



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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Report of the PRESIDENT

by John F. Conley

Dear Brothers and Sisters,

For several years, I have consistently reported to you that our Union was faring very well - continuing its growth through organizing, coupled with the employment of additional bargaining unit employees on many of the contract sites. Your Union and the ITPE Benefit Plans remain financially strong. The ITPE Health & Welfare Plan is finally catching up on much of its back log of claims. The majority of the Claims Representatives are now trained on the new system. Like anything new, you sometime run into snags. With the signing of a contract with a Preferred Provider Organization (PPO), Beech Street, we should see an expediting in the claims process, as well as greater savings to the Fund and you - the participant. You will find more on the PPO in another section of the ITPE News.

I wish to take this time to remind you it is also time to submit scholarship applications. The ITPE Health & Welfare Fund and ITPE Annual Benefit Fund provide some of the best scholarship programs available. We are very proud of these programs and encourage our members and their dependents to take advantage of the scholarships. Get your applications from your Union Representa-

tive, your employer or the Funds' offices.

Yes - ITPE members are by a vast majority doing fairly well. However well we are doing, we should ask ourselves - Can we in good conscience call this a good year? We must concern ourselves with what is happening to our many Union brothers and sisters and all of America's working men and women.

Millions are unemployed who want to find jobs but can't. The number of people without health insurance has grown to 44 million. As I write this report, there are approximately 80,000 Union members throughout the country on strike, mainly because of healthcare issues. Corporations are making millions in profit through their employee's labor. Yet they don't want to pay for their healthcare. Huge corporations like Wal-Mart, show profits in the billions are setting low standards in wages and healthcare. Hiring senior employees and then taking out life insurance policies naming Wal-Mart as beneficiary. The quality of jobs has gotten worse; millions of jobs are being exported or out sourced because of unfair trade deals.

President Bush has failed to keep his promise to create new jobs. His economic team promised 1.5 million jobs as

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PRESIDENT'S REPORT *continued from cover*

part of his millionaire tax scheme. He is falling short of job promises by 7 jobs every minute. Now he wants to take away overtime pay - affecting another 8 million more workers.

American troops are being shot and killed everyday in Iraq with no exit plan in place. Our flag is being burned all over the world. Many of our long term allies have turned their backs on us. President Bush is being protested everywhere he goes. Families that are classified as poor have reached the highest number in over a decade.

Can we call this a good year for America's labor force? I think not. As ITPE members, many are doing O.K. in comparison to many of our brothers and sisters. So let's not forget them. The Holiday Season is rapidly approaching and, for many, it's not going to be that joyous. I am asking every ITPE member to open up your heart and wallet and do whatever you can to help those less fortunate brothers and sisters.

Please enjoy your Holidays.

John F. Conley
President



ITPE President John F. Conley standing on right rear recently attended a meeting with employees at the NonPariel Plant recently organized in Blackfoot, Idaho. NonPariel processes potatoes. Contract negotiations are currently ongoing. Standing on left is Sergio Varela and next to him is Sylvia Lora. Kneeling second from right is Liliana Gamez, our Norma Rae from the King B Plant in Idaho Falls, Idaho. Also kneeling in front is Dennis Arrington, ITPE Organizing Director. We salute the employees at King B and the NonPariel Plants for their continued perseverance in supporting ITPE negotiators in their efforts to hammer out an agreement that will provide employees with higher wages and much improved working conditions. Standing in the back row are OPEIU International Representative Paul Bohelski and John Lynch.

ITPE BENEFIT PLANS NOTICE TO PARTICIPANTS

Keep the Plans Informed of your Address Changes

It is important that all participants remember to keep the Plans informed of any change of address. Update your Beneficiary Designations. Keep your beneficiary designations up to date. In the event that your beneficiary predeceases you, you must submit a substitute designation. Inform the Plan of your Divorce. In order for your spouse to be eligible to receive continuation coverage (under COBRA) from the ITPE Health & Welfare Plan, you or your spouse must inform the Plan at the time of your divorce. Please submit a copy of the divorce decree to the ITPE Health & Welfare Plan. Full-time College Students. If your dependent child is a full-time college student, you must submit a letter of attendance every semester in order for your child to be covered by the ITPE Health & Welfare Plan.

ITPE Health & Welfare Plan

P. O. Box 13817

Savannah, GA 31416-3817

ITPE Pension & ITPE Annual Benefit Plans

6851 Jericho Turnpike, Suite 255

Syosset, NY 11791

This was an actual obituary published in The Times-Picayune, New Orleans on October 2nd, 2003.

Word has been received that Gertrude M. Jones 81, passed away on August 25, 2003, under the loving care of the nursing aides of Heritage Manor of Manville, Louisiana. She was a native of Lebanon, KY. She was a retired Vice President of Georgia International Life Insurance Company of Atlanta, GA. Her husband, Warren K. Jones predeceased her. Two daughters survive her: Dawn Hunt and her live-in boyfriend, Roland, of Mandeville, LA; and Melba Koala and her husband, Drew Koala, of Woodbury, MN. Three sisters, four grandchildren and three great grandchildren, also survive her. Funeral services were held in Louisville, KY. Memorial gifts may be made to any organization that seeks the removal of President George W. Bush from office.

Study: Unions' Gains Benefit All Workers

A new report by the Economic Policy Institute (EPI) details the benefits unions provide for both unionized and unrepresented workers.

Titled "How unions help all workers," the report notes that employees with collective bargaining agreements have a substantial advantage over nonunion workers, as union wage are approximately 20 percent higher. Overall union compensation (wages and benefits) is about 28 percent higher. Unionized workers also are more like to receive paid leave. They are up to 28 percent more likely to have employer-provided health insurance and up to 54 percent more likely to participate in an employer-provided pension plan, according to the study.

"Unions are instrumental in establishing and enforcing an extensive array of labor laws, including protections that give workers unemployment insurance, Social Security, safety and health standards in the workplace, and extra pay for overtime," the EPI noted when announcing the report.

"Unions educate their members on their rights and protections under the law, and encourage them to exercise their rights and participate in programs that are open to them.

When union members exercise their rights, unions act to limit employer reprisals, correct disinformation, provide resources to make a claim, and negotiate solutions to disputes on behalf of workers."

The EPI is a nonprofit, non-partisan research group based in Washington, D.C. The study points out that in unionized industries or regions, the better pay and benefits that unions have won for their members raises the standard that nonunion employers frequently follow. According to the report, "Generally, unions have set norm and established practices, like fringe benefits and grievance procedures, which have become widely acceptable practice, thereby improving pay and working conditions for the entire workforce." "The research evidence clearly shows that the labor protections enjoyed by America's entire workforce can be attributed in large part to unions," said EPI President Lawrence Mishel.

TEXAS ITPE AREAS



Above: ITPE Shop Steward Maria Armendariz and ITPE Representative Joe Serrano at a meeting with TRDI, Inc. at Holloman AFB, NM

ITPE members at Lackland AFB, San Antonio, TX. All employed by Allen Tharp & Associates enjoying themselves at a company sponsored picnic.





EIGHT GIFTS THAT DO NOT COST A CENT

*The Gift of Listening.....*But you really must listen. No interrupting, no daydreaming, no planning your response.

*The Gift of Affection.....*Be generous with appropriate hugs, kisses, pats on the back and hand holds.

*The Gift of Laughter.....*Clip cartoons, Share articles and funny stories. Your gift will say "I love to laugh with you."

*The Gift of a Written Note.....*It can be simple "Thanks for the help" note or a full sonnet. A brief, handwritten note may be remembered for a lifetime. It may even change a life.

*The Gift of a Compliment...*A simple and sincere, "you look great in red," "you did a super job" or "That was a wonderful meal" can make someone's day!

*The Gift of A Favor....*Every day, go out of your way to do something kind.

*The Gift of Solitude...*There are times when we want nothing better than to be left alone. Be sensitive to those times and give the gift of solitude to others.

*The Gift of Cheerful Disposition...*The easiest way to feel good is to extend a kind word to someone. Really, it's not that hard to say "Hello!" or "Thank you."



ITPE members (L-R) Rick Tolliver, Kenneth Johnson and Shop Steward Art Ceballos look over the ITPE News at a recent meeting held by ITPE Representative Jose Serrano. All are employed by RBH Joint Venture, Inc. at the El Paso Port of Entry.



Greetings from the WEST COAST

By John Brenton, III, Secretary-Treasurer

Where did it go? I'm talking about the year 2003. Once again we have completed a prosperous year and again it's time to give thanks.

I thank our Heavenly Father who blesses us and makes all things possible. I thank President John F. Conley. Under his leadership the ITPE continues to grow. Under his leadership the ITPE can boast about having some of the best benefit programs in the industry. I thank the rank and file members of the ITPE for their confidence in the leadership team. They have given us the privilege of serving them for another term. I thank the representatives and secretaries of the ITPE whose hard work and dedication keeps service to the members the priority of the ITPE.

We will be facing a major challenge this year: the Presidential Election. We must unite and vote. This election can and will be crucial to the future of the labor movement in this country. Who knows

what kind of anti-labor legislation this administration may try to pass, knowing it only has this last term and they will not have to face the consequences of another election.

What other type of breaks can this administration give the wealthy? It has given them tax breaks that have turned surplus into deficit and puts an enormous burden on our children and their future.

As members of organized labor; we must organize, we must forget our petty squabbles, and we must unite to defeat those that are trying to defeat us.

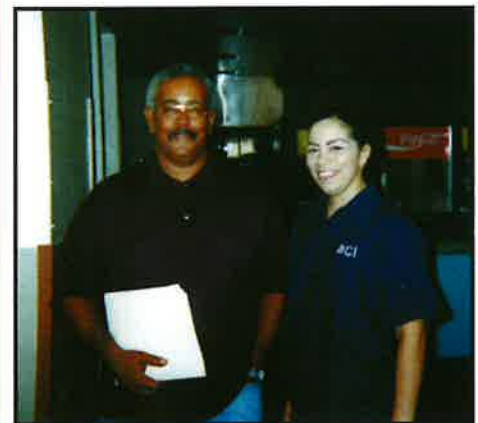
Organized labor is part of the American Dream. As you look at the history of this Great Country, a country built on immigration, you will note that each immigrant people that came to this country did not become a fabric of the patchwork, we call America, until it joined or formed labor unions.

What can we do to preserve the Dream? We must tell our friends, our families, and anyone else who will listen that the American dream and the American way of life are being threatened and only by registering to vote and voting can we defeat those people and extend the American Dream into the future.

Until that time.

Fraternally,

John Brenton III
Secretary/Treasurer



Above: Mayte Lopez, Shop Steward at Fort Hunter Liggett, all smiles after settling a grievance with Project Manager Bob Davis. Must have been a win-win as they are both smiling.

WEST COAST AREA *continued from page 6*

ITPE Shop Steward Angle Rivera (center) with the Commisary crew at Ft. Ord, California.



Secretary-Treasure, John Brenton III takes a picture with Shop Steward Marla Puours and Angelita Keen at Hill AFB, Utah. John must have told them one of his jokes by the smiles on their faces or maybe they are just happy to be ITPE members



John Brenton III (that's the guy with the hat) poses with AHTNA Vice President Carolyn Craig (left) and several of the Housekeeping members that attended the dedication of the new VA Hospital, Mather Park, CA. This VA Hospital serves the Sacramento, CA area.



Above: All smiles after negotiations at Petaluma Coast Guard Training Center (L-R) Shop Steward Rosario Beltran, Project Manager, Jackie Poueu, North Bay Industries Vice President Robert Hutt and President Hal Sherley, and Edwin Vallejos.





From the

WASHINGTON OFFICE

By Elwood Hampton, ITPE Vice President/Legislative Director

Today, I am reminded of the CHARGE that was given to all ITPE members that attended our last Convention by John Conley, I quote "the ITPE AFL-CIO EXPRESS TRAIN" has departed Washington, D.C. Get on Board, we are moving forward in a NEW DIRECTION in terms of upgrading our technological skills as Union official members and Shop Stewards.

The Washington, D.C. office under that mandate has been involved in the following:

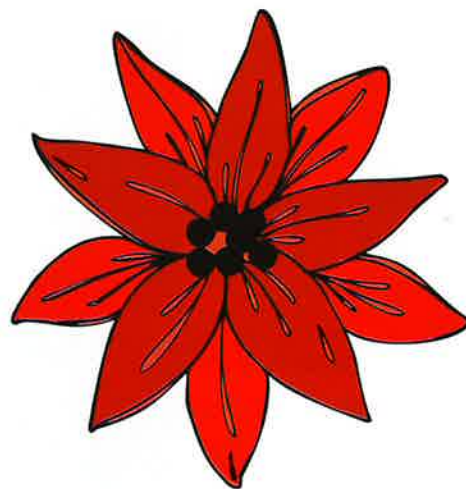
(1.) Attended a number of seminars conducted by the Department of Labor on Wage Determinations, Health and Welfare fringe rate consolidation for service contracts and on-line access developing a web-site that would reflect service contract negotiated Wage Determinations. (2.) This office has been presented with the most recent updated Department of Labor's website information, which is attached. This site has been developed to allow all to access it and become knowledgeable regarding the complex and legal aspect of negotiating Collective Bargaining Agreements that reflect Wage and Fringe benefits for Service Contract employees. (3.) Attended Seminars together with Department of Defense Labor Advisors/Union regarding Service Contract Benefit Averaging Health and Welfare contributions. Discussions held and agreement was reached to forward a letter to Elaine L. Chao, Secretary of Labor regarding the Union position. A copy of

the letter is attached. (4.) Meeting with Navy Labor Advisor regarding WDOL.gov Beta Testers on Federal procurement information. Attached, letter thanking ITPEU for participation in this activity. (5.) Attended various legislative conferences involving overtime payments, Medicare, employment compensation and other Labor related issues conducted by AFL-CIO Legislative Department. (6.) Attended various community groups regarding registration and voter education. (7.) Attended a Seminar conducted by OPEIU regarding organizing. (8.) Attended a Presentation prepared by ITPE National office on Shop Stewards and other related subjects that will be available to all Shop Stewards upon its completion. (9.) Prepared an Internet and e-mail list that our members may want to access to improve their knowledge of various issues that were Union and Community related. Our members are part of the general community and as such, we move to close the gap between their everyday activities and Union obligations, see attached list. (10.) We visited with various Congressional delegates discussing subjects relating to Service Contract Act and other Labor Laws. It is my understanding that Base Closures may soon top a list of defense funding considerations. This office will keep you abreast as it may affect your area. We will con-

tinue to support and urge your support for legislation that is designed to help working men and women of this great country. We will keep you, our members informed. We will continue our organizing efforts, as this is the lifeblood of all Unions. We will continue our Voter Education and Registration efforts. Remember to inform this office of any communications from your Congressional Delegates. We must always remind the Delegates of our concerns. Remember you have a right to join a Union and have a Collective Bargaining Agreement.

FOR THE CANDIDATE OF
YOUR CHOICE ON ELECTION
DAY!

SEE YOU ON THE HILL!



NORTHEAST REGION

ITPE MEMBERS AT FORT DIX, N.J. SHOW THEIR SUPPORT FOR OUR TROOPS AND THEIR UNION



Center Vice President Elwood Hampton & Representative Charles Hampton leading a group in supporting our troops.



Above: L-R, Michael, Marquese, Dennis Gregg, Kevin, Elwood Hampton, Rose Walker.

NORTHEAST REGION *continued from page 9*



Above/Right: L-R, Peter Sutton, Sue Foy, Roscoe Jones, Curtis Fletcher, Gloria, Michael, Marquese, William Marsh and Gregg

NEW JERSEY'S STRONGEST LABOR SUPPORTER



Above: L-R Charles Hampton, ITPE Representative, Elwood Hampton, ITPE Vice President, Congressman Donald M. Payne, and John Sweeney, AFL-CIO President celebrating Congressman Donald M. Payne's one hundred percent record in support of organized labor.

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NORTHEAST REGION *continued from page 10**Little Creek, Virginia*

R-L, Roderick Williams, Fannie Perry, Gloria McDuffie, Dorothy Rader, Roana Battle, Charon Washington, Ryland Braxton, Maury Hardy.

R-L Richard West, Shawn Gregory, Thurman Phillips

'We're Happy to Be with ITPE'

**NOTICE****NOTICE****NOTICE****NOTICE****TO ALL ITPE HEALTH & WELFARE PARTICIPANTS**

The ITPE Health & Welfare Plan's Board of Trustees is proud to announce the following new benefit.

Effective January 1, 2004, a Preferred Provider Organization (PPO) called "Beech Street" will become a part of the Fund. Beech Street has over 400,000 contracts with hospitals and doctors throughout the United States. When you use the services of the doctors and hospitals which are in the Beech Street Network, the cost of your care will be less as each provider has agreed to a discounted reimbursement amount through their contract with Beech Street.

A Network finder will be made available for your area as soon as they are provided by Beech Street. In the meantime, you can go on the internet at www.beechstreet.com and find the current listing of doctors and hospitals. In the event your local doctor or hospital is not in the listing, you can contact the ITPE Health & Welfare Fund office and they will have Beech Street contact them.

You will soon be provided a new medical card with the Beech Street's name and logo, the ITPE Health & Welfare Fund's name and logo, your name and the phone number for service providers to call for verification of your coverage.



Greetings from the EAST COAST

By Mary A. Williams, Vice President

I am happy to report the East Coast is on a true course, we're organizing on the East Coast.

Membership at Fort Jackson, S.C. Food Service has grown from 350 members to over 1,000 members since June 1st, 2003.

I would like to congratulate our members at Fort Jackson, S.C. with twenty (20) years or more service. Ms Geneva Pearson, Ms Vernee Kenly, Ms. Ora Beel-Henley, Mrs. Kathy Gardner and Herbert Jacobs have been members for twenty (20) years with the ITPEU.

Down at FLETC in Brunswick, GA we have two (2) contracts in full force with their first Collective Bargaining Agreement. Southern Food Services and Ramcor Services members are delighted to be a part of the ITPEU.

As all of the members down at FLETC have been assigned a new Union Representative, Lynette Guillebeaux to help Dennis Conley out, he is very busy with Florida, Alabama and lower Georgia and keeping busy looking for sites on his bases to organize.

September was housekeeping week at all of the Southeastern facilities, Moncrief Army Community Hospital at Fort Jackson received an award under the direction of one of our long-time

members since 1978, Jeanette Williams.

Come January 1st, 2004 we the elected Officers will take office for another term.

Thanks to all the members. Merry Christmas and Happy New Year.

Until next issue, thank you and be safe.

Mary A. Williams,
Vice President
East Coast



SHOW ME THE MONEY



ITPE Vice President Mary Williams presents an organizing incentive bonus check to ITPE Representative Dennis Conley. Dennis was instrumental in the organizing and winning of a NLRB election for ITPE representation for 140 Food Service employees at the Federal Law enforcement Training Center, Brunswick, GA. An agreement was reached covering wage and fringe benefit increases for October 1, 2003. This is the largest bonus paid since the inception of the Organizing Incentive Bonus program. Congratulations Dennis.

2003 ELECTION OF ITPE OFFICERS & DELEGATES

Officer and Delegate candidate nominating petitions received at ITPE Headquarters by 5:00 PM, July 31st, 2003 were: 1 - President; 1- Secretary-Treasurer, 3 - Vice Presidents; and 25 - Delegates, for a total of 30 petitions. There being no challenges to any of the five Officers and twenty-five Delegate positions, the ITPE will not be required to conduct an election.



The Credentials and Tally Committee (L-R: Florence Dailey, Ft. Stewart/Hunter AAF; Elizabeth Luke-Congrove, FLETC; and, Kathy Heery, ITPE Health & Welfare Plan).

The Credential and Tally Committee met at the ITPE Headquarters on October 28, 2003 in accordance with Article X, Section 6 of the ITPE Constitution. The Committee reviewed all candidates' nominating petitions and the membership dues standing of each candidate. They found and verified the following candidates to be qualified to assume the duties of their respective positions January 1, 2004: President, John F. Conley; Secretary-Treasurer, John Brenton III; Vice President, Elwood Hampton; Vice President, T. Ruthie Jones; Vice President, Mary Williams; and the following 25 Delegates: Maureen Alsheimer, ITPE Rep., San Antonio, TX; Dennis Arrington, ITPE Org. Director, Savannah, GA; Howard Banks, Annapolis Naval Academy, MD; Young Bell, Ft. Lewis, WA; Geraldine Bryant, Ft. Gordon, GA; Williams Cable, ITPE Rep. - Hawaii; Nancy Causey, Pensacola NAS, FL; Cindy Diehm, ITPE Rep., Ft. Bragg, NC; Pat Foley, ITPE Rep., San Antonio, TX; Charles Hampton, ITPE Rep., Wash., DC; Craig Harris, Yellow Cab, Las Vegas, NV; Paul Harvey, ITPE Rep., Alta Loma, CA; Patricia Hasard, ITPE Rep., Tacoma, WA; Sandra King, ITPE Rep., Wash., DC; June Myers, Ft. Polk, LA; Jeannetta Odom, Keesler AFB, MS; Gwen Rodrigues, Schofield Barracks, HI; David Salsman, Travis AFB, CA; Jose Serrano, ITPE Rep., El Paso, TX; Sandy Squirewell, Ft. Jackson, SC; Ronnie Taylor, Ft. Bragg, NC; Emma Teddlie, Lackland AFB, TX; Gisela Vanderwege, Ft. Knox, KY; Rosetta Walker, Ft. Dix, NJ; Michael Warzlow, Henderson Taxi, NV.

Congratulations to All Officers and Delegates



Report from the ITPE ORGANIZING DIRECTOR

By Dennis R. Arrington

I am very proud to report that during the past several months the ITPEU Representatives throughout the country have organized additional contracts into the ITPE family.

The employees of the following contract sites voted overwhelmingly for the ITPEU to be their collective bargaining representative:

FT. BRAGG, NC AREA - CINDY Diehm, Representative, Cheryl Lowe, Assistant Representative

September 25, 2003:

Environmental Protection Agency, Research Triangle Park, NC Mail Clerks employed by Global Associates. Negotiations are in progress for a collective bargaining agreement to be effective October 1, 2004.

Environmental Protection Agency, Research Triangle Park, NC

Warehousemen employed by Bob Holtz Services, Inc. Negotiations have been completed for the contract period effective October 1, 2004.

July 11, 2003:

Camp LeJeune, NC

Computer Technicians employed by LukeAnn Concepts. Negotiations have been completed for the contract period effective October 1, 2003.

Tacoma, WA Area - Patricia Hasard, Representative

Malmstrom AFB, MT

Communication employees employed by Akima. Negotiations are in progress for the July 1, 2004 contract period.

Savannah, GA Area - **Dennis Conley, Representative** Organized the House-keeping contract at the Federal Law

Enforcement Training Center in Brunswick, GA. The company, Ramcor Services Group, Inc., recognized the ITPEU on a card check. An agreement was reached for the October 1, 2003 contract period.

The Representatives of the ITPEU continue to move forward organizing the unorganized. We are continuously targeting unorganized contracts throughout the country. However, we still need the support of our existing membership. ITPE members have done a wonderful job keeping in contact with their ITPEU Representatives, advising them of contracts in the area that are not organized. **Keep up the good work.**

In closing, I would like to take this opportunity to wish all of you the happiest of **Holidays**



(L-R) ITPE President John F. Conley attending a recent OPEIU organizing seminar had occasion to meet with Auturo Rodriquez, President of the United Farm Workers Union (UFW) and Michael Goodwin President of the Office Professional employees International Union (OPEIU). The young man on President Conley's left is President Rodriguez's son.

News from NORTH CAROLINA & WEST VIRGINIA

By Cindy Diehm, Representative

It has been quite a busy year for this office. We brought about the Post Laundry at Ft. Bragg, N.C. They are with Cusseta Laundry out of Rolla, MO., Harold Robertson, President. The computer technicians at Camp LeJeune Naval Hospital, with Lukeann Concepts Inc. Patricia Lucas-Smith, President. The warehouse and mailroom employees at Environmental Protection Agency, Research Triangle Park, Bob Holtz Services, Inc.; Bob Holtz, President. Negotiations have gone very well this year. In light of the current world situation and the rise in unemployment, most of our contractors come through for their employees and gave nice raises this year. We did lose some members to lay offs because of the troop movements.

We have arbitration in West Virginia, our first in a very long time. We are happy to report that through the brilliance of our lawyer, Sidney Kalban, Esq.; We Won! Ms. Linda Hamon and Ms. Alicia Hamon were reinstated and were paid back wages for the three months they were out of work. Congratulations ladies and thanks to Sid, JOB WELL

DONE!!!

Elizabeth City has been quiet this year. Our Shop Steward, Joyce Murray stays on top of things and all our members there haven't had the need to file any grievances. Keep up the good work.

There have been some contractor changes this year. Eagle Technologies, Inc. from Laeham, Maryland won the bid at Environmental Protection Agency, Fresh and Natural from Milpitas, California won the bid at the National Mine, former contractor West Virginia Society for the Blind. We would like to welcome these contractors to our area.

The Ft. Bragg office is proud to announce the promotion of Cheryl Lowe to Assistant Representative. Cheryl has worked for the Union for 14 years. She served as Chief Shop Steward for seven years, worked part time for the Union for three years and has worked full time in the capacity of administrative assistant for four years. Congratulations Cheryl.

The Ft. Bragg office would

like to wish every member a Merry Christmas and a Happy New Year. We hope the New Year brings wonderful things for our members and the Union.

How to Get that Second Wind

...REFUEL... Snack on fiber-rich munchies, such as dried apricots, bananas, baby carrots or rye wafers. Benefit: The fiber slows the release of glucose (a sugar) into your bloodstream and helps fight energy dips.

...BREATH DEEPLY... Every 1-2 hours, spend five minutes inhaling and exhaling deeply, hands on ribs. You'll promote calmness and mental focus as well as renewed energy.

.....GO ON AN "IMAGI-CATION." Close your eyes and take a mental vacation by imaging a peaceful scene....on an island...in a meadow...by the ocean. Imagine yourself relaxing here.

.....SNAP OUT OF IT. Splash cold water on your face, snap a rubber band worn on the wrist or pop a breath mint --- flavors are stimulating.

...TAKE A "GOOD NEWS" INVENTORY. At the end of the day, jot down all the good things that happened. You'll be surprised at how much went right. Plus...you'll set yourself up for a good night's sleep.....and energize yourself for tomorrow.



Report from the ITPE FUNDS REPRESENTATIVE

Roy J. Boyd

June 30th, 2003 marked the end of the ITPE Health and Welfare Fund Plan Year number thirty (32)! I think it might be interesting to let you see what has happened within your Health and Fund since its inception July 1st, 1971. During the first twelve (12) years of operation, the ITPE Health and Welfare Fund benefits were paid by the Georgia International Insurance Company through an insurance agreement. As the ITPE Union continued to grow, so did the ITPE Health and Welfare Fund.

On July 1st, 1983 the fund became self-funded and self-administered. In other words the benefits were not insured and paid by an insurance Company but paid directly from the ITPE Health and Welfare Fund itself. The Fund continued to grow as the Union and the Companies negotiated contracts increasing Health and Welfare contributions. The ITPE Health and Welfare Board of Trustees eagerly increased benefits; as increased contributions became available. Let us compare the First Plan Year of being self-funded (Plan Year ending June 30th, '84) to

Plan year just ended June 30th, '03). During Plan Year ended June 30th, '84, the Fund paid benefits of \$3,521,202.04 for an average number of 11,284 employees and their dependants. This money was paid on approximately 3,200 claims for the year. For the plan year just ended June 30th, '03, the Fund paid out \$31,930,645.00 in benefits for an average number of 10,619 employees and their dependants! The number of claims paid for the year ended June 30th, '03 was 107,191.

For the Plan Year just ended compared to the first Plan Year as a self-funded Plan, the ITPE Health and Welfare Fund paid over nine and seven one-hundredths (9.07) times as much in benefits, it paid over three and one-third (3 1/3) as many claims with the average claim being almost three times as much as paid during the first year of being self-funded. All this was paid on an average of 6% less employees and dependants than were covered during the year ended June 30th, '84! This amounts to a 907% increase in benefits over the last nineteen (19) years of

47.74% increase in benefits average for each of these years!

The ITPE Health and Welfare Fund now owns its' own building. It has the latest in electronic technology and becoming more efficient with its' use each day. The financial reserves of this Fund are sound. Effective January 1st, 2004, we will be using a preferred Provider Organization (PPO) in order to provide you with excellent medical providers at much lower rates. This will result in less cost to the Fund and you! This will also help to make the ITPE Health and Welfare Fund more recognizable by the medical society throughout the Nation. You will read about the (PPO) elsewhere in this Newsletter. As you can imagine, all the changes that have been made during the last several months have had a negative impact on the usual timeliness of our paying claims. We still are not up to our usual claim turn around time but we are making progress in our timeliness of claims payment.

With the economy as it is and the political atmosphere in the trouble spots of the

Continued on page 17

Funds Representative continued from page 16

world as it is, you can certainly understand that the U. S. Government is going to be placing priorities on what is appropriate for money for. I expect negotiations for your economic packages will be tough for a while. The ITPE Union has wisely geared up to increase it's growth. This of course will have a positive impact on your ITPE Health and Welfare Fund since the Fund can service more participants now without increasing administrative costs relative to the growth in participants. It behooves every ITPE member to give any assistance possible to your Union Representative in his or her quest for new contracts. Only through your Unions' successful negotiations and growth can you be assured of continuing to be Winner! Learn more about the PHI requirements. They sound worse than they are but are made for an individual's protection!

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 mem-

bers 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 ser-

vice 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



THE ITPE HEALTH & WELFARE FUND EMPLOYEES

(Back row - L-R) Patricia Lee, Jan Meinhardt, Lindsay Bancroft, Paula Hires, Amy Cason, Brenda Sanderson, Eileen Carter. (2nd row - L-R) Margaret Campbell, Michelle Leopold, Nicole Weber, Lori Frerichs. (Front row - L-R) Ginger Lanier, Sheryl Howe, Sherry Durden, Shirley Piercey, Joan Wolfe - Administrator, Kathy Heery, Barbara Powell. Missing - Lana Hickox, Asst. Administrator.



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

G - I Ext. 112

L - M Ext. 114

R - T Ext. 115

D - F Ext. 103

J - K Ext. 106

N - Q Ext. 108

U - Z Ext. 104

For Disability payments or Death and Survivor Income, dial Ext. 102. For COBRA, Ext. 105.

NEWS FROM THE NORTHWEST ITPEU AREA



(L-R) ITPE Members Sid Atwood, Barbara Love, Shop Steward and Tom Hildebrand. All employed with Transcontinental Services at the EPA contract in Newport, Oregon.



(L-R) The "Big Man" Dave Capps, is the ITPE Shop Steward at the Malstrom AFB, supply contract - Eileen Gard and Mike Gordon are ITPE Members employed at Malstrom AFB on the Defense Contract Services contract.



Yosika Ray is all smiles. Yosika recently had Lasik surgery and thanks the ITPE Health and Welfare for its benefits. Right: Mark Baur is also smiling as an ITPE member employed by Selrico Services at Malstrom AFB.

HEALTHY FOOD SHOPPING DOs AND DON'TS

Do view nutrition labels. Remember: Any food called "healthy" needs to contain at least 10% of the Daily Value for one of several important nutrients (in addition to being low in fat, saturated fat, sodium and cholesterol). Bet you didn't know: This is called the "jellybean rule," since jelly beans have zero fat, sodium or cholesterol - but also no nutrition. **Don't** forget fiber's finest. Load up on whole-grain breads, rolls and cereals, as well as brown rice and dried beans. **Do** go for the greenest. When buying salad greens, select those deepest in color -- dark greens and reds. Why: The dark color means beta-carotene and other carotenoids, vitamin C, folic acid, calcium and other nutrients are present. **Don't** dismiss frozen produce. Some frozen fruits and vegetables contain just as many nutrients as fresh produce - sometimes more. Example: According to one study, frozen green beans have about twice the vitamin C as fresh beans that sat on display and in a refrigerator for nearly a week. **Do** take care with TV dinners. Choose frozen meals that contain less than 10 grams of fat and the least amount of sodium and cholesterol. **Don't** pass up pasta. It's high in protein and contains B vitamins and iron. More Dos: **Never shop** on an empty stomach... choose fruit "juices" instead of "drinks"...buy skinless poultry...remember that a standard serving of meat or fish should fit on a pack of play cards.

Greetings from the Theatla "Ruthie" Jones Las Vegas, Nevada

THE LOCAL OFFICE

The Las Vegas office is again, without a permanent Administrative Assistant. However, the good news is finally, we have relocated our office. The new location is:
5300 W. Sahara Ave., Suite #102/103, Las Vegas, NV 89146-0353
The phone and fax numbers remain the same.

MESQUITE

Unfortunately, we lost the Mesquite election to the dismay of the Union, and the employees that were not afraid and wanted a better way of life. If only the other employees had not succumbed to fear and intimidation, they all could be on their way to a better life, with better benefits and job protection. The only way to do that is to unionize. A SPECIAL THANKS to OPEIU Lupe Salazar, Organizer, (who recently was in a very bad accident, our prayers are with you). THANKS to all of the other OPEIU Representatives, who sacrificed their time and energy in that organizing effort, IT WAS GREATLY APPRECIATED.

RAMCOR

Both contracts were successfully negotiated and are now in effect. The Electrical Engineers and the Shipping & Receiving/Warehouse Employees contract. Ramcor Electrical Engineers Employers have come under our Health and Welfare and Pension Plan. The Shipping & Receiving/Warehouse Employees are under the Pension Plan.

TAXICAB DRIVERS

The ITPE and the Steel workers Union, have filed an Appeal and Brief with the Transportation Service Authority (TSA), against the Taxicab Authority Board (TA) regarding the decision in which the T.A. granted three (3) unrestricted cabs per Company (48 total). The evidence clearly showed that there was not a need for additional cabs. Plus, The Taxicab Authority Staff, Representative, Mr. Boxer, in his presentation stated there was no need for additional cabs. The T.A. Board approved the above cabs anyway. This matter is still pending before the TSA,

who will notify us of Hearing date so that we may get in preparedness for this matter.

With the above matter still pending, the Taxicab Authority does something that is totally UNBELIEVEBLE that has caused chaos in the Taxi industry in Las Vegas. They allocated an additional 128 more cabs on Tuesday, October 21, 2003.

Drivers Appreciation Get Together

This was to honor Craig Harris (24 years) and Seven Nilsson, former driver (20 years). These are two dedicated drivers' advocated who have worked very hard on supporting taxicab driver's issues over the years. Craig Harris is also an ITPE Shop Steward. Unfortunately both men are facing severe health issues at this time. Some of the drivers and this Union got together and put on a surprise appreciation get together for those two in one of the Casinos Grand Ballroom. Also, in attendance were various officials and celebrities. Close to \$3,000.00 was raised on behalf of these two drivers above. Mike Warzlow and

Phil Alexander worked very hard in assisting in getting this function together.

The IRS revisited the Tip Compliance Issue and increases the Taxicab driver's obligation by 3% from 20% to 23%. Some drivers thought we should take the IRS on. OH RIGHT!

DRIVERS SAFETY

The Taxicab Authority has held numerous workshops on safety to determine what type of safety method to adopt. The T.A. staff recommended Digital Cameras that is also what the Unions are supporting. Some of the Cab Companies are proposing; mounting safes in the cabs; other Companies feel there should be more safety classes, etc. The T.A. Administrator is putting together a Blue Ribbon Panel, consisting of the Unions and Cab Companies in this matter.

COLORADO SPRINGS AREA

MCDS PETERSON AFB MCDS was chosen to serve out the option contract year of October 1, 2003 to September 30, 2003. MCDS replaced Neals Janitorial Service. At this current time, the contract has been extended

until March of 2004. Good luck to MCDS.

HOSPITAL KLEAN, PETERSON AFB

Hospital Klean lost their contract at that site. As of October 1, 2003 the successor contract is National Maintenance, Inc.

FOOD SERVICE INC. SCHRIEVER AFB

The changes that have taken place are: the benefits that were negotiated for the employees are in place. The project manager, Don Daniels, was succumb by

illness and has been replaced by Dave Styles.

The ITPE union wishes to thank the Colorado Springs employees that participated in the PAC Fund. It assists us to fight the issues of concern that are subject to impact you or may impact you politically in Washington. Where one of the key issues of concern at this time is the attempt to abolish overtime.

WE WISH FOR YOU THE BEST THIS HOLIDAY SEASON AND HOPE ALL YOUR GOALS ARE FULFILLED IN THE UPCOMING YEAR!!!



Dennis Arrington with his two smiling grandchildren Aidan B. Hayes, 6 months and Aylah B. Hayes, 3 years old in January.



L-R Jose W. Abueg, Theatla "Ruthie" Jones and Warren D. Maynor, Steward



L-R Mrs. Hickey, T. Ruthie Jones, ITPE Vice President and Senator Thomas Hickey. In attendance at the AFL-CIO Honorary Appreciation function.



L-R T. Ruthie Jones and Gary Pack, Attorney for the ACLU. In attendance at the AFL-CIO Honorary Appreciation Function.



L-R Phillip Alexander, Theatla "Ruthie" Jones, Lance Burton, Entertainer, Craig Harris and Sven Nilsson (the two honorees). Craig Harris is the ITPE Shop Steward



L-R Jose W. Abueg, postal worker, Pamela S. Mitchell and Warren D. Maynor, Chief Steward at Ramcor Services (center)

ABF FUND SUMMARY ANNUAL REPORT FOR FISCAL YEAR ENDED MARCH 31, 2003

This is a summary of the annual report of ITPE Annual Benefit Fund, Employer Identification Number 11-2823324 for the year ended March 31, 2003. 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 Trustee has committed itself to pay vacation, holiday, sick leave, training, jury duty, bereavement pa and educational benefits.

Basic Financial Statement

The value of the plan assets, after subtracting liabilities of the plan was \$3, 501,968, as of March 31, 2003 compared to \$3,217, 148, as of April 1, 2002. During the plan year, the plan experienced an increase in its net assets of \$ 284,820. 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 \$5,067,233 including employer contributions of \$4,717,395, liquidated damages of \$20,219, and earnings from investments of \$329,19.

Plan expenses were \$4,782,413. These expenses included \$687,982 in administrative expenses and \$4,094,431 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 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, NY 11791
Telephone number is (516) 921-3202**

The charge to cover copying costs will be \$2.50 for the full annual report, or \$.025 per page for any part thereof. You also have the right to receive from the plan administrator, on request 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.

Employer Identification Number 11-2823324

ABF FUND SUMMARY ANNUAL REPORT FOR FISCAL YEAR ENDED MARCH 31, 2003

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, 2003.

AMENDMENT

During the plan year ended March 31, 2003, the following amendments to the plan's documents were adopted:

Amendment No. 2002-1 to the ITPE Annual Benefit Plan

Plan Section 5(e) changed, effective August 8, 2003 to read as follows: Applications for and Educational Benefit should be filed no later than February 1st in order for an applicant to be considered for a scholarship benefit in the current calendar year. Application forms may be obtained from the Fund office on written request.

Amendment No. 2002-2 to the ITPE Annual Benefit Plan

Effective June 18, 1998, Section 2.05(c) shall read as follows: (c) 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 rata 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 or contractors, or the same business entity. For purposes of the Subsection (c) the term 'predecessor contractor' shall refer to business entity which immediately precede 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 business entities which succeed the Employer at the same Installation pursuant to a service contract requiring similar services as those provided by the Employer, and the term 'same business entity' shall refer to a business entity which continues performing at the same Installation pursuant to a collective bargaining agreement which no longer requires such business entity to contribute to the Annual Benefit Fund on behalf of its Employees at said Installation.

Accordingly, no pro rate or partial vacation benefit shall be payable by the Fund to any Employee who continues employment at the same Installation with a business entity which is not obligated to contribute to the Annual Benefit Fund pursuant to a collective bargaining agreement.

Amendment No. 2003-1 to the ITPE Annual Benefit Plan

Plan Section 2.04 (a), effective January 30, 2003, changes to read as follows: All Employees shall be entitled to receive such hours of pay per contract year as specified in the applicable collective bargaining agreement for bona-fide training provided to such employee by an Employer. The decision as to whether to provide such training shall be at the sole discretion of the Employer.

Amendment No. 2003-2 to the ITPE Annual Benefit Plan

Effective January 30, 2003 Section 5(b)(i) shall be amended to read as follows: (b) In the event the Trustees determine to pay an Educational Benefit in any calendar year the following scholarships or awards may be provided: (i) Four 4-year scholarships for study at a college or university in amounts up to \$10,000.00 in each of the four years.

IMMIGRATION WORKERS FREEDOM RIDES

Beginning in such cities as Los Angeles, Houston, Chicago, Miami, etc., immigrant workers from dozens of nationalities traveled with supporters more than 20,000 miles by bus - stopping in 100 cities in 46 states.

Inspired by the Freedom Riders of the 1960's, which challenged racial segregation in the South, the historic Immigrant Workers Freedom Ride broke new ground highlighting the challenges immigrants face today and mobilizing national support for changing immigration policies.

The buses converged in Washington, DC where the new Freedom Riders took their call for justice to Capitol Hill October 2nd. In more than 120 meetings with lawmak-



At every stop, the Freedom Riders were joined by hundreds of thousands of supporters, unions, community leaders, the Catholic archdiocese and, as pictured below, your Union - ITPE - welcomed the Freedom Riders on their stop-over in Savannah.

ers, they demanded that Congress ensure immigrants' civil rights and liberties and protect immigrants' rights in the workplace. workers to reunite their families,



Ms. Geneva Pearson & Mr. Johnson - 20 year award - 120 AG



Ms. Ora Bell Henley & Mr. Johnson - 20 year award Bldg 4270



Mr. Worthy presents Runner-Up Best Mess Large Dinning Facility



Mr. Williams receiving Runner-Up Best Mess, Bldg 2260

MEMBERS ONLY

There are many benefits your Union provides you, as a member, that non-members cannot receive. Why? Because they are not members. Example: Through our affiliation with OPEIU, our members may apply for the Benefits provided by the AFL-CIO UNION PLUS Program - Credit Card - Secured Credit Card - Mortgage and Real Estate - Health Savings - Educational Loans - Loan Programs - Legal Services - Dental & Vision - Workingfamilies.com - Motor Club - Disney World Hotel Discounts - Car Rental Discounts - Hearing Care - Union-made checks - Flower Service - North American Van Lines - www.unionprivilege.org.

Discounts at Choice Hotels International - Comfort Inns & Suites - Quality Inns - Sleep Inns - Rodeway Inns - Econo Lodge and Mainstay Suites.

Scholarships - Through our affiliate OPEIU, ITPE members may qualify for the OPEIU scholarships - Howard Coughlin Memorial - John Kelly Labor Studies or OPEIU Romeo Carbell Memorial.

The ITPE is please to announce to its members we have recently added another benefit at NO COST TO YOU. These benefits are available through a contract between ITPE and American Income Life Insurance Company, a 100% Union company that provides:

Accidental Death & Dismemberment

\$1000.00 Member
\$500.00 Spouse
\$50.00 Each child

Health Service Discount Program provides substantial discounts on:

Vision Care Hearing Care
Prescription Chiropractic

You will soon receive a yellow postage paid card from American Income Life. In order to be eligible for these benefits, you must return the card designating your beneficiary, after which you will receive a certificate.

Remember, these are benefits to members only that are in addition to the benefits provided in your Collective Bargaining Agreement.

Oh yes, almost forgot, non-members cannot attend Union meetings - cannot hold any Union office - cannot be a Shop Steward - cannot attend Union Conventions - cannot vote in Union elections. Yes - it pays to be a member.



Best Mess for Quarter and Year 2003 - Bldg. 2230



Kathy Gardner and Herbert Jacobs 20 year Service Award - Bldg. 2230



Vernell Kenley 20 year Service Award - Bldg. 5500

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 provides 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 \$25.00 per month. 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 2002 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 83.2399% of the ITPE's expenditures for that year (i.e., the nonchargeable costs were 16.7601%).

Applying this percentage to the \$35.00 per month dues paid by full ITPE members, **the non-member fee is \$20.75 per month for the period from January 1, 2004 through December 31, 2004.** As noted above, any employee who chooses to pay the non-member fee instead of full Union dues has no voice in any ITPE affairs.

Please note that since the chargeable and nonchargeable expenses may change from year to year, the non-member fee may also fluctuate each year. Individuals who elect to pay the non-member fee rather than membership dues must do so each year by filing an objection in accordance with the procedure set forth below.

FILING OF OBJECTIONS

Anyone who objects to paying membership dues (and who will, instead, pay the non-member fee) must file an objection annually. That objection must be filed in writing with the ITPE Dues Objection Administration, ITPE Headquarters, 2222 Bull Street, Suite 200, Savannah, GA 31401. Any non-member who is currently covered by a union shop clause and who objects to paying membership dues for calendar year 2004 must file that objection no later than January 31, 2003. (An employee who first becomes covered by a union shop clause after December 31, 2003, 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.

Fraternally,

John Brenton, III
Secretary-Treasurer

TAKE *Take A Look* 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

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

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: Lynette Guillebeaux

FRESNO, CA 93721

2100 Tulare St., Suite 524-525

Secretary/ John Brenton, III

Treasurer 559-237-3029/3129

ALTO LOMA, CA 91737

10757 Lemon Ave., #423

Representative: Paul Harvey
909-466-5158

FORT BRAGG

ITPE AFL-CIO

P.O. Box 370

Spring Lake, NC 28390

Representative: Cindy Diehm

Asst. Representative Cheryl Lowe
910-497-1661

LAS VEGAS, NV 89104

5300 West Sahara Ave., Suite #102/103
Las Vegas, NV 89102

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

SAN ANTONIO, TX 78245

9107 Marbach Rd., Suite 204

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

An informed member makes for a better member



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
Administrator
516-921-3202

ITPE FUNDS REPRESENTATIVE

365 Bull Island Road
Brunswick, GA 31515

Roy Boyd
912-267-9249
Fax 912-280-0922