them with a signed authorization form. These forms will be available at Fund office and all Union Branch offices.

DON'T MESS WITH TEXAS



A smiling Agapito Remanes - US Naval Station, Ingleside, TX - Third Coast Food Services.



ITPE Food Service Members employed by Allen Tharp & Associates at Lackland AFB attending the membership briefing on benefits presented by Mr. Roy Boyd, Funds Representative.



Left to right: Mr. Wallace and Ms. Parker - Greeting the troops with a smile! The Louisiana Department of Rehabilitation Services Food Service at Fort Polk, LA.



Left to right: Ms. Martin, Ms. Benoit and Ms. Ruben. The Louisiana Department of Rehabilitation Services, Food Service at Fort Polk, LA



and DON'T MESS WITH TEXAS ITPE areas



Above Left to Right: Shop Steward Penny Ward, Franco Javier and April Stewart picking up union documents.
US Naval Station Ingleside, Texas - Third Coast Food Service



back row Left to Right: Shop Steward Everett Logan, Clinton Thompson, Ron Johnson, Houston Byrd.
Front Row Left to Right: G. Johnson, Gayle Harmon. Phoenix Management, nc./Tranportation/Motor Pool/Fort Polk, LA



Above: Meeting with the hospital housekeeping membership at Darnall Army Hospital.
Main Building Maintenance and JXM, Inc.



Above Front: Shop Steward Everett Logan, signing off on ITPEU documents.
Left to Right: R. Johnson, Houston Byrd, C. Thompson and D. Thompson
Phoenix Management, Inc./Tranportation/Motor Pool/Fort Polk, LA



Above: Lackland AFB Food Service membership meeting held on February 21, 2003. Members: Left to Right, Peter Davis, Ivy Hannon, Margarita Escobar, Alex DeLa Rosa, Yolanda DeLeon, Lisa Guerra, Virginia Perez.





Greetings from the WEST COAST

By John Brenton, III, Secretary-Treasurer

I have recently been involved in two events that have made me even prouder to be an ITPE member and Secretary-Treasurer.

The first was to participate in a picket line at Kunia Tunnel, Hawaii. The contractor, James T Chinn, has tried to take the Annual Benefit Fund from these members. They feel so strongly about this fund that they agreed to forgo a pay raise in order to keep their fund. Things came to a head when the contractor told the members that, not only was he going to leave the fund, he was going to terminate the Union Collective Bargaining Agreement.

ITPE Representative Bill Cable immediately filed charges with the National Labor Relations Board, who notified the contractor that his actions were unfair labor practices. The members were so outraged that they asked the Union to ask the Military for a place to picket and asked where it would be permitted. Bill Cable and I were there with the brave

members that walked a mile on their break to join the picket line. Also there were members from Wheeler Army Air Base to show their support. (pictured)



Above: Hawaii Representative William (Bill) Cable mans the picket line at Kunia Tunnel with Alma Vina Cable, Virginia Ferrido, Bella Ramirez, Augustina Vedrijo, Virginia Laguitan, Sandi Kim & Jeffery Davis

I want to thank all those who took part with the pickets for proving once again that the Union means togetherness, which equates to strength. We are going to win this battle thanks to these people who brought this struggle to the attention of the Military, the National Labor Relations Board and the Department of Labor.

I also had the great privilege of attending the AFL-CIO winter meeting in Florida. Thanks to OPEIU Presi-

dent, Mike Goodwin, I also had the opportunity to sit in on the AFL-CIO General Council meeting. I listened as the Presidents of all the larger unions discussed their concerns and plans for America's working families.



Above: Secretary-Treasurer John Brenton III, visits with Gwen Rodriguez, Mary Lou Rodriguez & JoJan Alameda at Wheeler Army Air Station. These three ladies volunteered their time to stand picket duty at Kunia Tunnel. "We're a union, Yea, we're supposed to stick together" says chief shop steward Gwen Rodriguez

I listened as Congressman Richard Gerhardt spoke about working families and the problems they face under the current administration. I listened to the Secretary of Labor, Elaine Chao, and realized exactly whose side this

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WEST COAST AREA *continued from page 6*

administration is protecting and you can bet it's not Labor!

The lesson I learned was that we must mobilize for the next election. We must elect officials that are sympathetic to working families. We must be able to support our friends. How can we accomplish this mission? We must register to vote and then vote! And we must contribute to the campaigns through the ITPE PAC Fund. Remember when your representative asks you to contribute, this money helps elect people who are willing to help you.

Until that time.

Fraternally,

John Brenton III
Secretary/Treasurer



Above: Jeffery Davis shows the back of his ITPE "T" shirt as he poses with Alma Vina Cable, Sandi Kim & Representative William Cable at picket line at Kunia Tunnel. Jeffery & Sandi work at Schofield Barracks on the P.M. shift but volunteered their mornings to show support for their brothers and sisters



Above: Atsu (The Little General) Gilcrest is presented her retirement plaque by Secretary-Treasurer John Brenton III



Above: Kunia Tunnel Union members meet to discuss strategy at Representative William Cable's home.



Above: Secretary-Treasurer, John Brenton III, Atsu Gilcrest, Gwen Rodrigues & Bill Cable. ATSU is all smiles as she shows her retirement plaque presented for her many years of service as shop steward at "A" Quad Schofield Barracks.



From the **WASHINGTON OFFICE**

By Elwood Hampton, ITPE Vice President/Legislative Director

The Northeast Corridor from Virginia to Maine and parts of Ohio are administered by Vice President, Elwood Hampton. The North section covering Dover, Delaware to Maine and most recently assigned areas of Ohio is serviced by ITPE Representative Charles Hampton. The Southern section from Washington, D.C. to Virginia, is being serviced by ITPE Representative Sandra King.

1. All contracts are being negotiated for 2003.
2. Installations are being serviced on a regular basis
3. The office conference room is being utilized when possible to conduct Union meetings as a result in increased base security.
4. Shop Steward seminars are being continued however, it is difficult to assemble a large number therefore, the representatives are holding regular meetings on or near the installations. Shop Stewards have been given Shop Steward manuals.
5. I have attended a number of Union meetings in Virginia, Maryland and the Washington, D.C. area conducted by Sandra King and Roy Boyd. They were very productive.
 - a. Sandra concentrated on proper grievance procedures and other sections of the contract, emphasizing the payment of dues or a service fee.

- b. Roy Boyd concentrated on Health and Welfare benefits and the Pension Plan.
- c. Elwood Hampton concentrated on meetings with the Department of Labor, Department of Defense, legislation, base closures, outsourcing and advising all to register and vote for the candidates of their choice.

6. This office is aware that some employees had not paid dues as indicated in President Conley's survey chart. This is being corrected on a base to base, list by list effort. Some Companies claim they had no dues cards, we don't agree in all instances. I have instructed Gail Seabrooks, our Administrative Assistant when copies of cards are forwarded to the companies in the future, mail them registered mail, for return receipt.

7. One Company had collected dues and never forwarded them to our Savannah Office. Sandra King has obtained a check for the dues. This Company forwarded checks for Delinquent Pension Contributions to the Pension office. This is being monitored by Stan Gruber Fund Counsel.

8. Charles Hampton has submitted his organization report to Dennis Arrington. He did win an election of guards in Vermont with 83% for 17% against.

9. He has serviced the Cleveland Ohio area and has forwarded this

report to President John Conley, for his evaluation.

10. I attended a Shop Steward Seminar at Fort Dix, New Jersey with Charles Hampton.

11. The security at this installation has increased and the Union may not be able to conduct meetings on this Base in the future.

12. I attended a meeting conducted by the Department of Defense regarding Online Wage Determination on February 5 (list of attendees). It appears that programs exist by the Department of Labor and the Department of Defense electronically than are geared to eliminating employee representatives (Union, Health-Pension Funds) from being able to obtain on the spot access to S/F 98 Data information being considered to generate a Wage Determination. This excludes representatives of the employees from monitoring the Wage and Plan benefit structure. An incorrect Wage or Benefit amount could have the employee working at a lesser rate.

13. At the meeting we objected to any concluded agreement of the contracting Agencies, or Department of Labor or the Department of Defense without our input.

14. There shall be other meetings before either system is finalized and we shall attend with other Union Representative.

15. Since the issuance of the revised A-76 in November 2002,

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

OMB has received a significant number of comments expressing both support and opposition to the changes. The A-76 is the process used by federal agencies to determine who should perform the federal governments commercial services, the public or private sector.

16. The A-76 has been criticized in the past for taking too much time to complete, costing too much for all involved, and resulting in unclear outcomes. Some of the most notable improvements in the revision include a single solicitation and source selection authority instead of one for the private sector and another for the public sector; a limit on the amount of time used to complete an A-76 cost study; restrictions on the ability to cancel already announced studies;

equal ethics and conflict-of-interest rules for all participants; and comparable performance agreements regardless of who is selected to perform the service. These are just some of the many changes made to the A-76.

Opposition to the new A-76 is primarily being led by AFGE who would like to see no outsourcing occur at all and have work already outsourced converted back to in-house government performance.

17. In March subcommittees in both the Senate and House Armed Services Committees held hearings on federal outsourcing and the A-76 revision. These oversight hearings shed further light on the problems of the current process and how the revision would fix them. There is no timetable as to when the final revision will be released but it is hoped it will take

place sometime in the next month or so.

18. Meeting on Friday March 28, 2003, I was informed that the date that a Collective Bargaining Agreements must be noted and effective before any addendum can be attached, therefore, the Collective Bargaining Agreement and the Addendum cannot have identical dates. Those that have identical dates are being returned to contracting.

I shall continue to forward any on the Hill News that may adversely affect our members. I have been in touch with Homeland Security officials in the event that there is an emergency situation in our area (building).

Respectfully Submitted,
Elwood Hampton, Vice President

NORTHEAST REGION *Queen Now King*



Congratulations are in order to ITPE representative Sandra Robinson who serves ITPE members in the Washington, DC, Virginia and Maryland areas. Sandra, who was always a Queen has now become a King. Sandra and Wayne King were married on Friday, April 4, 2003 during a recent trip to Las Vegas. Again, congratulations to Mr. & Mrs. Wayne King. Again Congratulations to Mr. & Mrs. Wayne King.

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MERCURY BUILDING WASHINGTON, D.C.



Keith Bias - Good Morning....May I help You?

Annette Evans - You are invited to enter.
Place your bags on the detector.Kazeem Sobayo - Time out
for a cold bottle of water to
cool any frustrations.Maria Lopez - This is a
secured area, we are on a
special code!Anatole Patchou - Your material has
been inspected and cleared.

FORT DIX

(L-R) ITPE members Keysha, Gregg, Dana, unidenti-
fied soldier and Robert Jones proudly point to their
sign in support of the Troops. They work in Dining
Facility 5985 at Fort Dix.ITPE Food Service members at Fort Dix with some of the
beautiful military personnel in Dining Facility 5985

Continued on page 11

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



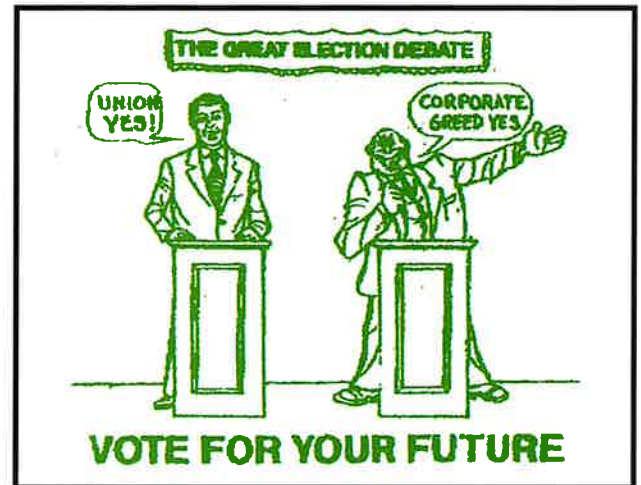
Alphine Williams listens as Roy Boyd explains the Pension Contribution/Health and Welfare benefits at Langley Air Force Base.



Left to Right: Victoria Outlaw, housekeeper, Michael Clark - Carmen Robles, Shop Steward listens to Roy Boyd and studies the material supplied by Representative Sandra King.



Members are being addressed by Roy Boyd, ITPE Representative regarding their Health and Welfare/Pension Benefits.



FORT DIX



(L-R) Rose Young, an unidentified soldier center and Son Sim Jones all smiles in their Dining Facility at Fort Dix.



Food Service cooks and mess attendants are all smiles in building 5601 at Fort Dix.



Greetings from the **EAST COAST**

By Mary A. Williams, Vice President

To my brothers and sisters on the East Coast, since our last issue, Dennis Conley and I, Mary Williams organized the food service at FLETC with a total of 140 employees employed by Southern Food service. Negotiations are underway for October 1, 2003.

During the month of March, I was assigned to Ft. Campbell, Kentucky, which consist of (2) two sites, food services and laundry and Ft. Knox, Kentucky. These contacts were serviced by Dennis Conley and me, Mary Williams in route to the closing of the office in Alton, Illinois.

We were welcomed with open arms at all the contract sites. There was a scholarship winner at Ft. Campbell, Kentucky's laundry. The first winner from the Ft. Campbell, Kentucky area; she is the proud daughter of Mehee Chambers. Ms. Chambers is employed by

Robertson & Penn at Ft. Campbell, Kentucky's laundry services.

Congratulations to Edith Gardner who retired after 16 years from Moncrief Army Hospital, Ft. Jackson, South Carolina.

Mrs. Irene White, a long time member employed on the food service contract at Ft. Jackson, S.C., has retired after 30 plus years of service at that one site and I am sure she will be missed by all our members at Ft. Jackson, S.C.

Scholarship applications are out, so please if you have a son or daughter that will be graduating in January or June of 2004, please have the application in by December 1, 2003. If

you don't apply, you cannot win.

It's that time again. Union election is coming up starting

November 1 - 30, 2003. All members in good standing are encouraged to vote not only in the union election but also your local elections.

Always be kind to your union brothers and sisters that you work with.....

Mary A. Williams
Vice President



BACK YOUR UNION



SCHOLARSHIP RECIPIENTS ALL SMILES



Above Left: **Brandi Leach**

Ms. Leach is an employee of BMAR at Womack Army Hospital at Ft. Bragg, N.C. She is a graduate of Pine Forest High School in Fayetteville, N.C.

Presently, she attends Fayetteville Technical Community College and is in the nursing program. Ms. Leach is a member of Phi Theta Kappa and has a 4.0 grade point average. Her plans are to pursue her nursing career with the scholarship she has won so she can become a registered nurse.



Above Center: **Falisha Chalmers**

A senior at Kenwood High School located in Clarksville, Tennessee, Falisha Chalmers has received numerous awards. Among them are the Excel Cards and special Academic Awards. She has received the All Team District Award in both her sophomore and senior years.

Ms. Chalmers plans to attend Austin Peavy State University there in Clarksville where she has selected the major of graphic design. She enjoys art and creating her own pictures and designs.

"Without the help from my parents and teachers at school, I would not have been able to come this far in my educational achievements. I am very proud to receive this scholarship award and would like to say thank you, to those that have made attending college possible for me, and I am very grateful to ITPEU.



Above Right: **Gabriela Garza**

An 18 year old Cooper High School Senior in Texas, Ms. Gaza has a class ranking of 124 out a class of 487.

Ms. Garza is a H & W scholarship recipient from Dyess AFB, Texas, on their Food Service Contract.

Her plans include attendance at South West Texas University and major in Mechanical Engineering. She may enter the military after college as an officer if unable to obtain a high tech position with a major company.

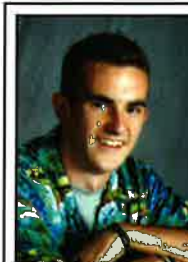
ITPE HEALTH & WELFARE SCHOLARSHIP WINNERS YEAR SEPTEMBER 2003-2004

* KATHERIN GIBBONS
* PATRICE WILBER
KYLE STILLMAN
GABRIELA GARZA
* RHONDA HANSON
BRANDY LEACH
FALISHA CHALMERS

NAS PENSACOLA, FL
KEESLER AFB, MS
AUBURN, CA
DYESS AFB, TX
VENTURA, CA
WOMACK ARMY HOSPITAL, NC
FT. CAMPBELL, KY

CONGRATULATIONS TO ALL OF YOU

**Not Pictured*



SCHOLARSHIP WINNER - KYLE M. STILLMAN.
EXCERPTS FROM HIS THANK YOU LETTER:

THANK YOU FOR CONSIDERING AND ACCEPTING ME AS A RECIPIENT FOR ONE OF THIS YEAR'S SCHOLARSHIP WINNERS.

I AM NOW ABLE TO GO TO THE UNIVERSITY I HAVE DREAMED OF ATTENDING, POINT LOMA NAZARENE UNIVERSITY.

IT IS A GREAT HONOR TO RECEIVE THIS AWARD AND I CANNOT THANK YOU ENOUGH. I PLAN TO MAJOR IN HISTORY. I WILL TAKE FULL ADVANTAGE OF YOUR SCHOLARSHIP AND MAKE SURE YOUR INVESTMENT IN MY EDUCATION IS WORTHWHILE. THANK YOU AGAIN.

**SINCERELY,
KYLE M. STILLMAN**



Report from the ITPE ORGANIZING DIRECTOR

By Dennis R. Arrington

ORGANIZING FOR CHANGE

ITPE ORGANIZING GOING FULL SPEED AHEAD

Recently, stated by President Conley at our last convention in March of 2002. Likened organizing to a train moving out of the station, gathering speed along the way, and knowing we can't get off until the train comes to the end of the line. We all got on the train and now nearing our fifth stop.

Our first stop took us to Idaho Falls, Idaho at the King B beef jerky plant with 220 employees. On August 10, 2002, of the employees that voted, 72 percent voted to be represented by the ITPE.

Our second stop took us to Blackfoot, Idaho at the NonPareil Plant with 497 employees. On December 4, 2002, of the employees that voted, 70 percent voted to be represented by the ITPE.

Our third stop took us to the Federal Law Enforcement Training Center in Brunswick, GA with 140 food service employees. On February 14, 2003, of the employees that voted, 77 percent voted to be represented by ITPE.

Our fourth stop took us to Mesquite, Nevada, with 1200 casino employees on April 7th, 2003. ITPE filed for a RC election with the NLRB. A hearing was held to determine the unit. Lupe Salazar of OPEIU is heading the campaign. The NLRB should set an election date by early May or late June.

Additional stops along the way where we

were successful in organizing were Boston Tower, 1405 Wilson Blvd., Carough Plaza, Crystal Gateway#3, Social Security Administration Building, all Security Guards contracts in Arlington, VA. These 3 sites were organized by Sandra King.

In addition, an election was held in Vermont for a Security Guard group employed by MVM. Eighty-three percent of the employees that voted voted to be represented by the ITPE. Representative, Charles Hampton headed this campaign and received recognition by a neutral card check.

Do you know any one who wants Union Representation at their work site? We have 40 years experience. All you have to do is call telephone number (912) 232-6181 and ask for me, Organizing Director Dennis Arrington. Remember, you have one voice. With a Union, you have many voices.

Fraternally, Dennis Arrington



News from NORTH CAROLINA & WEST VIRGINIA

By Cindy Diehm, Representative

At the time of the writing of this article we are at war in Iraq. We have watched our friends and loved ones move into harms way and are keeping them and our entire military in our prayers. We commend those of you who are carrying on with your work and supporting the military that are still here with us. We all wish for a speedy end to this conflict and a return of our troops to there families.

As most of you know it is time to negotiate new wages and fringe benefits for our members. We are getting good results with raises in both wages and fringe benefits. ITPE continues to support their members by getting them the benefits they deserve for the tremendous jobs they do. Most of our members work in one capacity or another on the Military Bases around this great country of ours. You provide services that help make the military run a little more smoothly. We, the ITPE, will work diligently to ensure that you get the benefits that you deserve.

To our members in West Virginia we would like to say, we know you are glad it's spring. West Virginia had lots of snow this year. I had quite a time try-

ing to maneuver my way through the snowfalls. I must say it was a beautiful sight but not the best weather to drive in. I'm looking forward to seeing spring in the mountains, as it is one of the most wondrous sights I have ever seen.

As the year progresses and we negotiate, we will be scheduling meetings to inform the membership of the benefits negotiated. Please try to attend the meeting and find out what your benefits will be, to talk with your representative and to enjoy the fellowship of the other members.

ITPE at North Carolina had a scholarship winner this year. We are pleased to announce that Brandy Leach, an employee of BMAR & Associates at Womack Army Hospital, won a two year scholarship. Brandy has been going to Fayetteville Tech for quite some time now. She is studying to be a nurse and the scholarship will help her realize her dream of becoming a registered nurse. Congratulations Brandy we are behind you one hundred percent. YOU GO GIRL!!!!

The Ft. Bragg office would like to see more people apply for the scholarships. It is a great opportunity to further your edu-

cation. Remember it is not only for your children but if you (a member) wish to apply for a scholarship you can. For more information contact us at our office. 910-497-1661.

Cindy L. Diehm &
Cheryl L. Lowe

Earth's Easiest Exercise

Walking can add years to your life and life to your years. And it couldn't be easier. You don't need to join a health club, wear special equipment or go into training to reap the rewards:

The Conditioner - Walking conditions your heart and lungs and raises your body's ability to use oxygen more efficiently. Fact: In one study, women who walked briskly (3-4 miles per hour) at least three hours a week cut their risk of heart attack and stroke by more than half.

The Protector - Walking helps beat other health problems, too. It reduces your risk of some forms of cancer and osteoporosis. It fights the battle of the bulge, taking off fat and building muscle. Walking can even help people with diabetes reduce or eliminate their need for medication.

The Joint-Saver - Walking can burn about as many calories per mile as jogging does. But it delivers only a quarter of the jolt, so it's much easier on your joints and muscles.

De-Stressor - Walking's easy on the mind, too, since it lessens stress and lightens depression. Beginning walks usually report that they feel better, sleep better and that their mental outlook improves.

The Winner - Best of all, walking has the lowest dropout rate of any form of exercise. So you're more likely to stick with it and get all these benefits and more, like better digestion, improved regularity and lower blood pressure.



Report from the **ITPE FUNDS REPRESENTATIVE**

Roy J. Boyd

Six months have passed since my last report to you. In my last report, I wrote of the economic downturn in our country. This economic slow down has resulted in lost jobs for working families, huge losses in pension funds and struggling health funds unable to finance the higher costs of medical care.

The ITPEU membership is fortunate that the Boards of Trustees of all three ITPE Funds have practiced diligence and prudent man policies in the administration of your benefit plans. Instead of cut backs in benefits and services in your ITPE Health and Welfare Fund, your Fund Trustees have continued to upgrade its' high tech equipment in order to broaden and speed up services to you. The same thing is happening in your ITPE Pension Fund. I heard a large sigh of relief among our members when the claims payment segment of our new computer system became operable! Isn't it wonderful that claim payments are back up to their historical fast pace!

You now have your ITPE

Health and Welfare "800" telephone number that you can use to call in your inquiries concerning any claims problem. This phone number and the accompanying extension numbers will be given to you in another section of this newsletter. Due to the vast improvements being made in our electronic systems, more beneficial services will be made available to you in the near future.

In the past, I have reported to you certain aspects of a Federal Law known as HIPPA. Just recently the US Department of Health and Human Services issued regulations to enforce the intent of provisions of this act. These regulations established strict standards on health plans like ours concerning how they may use and disclose individual medical records. These individual records are known as Protected Health Information (PHI). The ITPE Health and Welfare Board of Trustees have adopted all measures to comply with these regulations. In the future should you ask me or your union representative to check on a medical claim for you, we may ask you to sign a

form which gives us and the ITPE Health and Welfare Fund authority to discuss the problems with your claim. Under PHI regulations your ITPE health claims representative cannot discuss a spouse's medical information with the other spouse without obtaining an authorization from the spouse whose medical information is to be discussed.

Medical information of a dependent child cannot be discussed if over age 18 without authorization. There is certain medical information concerning dependent children age 16 or over that must be authorized by the child before it can be disclosed to a parent.

Remember that you can always give information to your representatives or the Health and Welfare Fund to expedite your family claims, but the Fund office may have to get authorization to disclose information to you or your representative.

Please attend your union meetings to learn more about these PHI requirements. They sound worse than they are but are made for an individual's protec-

FUNDS REPRESENTATIVE continued from page 16

tion!

I am very proud of the fact that our membership keeps itself informed. If something happens that is not understood by the membership, you can see attendance at ITPEU meetings sky rocket and questions fly! Right after the ITPE Pension Fund statements were mailed out, I received calls from all across the country from members who did not understand why there was a loss in the Pension Fund. I explained to these callers what has happened in the economy and how our loss compared to the pension industry loss. Of course, the members understood this. We have never had a loss report before! However, we must understand that our pension fund investments are subject to the same economic conditions as all other pension funds. The nation is in an economic decline. Be thankful the ITPE Pension Fund is invested conservatively! Our loss was among the smallest percentage in the industry! I have compared our loss to the loss in the other funds. It sounds crazy to say this, but compared to others, I am pleased with our results. I am also pleased that you are positioned to take advantage of healthy gains

when the economy turns!

In my last report to you, I mentioned the imminent possibility of war. War was declared. Our country and its' allies engaged in War to make life better for mankind. The War was won! This War is just one of the many struggles necessary to bring about and maintain world peace.

All of you engaged in service to our military troops on military installations throughout the country have every right to be proud of your job! Those of you engaged in security should know that citizens throughout the country recognize the importance of your services! Be aware that with the economy as it is, there is great need of vigilance to assure that you get just returns for your services. The best tool for your vigilance is to use your union membership! Participation in ITPE Funds is growing. This gives us more stability and makes better benefits possible. Help make it happen. Protect yourself - **be an active ITPEU Member!**

Sincerely,

Roy J. Boyd



A POEM

Just a line to say I'm living,
That I'm not among the dead
Though I'm getting more forgetful
And something's slipping in my head;
I got used to arthritis,
To my dentures I'm resigned.
I can manage my bifocals,
but oh, how much I miss my mind.
For sometimes I cannot remember
When I stand atop the stairs,
If I must go down for something
Or if I just come up from there.
And before the fridge, so often
My mind is filled with nagging doubt.
Have I just put food away, or
Have I come to take some out.
I called a friend not long ago,
When they answered I just moaned.
I hung up quickly without speaking,
For I'd forgotten whom I'd phoned.
And when the darkness falls upon me
I stand alone and scratch my head.
I don't know if I'm retiring,
Or just getting out of bed!
Once I stood in my own bathroom,
Wondering if I used the pot.
I flushed it just in case I had
And sat down just in case I'd not.
So, now if it's my turn to write you,
There's no need for getting sore.
It may be that I think I've written
And don't need to write no more.
So remember that I love you
And I wish that you were near
But I must run, it's newly mail-time
So I wish you "new Years" cheer.
Now I stand beside the mailbox
With a face so very red.
Instead of mailing you the letter,
I have opened it instead!

ITPE SUPPORTS THE TROOPS

The ITPE represents 245 service contract employees from Puerto Rico to Guam, the Florida Keys to Alaska. A vast majority of these contracts are on military installations. When we say the ITPE supports our troops, we mean it in more ways than one.

Yes, we support the war effort and all the men and women involved, but, we are also their support. The ITPE represents the men and women that cook and serve the food, which clean the facilities that do the landscaping and more.

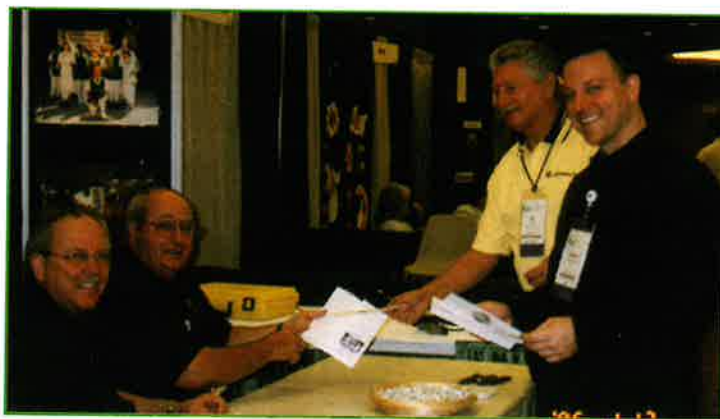
The members of the ITPE get to know these wonderful men and women on a personal level. Many of our members are military spouses and dependents. I have watched cashiers who know the face, the name and the ID number of their customers. I've seen our members laugh and joke with the men and women that they serve. I've also seen Generals come to the aid of these people in times of need.

Is it any wonder that our prayers addressed to God are asking him to be with these men and women of our armed forces as they face danger and put themselves in harms way while representing this great country.

The membership and leadership of ITPE ask the Lord to bless and be with every one of you and God Bless America.



Above: ITPE was well represented for the 3rd straight year at the National Institute of Severely Handicapped (NISH) Tradeshow in Denver, Colorado. Left to Right: ITPE Organizing Director Dennis Arrington, ITPE Benefit Funds Representative, Roy Boyd and ITPE Service Representative, Maureen Alsheimer.



Above: Left to Right: Organizing Director, Dennis Arrington and Benefit Funds Representative, Roy Boyd explains an informational brochure to unidentified NISH attendees. Our team reported the ITPE booth was well attended.



Left: ITPE Representatives, Dennis Arrington, Roy Boyd and Maureen Alsheimer proudly display our banner at the NIS Tradeshow recently held in Denver, Colorado.

NEWS FROM THE NORTHWEST ITPE AREA



Mrs. Dalton's happy smile reveals her pride in receiving the Employee of the Month certificate at AZTAC - McChord AFB.

ITPE Representative Pat Hassard poses in front of the Totem Inn in Valdez, Alaska. Pat says they have from 4 to 500 inches of snow each year.



We welcome our newest members who just recently were organized and are now part of the ITPE/OPEIU Local 4873 family. These custodial employees, employed by E & S Diversified Services on a private sector contract in Valdez, Alaska.

ITPE members at the VA Hospital in Anchorage, Alaska pose during a recent Union meeting.



HOW TO MANAGE ANGER

Constantly blowing your stack not only alienates others, it can contribute to health problems, including headaches, stomach upset and heart attack. To take control:

COUNT to 10. When something angers you, give your body time to defuse before you react. Take three or four deep breaths. Ask yourself: "Will this really matter a year from now?"

WALK it off. Go for a short stroll until you calm down. Helpful: Find a quiet place where you can think out loud and take a second look at how you're reacting to a situation.

DISTRACT yourself. Example: In a traffic jam, play soothing music or listen to a relaxing program instead of pounding the horn. At work, dive into a task to turn negative energy positive.

KEEP a log. Monitor hostile thoughts to discover how frequently your temperature rises. Benefit: You'll help sort out the real causes of your anger, which are often things over which you have no control.

ASK for help. If managing outbursts seems impossible, don't be afraid to try counseling, mediation, lifestyle changes or other kinds of ongoing psychological help. **Your health depends on it.**

RECENT RESOLUTIONS

INDUSTRIAL TECHNICAL & PROFESSIONAL EMPLOYEES UNION, AFL-CIO

RESOLUTION

WHEREAS this labor organization desires to expand the participation of its members in the governance of the Union; and

WHEREAS the Union Convention is the highest governing body of the Union;

WHEREAS Article V, Section 12 of the ITPE Constitution provides that, if authorized by majority vote of this Union Council, the Delegates to the Union Convention can amend the Constitution by ballot, which shall have the same force and effect as an action taken at a Special Convention;

NOW, THEREFORE,

IT IS HEREBY RESOLVED this 3rd day of April 2003, that ballots be sent to the ITPE Convention Delegates, pursuant to Article V, Section 12 of the Union Constitution, for a determination whether Article V, Section 3 of the Union Constitution should be amended, effective at the time of the 2003 nomination and election of Union Delegates, to provide that the number of Delegates be expanded from 20 to 25; and so to read, in its entirety, as follows:

Section 3-Representation: The membership shall elect 25 Delegates to the Union Convention at the same time and in the same manner as the election of Union officers. In addition, the members of the Union Council shall be ex officio Delegates to the Convention with full voting powers. Each Delegate, including each ex officio Delegate, shall have the same voting strength.

John F. Conley
John F. Conley

Elwood Hampton
Elwood Hampton

Mary Williams
Mary Williams

John Brenton III
John Brenton III

T. "Ruthie" Jones
T. "Ruthie" Jones

INDUSTRIAL TECHNICAL & PROFESSIONAL EMPLOYEES UNION, AFL-CIO

RESOLUTION

WHEREAS this Union's Constitution contains a provision in Article VII ("Duties of Officers and Other Personnel"), Section 1, that the elected officers of the Union - the President, Secretary-Treasurer and three Vice Presidents - shall be ex officio delegates to both the Union and National Conventions; and

WHEREAS it is desired to reiterate in Article X ("Election for Union-Wide Office"), Section 1, that these officers, by reason of their election as such, shall serve as this Union's Delegates to the National Convention of the Office & Professional Employees International Union, so that this information will be easily found by any member who should look at the Constitutional provisions for election of Union officers and delegates; and

WHEREAS Article V, Section 12 of the ITPE Constitution provides that, if authorized by majority vote of this Union Council, the Delegates to the Union Convention can amend the Constitution by ballot, which shall have the same force and effect as an action taken at a Special Convention;

NOW, THEREFORE,

IT IS HEREBY RESOLVED this 3rd day of April 2003, that ballots be sent to the ITPE Convention Delegates, pursuant to Article V, Section 12 of the Union Constitution, for a determination whether Article X, Section 1 of said Constitution shall be amended, effective immediately upon passage of such amendment, by adding the underlined language, to read in its entirety as follows:

Section 1-Elected Positions: The membership shall elect the Union President, Secretary-Treasurer and three Vice Presidents. These five (5) officers, by reason of their election as such, shall also serve as this Union's Delegates to the regular and any special National Convention of the Office & Professional Employees International Union. The membership shall elect Delegates to the Union Convention at the same time as the election of officers.

John F. Conley
John F. Conley

Elwood Hampton
Elwood Hampton

John Brenton III
John Brenton III

T. "Ruthie" Jones
T. "Ruthie" Jones

NLRB SUSTAINS LOCAL 153S objections in Prudential case *Landmark decision calls for new election*

In a historic judgment that affects OPEIU and countless other unions in the future, the National Labor Relations Board (NLRB) ruled that OPEIU, Local 153 was correct in objecting to a disputed election in April at Prudential, reports Local 153 Secretary-Treasurer Richard Lanigan. A new election is expected in the coming months. Local 153 challenged the election results because Prudential had disallowed employees to communicate with each other over the company's e?mail system about the election and other union activities, under the auspices of a newly instituted no solicitation/communication rule. Moreover, Prudential enforced this new rule in a discriminatory fashion by allowing company supervisors and managers to communicate with each other regarding union activities and to solicit votes against OPEIU.

The NLRB ruled that Prudential's policy of prohibiting employees from using the company e?mail system to communicate about union-related matters is, "overly broad and interferes with and restrains employees in the exercise of their rights under Section 7 of

the [National Labor Relations Act]." Section 7 clearly states that employees shall have the right to self-organization, to form, join, or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining. For example, the judgment stated that because many of the Prudential employees work from home on their own computers or laptops and set their own hours, communicating about union related matters should not interfere with Prudential's core business.

Another tenet in the ruling examined whether Prudential's anti-union practices affected the outcome of the election. The NLRB ruled that because of the voting unit's unique structure??employees located all over the country, with many not even working at an office?they do not have the same day to day interrelationships that most employees have at work. Therefore, the employees access to one another is extremely limited. Contrast that with Prudential's situation during the campaign. They could communicate directly with employees when they were on the

premises at any time, and they also communicated through their Intranet default page, making it impossible for any Prudential employee to not see anti-union communications when logging onto the Internet or checking e?mail. Because the outcome of the election was relatively close, the ruling argued that these practices had a "foreseeable effect" on the election.

The ruling declared that the original election be set aside so that a new election could be held forthwith. The original tally was 748 votes in favor, 811 votes against, 17 voided ballots and 41 challenged ballots. Local 153 began organizing Prudential representatives last year. The United Food and Commercial Workers (UFCW) previously represented Prudential employees in collective bargaining but yielded representation rights to OPEIU, Local 153.

Congratulations to Carol Pennington O'Rourke of Collieran, O'Hara, & Mills for the excellent job she did in presenting Local 153's objections to the election to the NLRB.

CONSTITUTIONAL AMENDMENTS

CONSTITUTIONAL AMENDMENT 03-1

WHEREAS this Union's Constitution contains a provision in Article VII ("Duties of Officers and Other Personnel"), Section 1, that the elected officers of the Union - the President, Secretary-Treasurer and three Vice Presidents - shall be ex officio delegates to both the Union and National Conventions; and

WHEREAS it is desired to reiterate in Article X ("Election for Union-Wide Office"), Section 1, that these officers, by rea-

son of their election as such, shall serve as this Union's Delegates to the National Convention of the Office & Professional Employees International Union, so that this information will be easily found by any member who should look at the Constitutional provisions for election of Union officers and delegates;

NOW, THEREFORE, this day of April 2003, the ITPE Convention Delegates, pursuant to Article V, Section 12 of the Union Constitution, hereby RESOLVE that effective immediately, Article X, Section 1 of said Constitution

shall be amended, by adding the underlined language, to read in its entirety as follows:

Section 1-Elected Positions:
The membership shall elect the Union President, Secretary-Treasurer and three Vice Presidents. These five (5) officers, by reason of their election as such, shall also serve as this Union's Delegates to the regular and any special National Convention of the Office & Professional Employees International Union. The membership shall elect Delegates to the Union Convention at the same time as the election of officers.

CONSTITUTIONAL AMENDMENT 03-2

WHEREAS this labor organization desires to expand the participation of its members in the governance of the Union; and

WHEREAS the Union Convention is the highest governing body of the Union;

NOW, THEREFORE, this day of April 2003, the ITPE Convention Delegates, pursuant to Article V, Section 12 of the Union Constitution, hereby RESOLVE that effective at the time of the 2003 nomination and election of Union Delegates, the number of Delegates shall be expanded from 20 to 25; and that, to effectuate that change, Article V, Section 3 shall be amended to read, in its entirety, as follows:
Section 3-Representation:

The membership shall elect 25 Delegates to the Union Convention at the same time and in the same manner as the election of Union officers. In addition, the members of the Union Council shall be ex officio Delegates to the Convention with full voting powers. Each Delegate, including each ex officio Delegate, shall have the same voting strength.

Both Constitutional Amendments 03-1 and 03-2 were unanimously approved by a majority of the delegates.

NOTICE OF NOMINATION

INDUSTRIAL TECHNICAL & PROFESSIONAL EMPLOYEES UNION, AFL-CIO

PLEASE TAKE NOTICE that, in accordance with Article X, Section 3 of the Constitution of the Industrial Technical & Professional Employees Union, AFL-CIO ("ITPE"), nominations will be open from July 1, 2003, through July 31, 2003, for the following ITPE Officer and Delegate positions:

**President
Secretary-Treasurer
3 Vice Presidents
25 Delegates to the ITPE Convention**

The President, Secretary-Treasurer and Vice Presidents will also be ex-officio Delegates to the ITPE Convention.

QUALIFICATIONS

Any member is eligible for nomination to and election as a Union Officer or as a Delegate to the Union Convention provided that member (1) is a member in good standing at the time of both nomination and election; (2) has been a member in good standing of the Union for at least one year immediately preceding the date of the closing of nominations; and (3) has had at least 120 days of employment (not including vacation time) in a collective bargaining unit represented by the Union in each of two out of the three calendar years immediately preceding 2003 (i.e., 2000, 2001 and 2002), provided that time spent by members holding office in the Union or engaged in official Union business shall be considered as employment time for these purposes.

NOMINATION PROCEDURE

Any member may be nominated or may nominate another member for the offices of President, Secretary-Treasurer or Vice President, or for Delegate to the Union Convention. The nomination petition must be signed by at least twenty-five (25) members in good standing and received at ITPE Headquarters no later than 5:00 P.M. on July 31, 2003, addressed as follows:

Credentials and Tally Committee
c/o John F. Conley, President
ITPE Union, AFL-CIO
2222 Bull Street, Suite 200
Savannah, GA 31401

It is the responsibility of the nominee to verify the good standing of each member endorsing the petition and to make sure the petition is timely received at the above address.

Printed nomination forms will be available upon request from your ITPE Representative and from ITPE Headquarters, beginning July 1, 2003. The petition must be dated and must contain the following:

- (1) The full name of the candidate.
- (2) The candidate's home address, mailing address (if different) and Social Security number.
- (3) The number of the candidate's last dues receipt, or the identity of the employer and work site if dues are paid in accordance with a dues checkoff system.
- (4) The title of the office or other job for which the member wishes to be a candidate.
- (5) The printed names, signatures and membership numbers of 25 members in good standing.
- (6) Evidence of qualifying employment time.
- (7) A certificate annexed in the following form, signed and dated by the candidate: "I hereby accept the nomination for the office of. I certify that I am not now, nor for the five (5) years last past, have I been convicted of, or served any part of a prison term resulting from conviction of robbery, bribery, extortion, embezzlement, grand larceny, burglary, arson, violation of narcotics laws, murder, rape, assault with intent to kill, assault which inflicts grievous bodily injury, or violation of title II or III of the Landrum-Griffin Act, or conspiracy to commit any such crimes."

**TO BE TIMELY, THE NOMINATION PETITION MUST BE RECEIVED AT ITPE HEADQUARTERS AT THE
ABOVE SAVANNAH ADDRESS NO LATER THAN 5:00 P.M. ON JULY 31, 2003.**

AFL-CIO

NEITHER ADVICE NOR CONSENT-President George W. Bush made an end run around Congress April 22 and announced 11 recess appointments to various federal boards, including the Federal Labor Relations Authority (FLRA). Peter Eide was appointed FLRA general counsel. "For the past 12 years Peter Eide has served as the chief architect for the Chamber of Commerce's opposition to every pro-worker initiative. It will be incumbent upon Eide to demonstrate his ability to fulfill the opposite responsibility to protect the rights of employees and their unions to organize and collectively bargain," said AFGE President Bobby Harnage Sr. Recess appointments do not require Senate confirmation and the appointees serve until the next Congress begins in January 2005.

TAXING TIMES-A number of working family issues, such as President Bush's tax cut for the rich and attacks on overtime pay, are on the table as Congress returns to work April 28 after the spring recess. The House and Senate tax writing committees will begin work on details of the tax restructuring in the recently passed budget resolution. The House version calls for a \$550 billion cut-aimed mostly at the wealthy and corporate dividends-while the Senate version sets the cut at \$350 billion. Also, a filibuster against Miguel Estrada, Bush's nominee for a seat on the U.S. Circuit Court of Appeals for the District of Columbia, continues as he and the administration repeatedly refuse to release vital memos and other information about his legal philosophy. Several other controversial nominees are expected to come for a Senate vote during the next few weeks. Legislation in both houses to undermine overtime pay and other wage protections also are expected to move. For more information, visit www.aflcio.org.

COME CLEAN, CINTAS-More than 1,000 Cintas workers, UNITE members and community activists rallied in major cities April 23, urging the Starbucks coffee chain to adhere to its worker and environmental policies by ending its Cintas uniform contract. Cintas faces 40 lawsuits alleging racial, sexual, age and disability discrimination and hundreds of labor law violation charges. To send a message to Starbucks management, visit www.union-voice.org/campaign/dirtylaundry. Meanwhile, the AFL-CIO Transportation Trades Department launched a campaign to support Cintas workers by asking affiliated unions to raise the issue of where the uniforms their members wear are made.

BETTER DEAL ENDS STRIKE-Some 4,000 members of the Machinists are back on the job at Lockheed Martin Corp.'s aircraft manufacturing plant in Fort Worth, Texas, after approving a new three-year contract April 27 and ending a two-week strike. The new pact includes improvements on wage and benefit provisions, including prescription drug copayments, over a company proposal rejected by the workers April 14.

CLEAR AGREEMENT-The American Federation of Television and Radio Artists reached an agreement April 22 with Clear Channel Radio, averting a planned strike of on-air hosts at four of Clear Channel's five New York City stations. Details of the agreement were not released, however AFTRA officials said the terms are in the best interest of AFTRA members and radio listeners in the market. AFTRA is conducting a nationwide campaign to save live radio, targeting, among others, Clear Channel for replacing live local announcers with canned voice radio shows. For more information, visit www.keepradiolive.org.

COLLAPSING GOLDEN PARACHUTES-On April 23, 65.4 percent of Raytheon Co. shareholders voted for an AFL-CIO proposal requiring stockholder approval of generous executive severance packages known as golden parachutes. Departing CEOs received on average \$16.5 million in severance in 2002 and 2001, according to The Corporate Library, a corporate gover-

nance research group. A similar proposal received a majority of votes at the United Technologies Corp. annual meeting on April 9 but did not receive enough votes under company bylaws to pass.

NURSES UNITED-Nurses from AFL-CIO affiliates have come together in an unprecedented effort for safe staffing standards. On national Nurse Day, May 6, the new coalition, AFL-CIO Nurses: A United Voice for Safe Staffing Now, will kick off its campaign for federal and state legislation to set safe staffing standards with a Capitol Hill press conference. For more information, visit www.aflcio.org/issuespolitics/healthpolicy/nurses.

DEMANDING RESPECT-On May 1, the global union movement will raise its voice to demand respect for workers and working family priorities. As part of the May 1 global "Respect!" campaign, the AFL-CIO and the Solidarity Center will release a new book, *Justice for All: A Guide to Worker Rights in the Global Economy*. For more information, visit www.solidaritycenter.org and www.global-unions.org/may1.

YOU CAN'T HIDE-Two recent court decisions show that international corporate wrongdoers cannot hide from the law. The U.S. District Court of the Commonwealth of the Northern Mariana Islands approved April 24 a \$20 million settlement of a class-action suit by 30,000 workers against 27 manufacturers that operate sweatshops on the island of Saipan and 27 retailers that buy garments from them. Earlier, a federal court in Miami ruled that the USWA and Coca-Cola bottling employees in Colombia could proceed with a lawsuit that alleges the bottlers hired paramilitary forces to intimidate union members at the plants and killed union leader Isidro Gil in 1996.

SAFE JOBS-KEEP FIGHTING-Workers around the nation are marking Workers Memorial Day with religious services, candlelight vigils and rallies to honor workers killed or injured on the job. They also are celebrating the more than 270,000 workers who likely would have been killed on the job since 1970 if workers and their unions had not fought vigorously to win passage of the landmark Occupational Safety and Health Act of 1970 and other important workplace safety laws. An average of 16 U.S. workers were injured fatally and nearly 15,000 were hurt or made ill on the job every day in 2001, according to the 12th edition of the AFL-CIO's *Death on the Job: The Toll of Neglect*. In 2001, 5,900 workers died from on-the-job injuries and another 5.2 million were hurt or made ill, the report says. That's a slight decline from the previous year, but fatalities among Latino and immigrant workers are climbing at alarming numbers. The Bush administration-with strong backing of Big Business-has rolled back, blocked and stalled many key safety initiatives while slashing funds for remaining workplace safety programs, according to *Death on the Job*. In addition, enforcement of the safety laws on the books and workplace inspections by the Occupational Safety and Health Administration under the Bush administration have declined. On a global scale, the International Labor Organization and world unions marked April 28 as World Day for Safety and Health at Work to draw attention to work-related accidents and illnesses that kill more than 2 million people worldwide each year. For more information, visit www.aflcio.org/yourjobeconomy/safety and www.ilo.org/safework/safeday.

SMALLPOX LAW SIGNED-Health care workers, first responders and their unions led the move to win compensation and other protections for those who are hurt, disabled or die due to receiving the smallpox vaccine. Legislation that provides for compensation for health care workers, first responders and their families was signed into law April 16. The new law also requires workers to receive education and information about the dangers associated with the vaccine, a medical screening and follow-up medical monitoring.

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

Your Union offices are spread throughout the United States. Get to 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 closest to you. Above all make sure you go to your Union meetings when they are held in your area. In true Union spirit, an informed member is the best member.

ITPE HEADQUARTERS

ITPE AFL-CIO

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Savannah, GA 31401

912-232-6181 / 6182

Mailing Address:

P.O. Box 22699

Savannah, GA 31403

President: John Conley

Vice President: Mary Williams

Organizing Director: Dennis Arrington

Representative: Dennis Conley

Representative: Lynette Guillebeaux

LAS VEGAS, NV 89104

720 E. Charleston Blvd., Suite 202

Vice President: T. (Ruthie) Jones

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SAN ANTONIO, TX 78277

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Representatives: Pat Foley

Maureen Alsheimer

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El Paso, TX 79905

6070 Gateway East

Reddington Bldg., Suite 500U

Representative: Joe Serrano, Jr.

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TACOMA, WA 98109

4524 S. Junette St.

Representative Pat Hasard

253-474-2163

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Vice President: Elwood Hampton

Representatives: Charles Hampton

Sandra Robinson

202-628-5770

Nights & Weekends: 856-423-7268

HONOLULU, HI

68 Kilani Ave.

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