



# 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,

It's that time again. Summer is here and, as usual, we all have things to do in the summer time that have been put off all winter - lawn care, planting, window cleaning, painting and, for some, maybe a vacation with the family - if you can afford the high gas prices. Well, there is one thing we cannot put off and that is to "VOTE" on Tuesday, November 2nd. I urge every ITPE member and their eligible family members if not registered, to register and "VOTE" on November 2nd.

Yes, there is a war being waged against terrorists. There also is another war being waged by the Bush Administration and that war is right here at home, and America's workers are the targets.

The Presidential election this year may well determine the future of the labor movement in our country as well as the future for our children and grandchildren who face a future void of the job opportunities that most of us have had in our lives. Since the beginning of the Bush Administration in January 2001, the nation has lost 2.9 million jobs with manufacturing bearing the brunt of job decline, losing 2.8 million. These job lost are not coming back. In their place, we are adding lower wage jobs that provide few, if any, benefits.

In the industries adding jobs, the pay is 21 percent less than in American

industries losing jobs. Almost 15 million workers are unemployed or have given up looking for work. Close to 5 million of them work part-time because they couldn't find full-time jobs. U. S. corporations now are racing to outsource white collar jobs, including work in computer sciences, engineering, entertainment, financial and medical services, to countries where workers make far less. Corporate profits and CEO salaries are way up, but wages and family income here are stagnant. Weekly wages grew less than 2 percent the past year - the lowest since 1987. Meanwhile, corporate profits jumped 25 percent. Household incomes declined 1.7 percent. The Bush Administration policies are cutting further into familiar paychecks and decreasing job quality. The Administration is pushing changes to the Fair Labor Standards Act by taking away overtime pay from 8 million workers, including veterans.

The Administration has taken union rights from many federal workers and has rolled back job safety protections for many others. Healthcare is out of reach for most American working families. Between 2000 and 2003, healthcare costs rose 50 percent. These days, too many jobs are moving in the direction of providing Wal-Mart-

style coverage that's too expensive for many workers and

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**EXERCISE YOUR RIGHTS...  
YOUR VOTE COUNTS  
BE SURE YOU VOTE ON TUESDAY,  
NOVEMBER 2ND, 2004**

## PRESIDENT'S REPORT *continued from cover*

too stingy to protect working families from financial ruin in case of serious illness.

The Bush economic record amounts to an attack on America's middle class. The wealthy have benefited from massive tax cuts. Corporations get tax breaks encouraging them to move jobs overseas and help from the Bush Administration to avoid paying workers overtime. Bush's policies have created a \$500 billion deficit while shortchanging working family programs with more huge deficits to come. These policies will result in a burden on our children and on today's workers when they try to retire. The Bush Administration is spending billions to rebuild Iraq's roads and schools, but not America's. Iraq needs our help, but so does America. The Bush Administration is spending \$87 billion for reconstruction in Iraq and about to ask for more while ignoring too many needs here at home. While proposing to fund explorations to Mars, President Bush has failed to adequately fund the No Child Left Behind Act. No funds have been allocated to modernize U. S. schools - only Iraq's schools. According to the U. S. Census Bureau, today there are 3 million more people in poverty. Personal bankruptcies have jumped in 49 states and the District of Columbia, as personal debt (not including mortgages) now averages \$18,700 per household. Who do U. S. companies think their stockholders are? Foreign workers, or the U. S. workers who

buy their products and subsidize them with our tax dollars? Money - that's what it's all about in America. Let's face it - money and shareholders. If a company can make more money elsewhere, it does it. It's all a race to the bottom now. I urge each of you to speak out on November 2nd by casting a vote to stop the selling out of everything that labor has fought for over the last 40 years. Finally, I encourage each of you to mobilize to reform the nation's labor laws. Begin by adding your voice in support of "The Employee Free Choice Act (EFCA). More than 210 members of Congress are co-sponsoring unprecedented legislation to give workers who want to join a union a fair chance to do so. The Senate bill is S.1925 and H.R. 3619. Call the Capital switchboard at (202) 224-3121 and ask to be connected to your Senator or House Representative. Once connected, ask them to support either the Senate bill S.1925 or House bill 3619. We request you also write your Washington representative encouraging them to support this bill. If you need any assistance in this matter, call your ITPE Representative.

God bless each and every one of you. Support your Union as it continues its fight to ensure a brighter future for you and your family.

*John F. Conley*  
President

## KEESLER AFB



*Congratulations!!*

ITPE members and the management team of Austin & Associates on winning the USAF Hennessy Award at Keesler AFB.



# ITPE HEALTH & WELFARE SCHOLARSHIP AWARD WINNERS

*Congratulations to all of our winners! All that homework paid off!*



Bruce D. Bugbee, Jr. is a Mesa Ridge High School Senior and ranks 4th in a class of 293 students. He enjoys helping others and has participated in mission trips to build homes in Juarez, Mexico the past 2 years with his church. Current studies include AP Chemistry, AP Calculus, AP Physics and French IV. A National Honor Society and holds the position Vice President. He will attend the Colorado School of Mines (CSM) in Golden, CO and his prospective major is Astrophysics/Applied Physics.



Anai Saucedo resides in El Paso, Texas and is currently attending Austin High School. President of Student Council as well as cheerleads for her Austin HS and the city soccer team, Patriots. She has held Ms. Teen El Paso and Most Beautiful 2003. She plans on attending University of Texas El Paso & Austin to major in Architecture.



Rhonda DeLaCruz is a Senior at Alamogordo High School, located in Alamogordo New Mexico. She has received the Golden Scholar Award and Who's Who School Award. Rhonda plans on attending the University of South Florida, Tampa Florida where she wants to major in Business Administration and Science. She enjoys singing and dancing.



Josephine Padilla is a Senior at Dreher High School. She is a company executive officer and color guard commanding officer in the NJROTC.



Fred Lawson, currently a Senior at Mountain View HS. Fred is presently pursuing an A+ Certification in his computer maintenance class. Which helped him decide upon Information Technology as his chosen field of study.



Xaviera QuinnTaNell Lofton is a graduate from Hudson High School, San Antonio, Texas. She will be attending University of North Texas, Denton, Texas where she will major in Business Computer Information Systems.



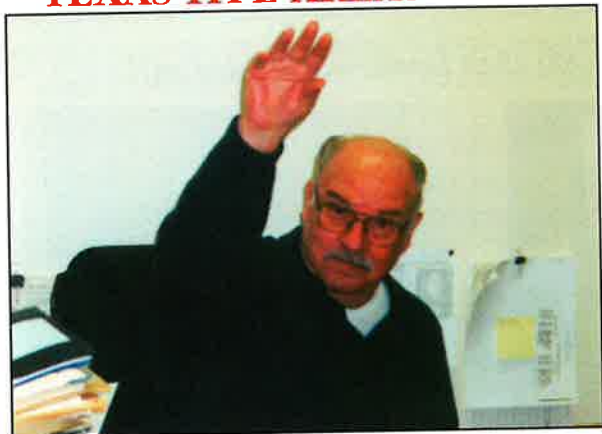
Rosanna Villa, A Senior at Southwest High School's has a life long dream to become a special education teacher. She will be attending Our Lady of the Lake University in the Fall to pursue that dream.

She is a Dreher Honor Society member and newly introduced into the Heyward Technical Honor Society. Grandmother, Carmen Velez taught her to excel beyond any obstacles.





## TEXAS ITPE AREAS



ITPE Representative Pat Foley waves good-bye to all ITPE members. After two careers - 20 years with the US Air Force and 19 years with ITPE, Pat has decided he is ready to retire. He will be missed by all of us. We all wish him and Barbara (his better half) "Bon Voyage and Smooth sailing".



As we say goodbye to Pat Foley, we say Welcome to our newest ITPE Representative in San Antonio, Debra Williford. Debra retired from the US Army as Sgt. 2nd Class after 22 years. Upon her retirement, she went to work on the Food Service contract at Fort Sam Houston, spending eight years as an ITPE Shop Steward - **Welcome to the ITPE**



(left) Anthony Losezewski, born 2020-04 and (right) Austin Burwell born 11-5-03 are the grandchildren of ITPE Member Jennifer Persons. Jennifer and husband Randolph became grandparents twice in 4 months. Jennifer is employed by Breaud/Cantu Services, Fort Polk, LA. Both are strong Union supports.

**VOTE**



ITPE members of Valley Forge Government Services, Inc. at Muskogee, OK at Union Meeting. (Front Row L-R) Tommy Mariano, Debra Wheeler, Mikayla Phillips. (Back Row L-R) Andy Mattox, Ziva Phillips, Nathan Hendrickson, Ken Sinclair and ITPE Representative Maureen Alsheimer.



Officer Luis Esparza will guard his post at all times with EPIC, El Paso, TX.



Officer Fred Cardiel stands post at EPIC



Mr. Alex Salas is security officer at El Paso Intelligence Center, Biggs Army Air Field. He is also the Shop Steward for his unit.

*Continued on page 5*



TEXAS



Above Right (L-R): Mary Jackson, Delbert Warren, Frank Rock, Dennis Vogle and Casey Quinn - all ITPE members employed by Valley Forge Government Services, Inc. at McAlester, OK.



(L-R): ELizabeth Sherrod, Area Manager of PCSI - Food Service contractor at Fort Hood, poses with ITPE members Hector Cruz and Donna Johnson. Elizabeth was an ITPE Shop Steward prior to her promotion to management.



(L-R): Fort Hood ITPE Minerva Rodriguez and Dwight Hopkins.



ITPE Member Debra Wheeler, employed by Valley Forge Government Services in Muskogee, Ok proudly shows off her daughter, Samantha Riley Wheeler, born October 6, 2003.



Mo Davis, Fort Hood, TX



ITPE Member, Yong Engel, proudly displays a plaque and certificate she received from the Robinson Blood Bank Staff Members at the Darnell Army Hospital, Fort Hood, Texas. Congratulations Yong!

**BE HEARD REGISTER AND VOTE**



## Greetings from the WEST COAST

By John Brenton, III, Secretary-Treasurer

ITS FINALLY OVER, I'm talking about the fifteen month battle the members at Kunia Tunnel have been fighting!

On December 1, 2002, the Company at the Tunnel tried to terminate the Collective bargaining Agreement.

The Brothers and Sisters stood their ground (remember the pictures of the pickets) and stood together and said "No" to the Company and "Yes" to the union.

The ITPE filed charges with the National Labor Relation Board and after much discussion the Board decided a hearing was necessary.

On the Eleventh hour of the hearing the Company saw the determination of the Union and it's members and decided a settlement was in everyone's best interest.

A new Collective Bargaining Agreement has been signed effective March 1, 2004 through February 28, 2007. The Company agreed to a healthy pay raise to offset the years the members went without and a healthy jump in Health and Welfare contributions so that the members can enjoy better benefits.

It has been a long battle, but through the unity of the membership and the determination of the union and a better understanding by the Company everyone came out a winner.

I would like to thank Mr. Tom Cestare and his assistants at the Honolulu office of the National Labor Relations Board for all of their hard work and assistance in this matter.

On a sad note, Joy Hardy, our Food Service Shop Steward at Travis Air Force Base, recently lost her father. Our prayers and condolences go out to her with the knowledge that he is now in a better place.

Until that time,  
Fraternally  
John Brenton III



### FBI DIRECTOR DEFENDS PATRIOT ACT AND URGES ITS RENEWAL

The 2001 anti-terrorism law known as the USA Patriot Act has been vital for the nation's war on terrorism and should be reauthorized, FBI Director Robert S. Mueller, III told the Senate Judiciary Committee today. In an occasionally tense hearing, Mueller implored the panel to renew the law before portions of it "sunset" on December 31, 2005. "Many of our counterterrorism successes are the direct results of provisions included in the act," Mueller said. But a number of lawmakers say they fear the law tramples on civil liberties and several senators complained about what they say is a lack of cooperation from the Justice Department in congressional attempts to oversee its implementation. "I'm a support of the Patriot Act," said Dianne Feinstein, D-Calif. "But if I can't get from the department of Justice what I ask for with respect to a careful and comprehensive evaluation of each of those provision, I will be hard-pressed to support reauthorization.



## NOTICE TO VOTERS

### New Identification Requirement

Under a recent federal law called the Help America Vote Act ("HAVA"), newly-registered voters can be required to show some identification document at the polling place before they are allowed to vote. This could be a driver's license, a state-issued identification card or a social security card. You should check with your local voter registration office to see if this requirement will apply to you and, if it does, what form of identification is acceptable in your state.

There are reports that some states, in an effort to make sure they comply with the federal law, will have their poll-watchers ask for ID from every voter, regardless of how long the voter has been registered or has voted in that election district. We therefore recommend to all ITPE members that they bring some form of identification with them when they go to vote in November.

Remember: Every vote counts! It is important that every ITPE member - and every eligible member of your family - vote on November 2, 2004, for the candidates who support American workers and our goals.

## SHOP STEWARDS EDUCATIONAL SEMINAR

Your Union is now conducting Shop Steward Educational Seminars in various cities. We encourage all Shop Stewards to attend these Seminars when one is being scheduled in your area. To date, we have held five seminars: #1 - Brunswick, GA; #2 - Fort Bragg, NC; #3 - San Diego, CA; #4 - Fairfield, CA; and #5 - Dayton, OH, with #6 scheduled in San Antonio, TX on June 5th.

All the Shop Stewards have expressed their appreciation for the opportunity to learn so much more about their Union, their responsibilities as a Shop Steward, meeting other Shop Stewards and some of the Officers of the Union. They learn they are part of a much larger picture. They are very thankful and looking forward to the next seminar. Contact your ITPE Representative to learn when a seminar is to be scheduled in your area.



(L-R front row) ITPE Representative Charles Hampton, Shop Steward Joyce Lemieus, ITPE President John F. Conley, ITPE Representative Lynette Guillebeaux. (L-R back row) Shop Steward Herman Edwards, ITPE Funds Representative Roy Boyd, Shop Steward Darian Thompson, Shop Steward James Fairchild and Shop Steward Dave Lemons.



Kendrick Griffin - Twenty-nine Palms MCB, Juliet Fookes - Luke AFB, Lois Wyatte - Twenty-nine Palms MCB, Mary Williams - Naval Sub Base, Mary Jo Friddle - Fort Huachuca, Karen Young - Fort Huachuca, Viola Lewis - Balboa NMC, Sherry Turner - Fort Huachuca, James Conwell - Point Mugu/Port Hueneme, Chuck Carter - Camp Pendleton, Clara Gavin - Anti-Submarine Warfare Base, Tarea Ingram - Camp Pendleton, Barry Goss - Ronald Reagan Presidential Library, Ina Norris - Edwards AFB, Evelyn Celestial - Camp Pendleton, Elaine Epperson - Balboa NMC



(L-R front row) Terry E. Walker, Tezra Williams, Karen Hand, Lisa Harris, Liz Luke-Congrove (L-R back row) Dennis Conley, Anthony Mountain, LaShonda Reed, John Conley, Willie Jackson, Sanareena Keller, Lynette Guillebeaux.



(L-R front row) John Conley, Cindy Diehm, Ursula Dixon, Patricia Myers, Cheryl Lowe, Mattie Campbell, Joe Popalis. (L-R second row) Nathaniel Lewis, Carlton Marshall, Joyce Murray, Roy Forrester Linda Sessoms. (L-R back row) Kristie Lowe, Naomi Quinn, Mae Rose Lamb, Malissie Campbell, Eric Britt, Ronnie Taylor, Marcus Campbell, Utrisha Brown.



L-R Front: ITPEU V. P. Mary Williams, Travis Food Service Shop Steward Luella Asher, Petaluma Shop Steward Rosario Beltran, DLI Shop Steward Doris Nieves. Back: DLI Shop Steward James Montgomery, ITPEU Secretary-Treasurer John Brenton III, Travis Food Service Shop Steward Joy Hardy, Travis Base Housing Shop Steward Royal Parks, IRS Shop Steward Carmen Photos, John F. Conley.



## 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 embers 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 regard-

ing 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 continue 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 CONDIDATE OF  
YOUR CHOICE ON ELEC-  
TION DAY!

SEE YOU ON THE HILL!



## NORTHEAST REGION



**NAVAL SUBMARINE BASE - GROTON, CONNECTICUT  
GROTON, CONNECTICUT**

### IN LOVING MEMORY OF SADIE JERALDINE WILLIAMSON

Sadie Williamson departed this life Wednesday, December 31, 2003, following a courageous battle against cancer. She was a member of the ITPE Union for 30-Years and served as a Shop Steward until the end. She was a dedicated true Union Shop Steward, never too busy to serve the members on a 24 hour basis even from her sick bed. She could smile, raise hell, however, she got the job done. She was a fixture at the Groton Submarine Base working with the members, the company and the Government ensuring that Groton Submarine Base remained a viable employment site for all concerned.

**ITPE NOW CALLS FOR A MOMENT OF SILENCE.** May Sadie Jeraldine Williamson rest in peace.

## HOUSE DEFIES VETO THREAT, BACKS DELAY IN BASE CLOSINGS

Defying a White House veto threat, the House on Thursday voted to delay next year's scheduled round of domestic military base closings until 2007. Members rejected, 162-259, an amendment by Mark Kennedy, R-Minn, that would have stricken the two-year delay from the fiscal 2005 defense authorization bill (HR-4200). The vote puts the House on a collision course with the Senate, which two days ago voted 47-49 to keep the next round of closures on track for 2005. It also defies the administration, which argues that the military needs to shut down extra capacity to free up money for the ongoing war on terrorism. However, as strong as the House vote was, it fell well short of the two-thirds majority that would be needed to override a presidential veto. On a separate issue, the House by 308-114 adopted a Curt Weldon, R-Pa, sense-of-Congress amendment urging that the Abu Ghraib prison in Iraq be torn down and replaced with a modern facility.



### **MEMORIAL DAY - MAY 31, 2004**

THIS MONTH OUR NATION PAUSES TO DO WHAT ALL OF US SHOULD REALLY DO EVERY DAY, RECOGNIZE THE COURAGE, BRAVERY AND SERVICE OF THIS NATION'S MILITARY MEN AND WOMEN.

I SAW A POEM RECENTLY THAT PRETTY MUCH DESCRIBES THE INCALCULABLE DEBT WE AND THE WORLD AT LARGE OWE TO THOSE WHO DEFEND FREEDOM IN OUR BACK YARD AND IN THE FARTHEST CORNERS OF THE WORLD:

"IT IS THE SOLDIER, NOT THE REPORTER, WHO HAS GIVEN US FREEDOM OF THE PRESS.

IT IS THE SOLDIER, NOT THE POET, WHO HAS GIVEN US FREEDOM OF SPEECH.

IT IS THE SOLDIER, NOT THE CAMPUS ORGANIZER, WHO HAS GIVEN US FREEDOM TO DEMONSTRATE.

IT IT THE SOLDIER, NOT THE LAWYER, WHO HAS GIVEN US THE RIGHT TO A FAIR TRIAL.

IT IS THE SOLDIER WHO SALUTES THE FLAG, SERVES UNDER THE FLAG, AND WHOSE COFFIN IS DRAPED BY THE FLAG, WHO GIVES THE PROTESTER THE RIGHT TO BURN THE FLAG."

TODAY, IN MANY FAR REACHES OF THE WORLD, YOUNG MILITARY MEN AND WOMEN ARISE EACH DAY TO DO A TOUGH JOB, TOO OFTEN A THANKLESS JOB, AND UNDENIABLY A DANGEROUS JOB SO THAT OUR LIVES CAN CONTINUE TO BE NORMAL AND HAPPY — SO THAT OUR FAMILIES CAN BE SAFE, AND OUR FUTURE FILLED WITH HOPE.

PLEASE JOIN IN THE TRIBUTE TO THESE BRAVE AND THOUGHTFUL PEOPLE ON VETERAN'S DAY AND EVERY DAY. THEY DO THE TOUGH JOBS DAY IN AND DAY OUT. AND, I FEAR, THEY MAY OFTEN WONDER IF THE REST OF THE WORLD NOTICES OR UNDERSTANDS THE DEPTH OF THEIR TRUE SACRIFICE.

PLEASE VISIT THE WEBSITES OF THE USO, THE AMERICAN LEGION AND OF THE VARIOUS BRANCHES OF THE MILITARY TO SEE WHAT YOU CAN DO TO SHOW THESE GREAT CITIZENS THAT WE DO NOTICE AND CARE. YOU MAY BE ABLE TO SEND EMAILS TO OUR TROOPS, OR PACKAGES, OR LETTERS OR EVEN PHONE CARDS SO THAT THEY CAN STAY IN TOUCH WITH THE LOVED ONES THEY HAVE LEFT BEHIND.

**And to you veterans, soldiers and families of veterans or soldiers who may be reading my message today, a heartfelt thank you from the Industrial Technical Professional Employees Union, affiliated as Local 4873 with OPEIU-AFL-CIO.**

**John Conley, ITPE President  
John Brenton III, Secretary-Treasurer  
Elwood Hampton, ITPE Vice President  
T (Ruthie) Jones, ITPE Vice President  
Mary Williams, ITPE Vice President**

*If you love freedom, thank a veteran and pray.  
God Bless America.*



## WORKERS' RIGHTS

Last December, tens of thousands of trade union activists participated in a nationwide series of grass roots rallies aimed at highlighting a disturbing trend. Due to changes in the workplace, technological advances and antiquated labor laws, tens of millions of Americans are being deprived of their right to join trade unions.

The right to Join a union is the hallmark of a free and open society. The U.S. government has recognized that right ever since 1934, with the enactment of the National Labor Relations Act. In 1948, Eleanor Roosevelt joined representatives from four-fifths of the United Nations member states in approving the Universal Declaration of Human Rights, which stated, "Everyone has the right to form and to Join trade unions for the protections of his interests."

But as the Human Rights Watch (HRW) and other human rights organizations have noted, "Freedom of association is a right under severe, often buckling pressure ... It's high time that the United States showed the world that its professed support for workers' human rights is not empty rhetoric but official policy."

That is not hyperbole. Consider the following statistics:

- \* 92 percent of private-sector employers force employees to attend closed-door meetings to hear anti-union propaganda.
- \* 78 percent of employers require that supervisors deliver anti-union messages to workers they oversee.
- \* 71 percent of manufacturing employers have threatened to close the workplace or relocate overseas if workers vote for unions.
- \* 25 percent of private-sector employers illegally fire workers for union activity.

Legislation has been introduced that would correct this situation. Entitled the Employee Free Choice Act, or S. 1925/H.R. 3619, it would:

- \* Allow employees to freely choose whether to form unions by signing cards authorizing union representation;
- \* Provide mediation and arbitration for first contract disputes, and
- \* Establish stronger penalties for violation of employee rights when workers seek to form a union and during first contract negotiations.

As recent statistics issued by the Department of Labor demonstrate, belonging to a union makes a big difference in the quality of a person's life. Union workers' median weekly earnings are 26 percent higher than nonunion workers (\$740-\$587). Three-quarters of all union workers get health benefits; less than half of nonunion workers do. And while 69 percent of union workers are covered by defined-benefit pensions, only 14 percent of nonunion workers are.

# KNOW YOUR RIGHTS

**By Sidney H. Kalban  
Union Counsel**

## The Landrum-Griffin Act - Union Member Rights

The Landrum-Griffin Act, also known as the Labor-Management Reporting and Disclosure Act ("LMRDA"), is a federal law which guarantees certain rights to union members and imposes certain responsibilities on union officers. This article will discuss the rights of members. The responsibilities of union officers will be addressed in a future edition of the ITPE News.

The first part of the LMRDA is also called the union members' Bill of Rights. It protects the rights of all union members, such as free speech and free assembly within the union provided that they otherwise satisfy the union's reasonable rules which establish the responsibility of every member to the union as an institution and which prohibit a member from engaging in conduct which interferes with the union's performance of its legal or contractual obligations.

**The Bill of Rights, generally, assure union members that they have:**  
**equal rights to participate in union activities;**  
**freedom of speech and assembly;**  
**a voice in setting rates of dues, fees, and assessments;**  
**protection of the right to sue; and**  
**safeguards against improper discipline.**

Another part of the law provides that union members and other employees represented by the union have the right to receive or inspect copies of collective bargaining agreements.

Under the LMRDA, unions are required to file an initial information report (Form LM-1), copies of constitutions and bylaws, and an annual financial report (Form LM-2/3/4) with the U.S. Department of Labor's Office of Labor Management Standards ("OLMS"). The ITPE has filed all required reports with the OLMS. Unions must make the reports available for members to review and permit members, who can demonstrate good cause, to examine supporting records. The reports are public information and copies are available from OLMS.

The LMRDA assures union members that they have the right to:

**nominate candidates for union office;**  
**run for union office;**  
**cast a secret ballot; and**  
**protest the conduct of an election.**

Local union members have the right to an adequate procedure for the removal of an elected officer guilty of serious misconduct. See Article XVI of the ITPE Constitution.

The LMRDA guarantees that unions may only be placed in trusteeship by a parent body for the reasons specified in the statute. The ITPE's current Affiliation Agreement with the OPEIU, however, does not permit the National to place the ITPE in trusteeship.

A union or any of its officials may not fine, expel, or otherwise discipline a member for exercising any LMRDA right. In addition, no one may use or threaten to use force or violence to interfere with a union member in the exercise of LMRDA rights.

The ITPE is proud of its record in up-holding and protecting the rights of its members under the LMRDA. Now you KNOW YOUR RIGHTS and how well they have been protected because the ITPE is YOUR UNION.



## OPEIU Local 233 merges with ITPE Local 4873

A recent meeting of the officers of OPEIU Local 233 representing all clerical employees at the International Paper Mill in Georgetown, South Carolina resulted in merging of their local with the ITPE OPEIU Local 4873.



**L-R: Local 4873 VP Mary Williams, President John F. Conley, Local 233 Secretary-Treasurer Mitchell White, President Anna White and VP Michelle Feagin**

## get to know your PRESIDENTIAL CANDIDATES

### Democrat.



**Sen. John Kerry** (D-Mass.) 59, is an attorney who was elected to the U.S. Senate in 1984. His Committee assignments include: Commerce, Science and Transportation; Finance; Foreign Relations; and Small Business and Entrepreneurship. The

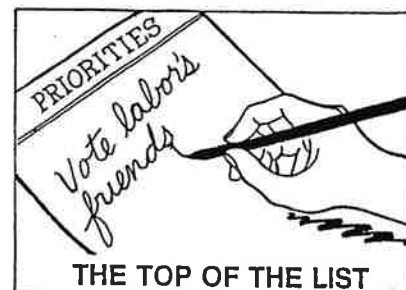
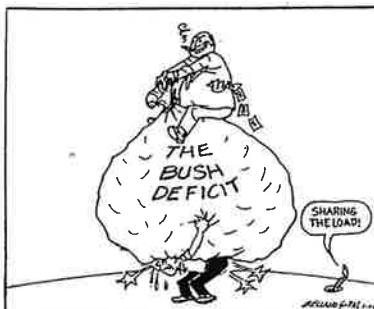
four-term Senator was the State's Lieutenant Governor from 1983–1985. In the Senate, he has compiled a 92 percent AFL-CIO voting record—he cast 180 out of 199 votes for working family issues. For more information, visit [www.johnkerry.com](http://www.johnkerry.com).

### Republican



**George W. Bush**, 57, is running for a second term in office as President of the United States. Bush was Governor of Texas from 1995–2000. Bush is a Texas oilman. For more information,

visit [www.georgewbush.com](http://www.georgewbush.com). Also visit [www.aflcio.org/bushwatch](http://www.aflcio.org/bushwatch) for more on President Bush's record on working family issues.



THE ITPE ENCOURAGES EACH OF ITS MEMBERS AND THEIR FAMILY OF REGISTERED VOTERS TO BE SURE TO VOTE TUESDAY, NOVEMBER 4, 2004.

## TO ITPE MEMBERS

As President of the Industrial, Technical & Professional Employees Union (ITPE), I am pleased to announce that your Union continues in its efforts to provide you and your family with a brighter economic future. We not only strive in our contract negotiations to provide better wages - better benefits - better working condition, etc., compared to non-union workers, we also continue in providing our members many additional benefits that are not always specified in your collective bargaining agreement. Here are few examples:

### AFL-CIO Union Plus Benefits

Credit Card, Mortgages, Loan Programs, Legal Services, Auto Insurance, Everyday Savings Discounts, Car Rentals, Discounts at Choice Hotels International (Comfort Inn & Suites, Quality Inn, Economy Lodge, Rodeway Inn, Main Stay Suites, Clarion and Sleep Inn).

ITPE Health & Welfare Fund and ITPE Annual Benefit Fund Scholarship Programs.  
OPEIU Scholarships - Howard Coughlin Memorial, John Kelly Labor Studies and Romeo Corbeil Memorial Fund.

These scholarship programs are some of the best benefits available to Union members. For more information, ask your Shop Steward or Union Representative.

In addition to the above, we recently signed a contract with American Income Life Insurance Company (AILIC). This is a 100% union insurance company. All their employees are members of the Office & Professional Employees International Union (OPEIU) with whom we (ITPE) are affiliated as OPEIU Local 4873.

Many ITPE members are covered by the ITPE Health & Welfare Plan. Do not confuse AILIC with the ITPE Health & Welfare Benefit Plan. This is a supplemental benefit available to our members who may have a need for additional benefits. In that event, we recommend AILIC. As an ITPE member, they offer at no cost to you the following: \$1,000.00 Accidental Death and Dismemberment; \$500.00 for your spouse; and \$250 for each minor child.

If you have not already, you should receive a package, along with a letter, enclosing additional information on the benefits/policies, etc., AILIC offers. It will be necessary for you to complete the yellow enrollment card in the postage paid envelope and return to AIL in order to qualify for these benefits. In exchange for the AD&D benefit, we have agreed to allow a mailing to our membership. You should expect to be contacted at a later date by an Agent of AIL. Remember - this is a legitimate insurance company who has agreed to offer additional benefits to ITPE Union members. Again, I remind you this is in addition to what you may already have with the ITPE Health & Welfare Plan. You may or may not have a need for additional benefits. That choice is yours to make at the time you meet with one of their agents.

Thank you and my best wishes to you and your family.

In solidarity,

John F. Conley, President



# News from NORTH CAROLINA & WEST VIRGINIA

By Cindy Diehm, Representative

## CONGRATULATIONS RONLYN!!!!!!!

COAST GUARD EXCELLENCE  
IN FOOD SERVICE AWARD-  
FOOD SERVICE SPECIALIST  
OF THE YEAR!!!!

RONLYN FOOD SERVICE  
COAST GUARD STATION,  
ELIZABETH CITY, N.C.



1st Row left to right: Macie Repass-Cook I, Sharon Riddick-Cook II, Lenn McClen-ny- Cook I, and Chief Colin Harris.

2nd Row left to right: Bradford Tyler-Cook I, Beulah Skinner-Manager, Lyonita Williams-Food Service Leader, and Stanley Skinner-Food Service Leader.

3rd Row left to right: Don Jones-Food Service Leader, Joyce Murray-Cook II, and Belinda Gregory-Food Service Specialist.

## THANKS TO THE PRESIDENT.

The North Carolina office would like to thank our President John F. Conley for bringing the Shop Steward Seminar to our area. Accompanying Mr. Conley was Lynette Guillebeaux, Representative for the South Carolina & Georgia areas. Ms. Guillebeaux, who conducted the seminar, gave a very professional and informative presentation. The information gained will help the Stewards be more effective in taking care of our membership. This was also a opportunity for Stew-

ards from different sites to meet and fellowship. A great time was had by all and we look forward to future seminars. Below is a listing of the Shop Stewards who took time from their busy schedules to attend.

## CONTRACT CHANGES

We would like to welcome our new contractors to our area. Congratulations to the following contractors: Supravac of Jacksonville, President: Patricia Clark, has taken the bid for our Street Maintenance contract at Camp LeJeune, formally serviced by Transcontinental Enterprises. Fresh & Natural, President: Marie Le, took the bid for our Food Service contract in Beaver W.

Va., formally serviced by West Va. Society for the Blind. New Year Technologies, President: John Scheeberger, partnered with Priority One, President: Jose Figueroa, at R.T.P. on our Animal Tech contract. The Ft. Bragg office has started negotiations for the upcoming year. As some of you know there have been many cutbacks on service contracts this year. We are hoping and praying the cuts in services are over, and those who were put in lay-off status will return to work soon.

We all know this is an election year and we want your voices to be heard, so lets get out there and Vote!

**VOTE ON NOVEMBER 2ND!!!!**

## Study Unions 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 wages are approximately 20 percent higher. Overall union compensation (wages and benefits) is about 28 percent higher.

Unionized workers also are more likely 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, nonpartisan 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 norms and established practices, like fringe benefits and grievance procedures, which have become widely accepted 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.

# Greetings from the Theatla "Ruthie" Jones Las Vegas, Nevads

## THE LOCAL OFFICE:

The Las Vegas office has a new employee. We'd like to welcome Tom Krueger, former cab driver and legal assistant, as our administrative assistant. We both are looking forward to an amiable and mutually beneficial relationship as we prepare for great things for the Las Vegas office. Tom is assisting in getting our new office organized as well as signing up new members.

## RAMCOR

My chief steward for the electrical engineers is out due to a stroke. Our prayers are with him for a speedy recovery and return to work. Also, we are in the process of contract negotiations on both contracts.

## TAXICAB DRIVERS LAS VEGAS, NEVADA

The Union has been vigorous in its representation of the drivers before the Taxicab Authority. We have been instrumental in promoting the placement of digital cameras in the cabs for the drivers' safety. We attended workshops for a whole year and the major meeting in this matter was held on February 24, 2004. There was considerable support for putting cameras in the cabs, including support from the

AFL-CIO, the Taxicab Authority staff, the Las Vegas Metropolitan Police Department and Henderson law enforcement. A representative of the district attorney's office was sent to support digital cameras for cabs, as well as supporters from several other local entities.

Despite this strong and varied support, the Board saw fit to side with the certificate holders' desire for an additional study to be funded by a certificate holder (which we feel is a conflict of interest). Instead of digital cameras, the certificate holders support putting drop safes in cabs and providing the drivers with additional safety training for which they would not be compensated. We believe these measures are totally inadequate to the daily threat drivers face from criminals and national statistics bear this threat out. We believe that the proposal for an additional study to be conducted by UNLV is merely a delaying tactic by the certificate holders to postpone the inevitable installation of cameras which has the drivers' overwhelming support.

Additionally, the Union believes the Board has been committing many errors in procedure and

violations of law and regulations at its recent meetings, including discrimination against the drivers' representatives, bias in favor of the certificate holders, as well as blatant violations of Nevada's Open Meeting Law. As a result, the ITPE Union filed a Complaint with the State's Attorney General, Brian Sandoval, the Nevada Commission on Ethics and the Governor's Office against three Board members and the Attorney General's representative to the Board, with copies of the Complaint being served upon other state officials.

As a result of our Complaint, the Attorney General's staff representative for the Board was removed.

Also on our heavily-laden plate, a certificate holder has petitioned the state for countywide service and, out of nowhere, existing certificate holders have filed a request for additional, permanent medallions from the Taxicab Authority, which has the drivers in an uproar. This request comes just weeks before the new monorail system is slated to open, which we believe will negatively impact the drivers' income. In both these matters we have intervened to protect the drivers' rights.



**COLORADO SPRINGS AREA:**

**MCDS, PETERSON AFB:**

The Government still has not awarded the custodial contract, again. The existing contractor, MCDS, has been extended.

**NATIONAL  
MAINTENANCE, INC.,  
PETERSON AFB:**

We have an agreement with National Maintenance, Inc., at Peterson AFB, which replaced Hospital Klean. Again, we welcome National Maintenance, Inc.

**FOOD SERVICE, INC.,  
SCHRIEVER AFB:**

Food Service, Inc., employees are going through many changes. The government recently reduced the contract hours. The company and the Union are in discussions regarding these matters, as well as in the process of contract negotiations.

**PREMIER FOOD SERVICES,  
AIR FORCE ACADEMY:**

The employees have several issues with the company. One has to do with the cutting of hours, grievances are pending. We are also currently in contract negotiations with the company.

**LABOR AFFAIRS,  
COLORADO SPRINGS**

Marshall Woodard, Senior Advisor for Labor Affairs, based in Peterson AFB, in Colorado Springs, has recently retired after

33 years of service with the Air Force. During his tenure at that office, he and Frank Dean covered fifteen states.

Marshall served in the Marine Corps from 1957 to 1963 and later received his degree in Human Relations and Labor Relations from Louisiana Tech University while serving in the Marine Corps Reserves. After college he worked for the Sperry Rand Corporation, a defense contractor manufacturing ammunition for the military, as an H.R. Specialist. In his eight years at Sperry Rand, Marshall assisted in negotiating with four separate international unions.

Following his work with Sperry Rand Marshall went to work for the Air Force at Randolph AFB. In 1987 he moved to Colorado Springs. He lived in Colorado Springs for 17 years, retiring on March 3, 2004. Marshall spent his entire career in labor relations

Marshall is succeeded by Frank Dean, who has been with Labor Affairs for or approximately eight and a half years. Frank inherits for himself the fifteen states he and Marshall once serviced together. Don't get sick, Frank!

**SAN ANTONIO, TEXAS**

Pat Foley and Maureen Alsheimer, are organizing and working to get their contracts negotiated and up to date due to the fact that Mr. Foley is leaving us and retiring after approximately 19 years as an ITPE Union representative. Mr. Foley had a long and varied career. After serving in the Air Force for twenty years, he worked as a district manager for ten years before coming to work for ITPE as a union representative. He was born in Seattle, Washington.

**DEBRA WILLIFORD**

Welcome to Debra Williford who is replacing Pat Foley as ITPE Union Representative in San Antonio. Ms. Williford spent 20 years in the army, after which she spent seven years at Fort Sam Houston, San Antonio, Texas, as first cook, five of those years as ITPE shop steward.

**EL PASO, TEXAS**

**JOE SERRANO**

Keep up the good work, Joe! It is greatly appreciated!

**To Pat Foley and Marshall Woodard:** You will be solely missed; You can never be replaced--Only succeeded. May you both enjoy long, healthy and happy retirements, sipping Mai Tais and fishing off the pier (and Marshall-enjoy the single life).



National Maintenance Employees, Peterson AFB, Colorado Springs, Colorado. Seated David Downs (L) David Wilson, Bernhard Richards, Soo Chan An



MCDS Employees, Peterson AFB, Colorado Springs, Colorado.



Congratulations Frank Dean, pictured here with Vice President T. Ruthie Jones



Marshall Woodard, Senior Advisor for Labor Affairs based in Peterson AFB, Colorado Springs, CO has recently retired after 33 years of service with the Air Force. During his tenure at that office, he and Frank Dean covered fifteen states.

**Congratulations, Mr. Woodard you will be greatly missed.**

**Exercise  
Your Rights**

**Register & Vote**



## OPEIU VICTORY

The New York-based Office and Professional Employees International Union, Local 153, won the right to represent agents in 34 states who work directly for Prudential, but not agents who are independent contractors.

"This is a large unit of insurance agents, a group primarily commission-based and not traditionally thought of as the type of workers that are unionized," OPEIU International President Michael Goodwin said in a news release.

Mail-in ballot results counted at the National Labor Relations Board's Newark, NJ, regional office had 64 percent of agents voting in favor of union representation.

Of the nearly 1,000 agents eligible to cast ballots, 617 voted to unionize; 151 voted against.

There are 4,400 Prudential agents in the United States, many of them independent contractors.

"We are breaking new ground here and are now looking forward to negotiating a contract with Prudential that best represents our members' interests," Goodwin said.

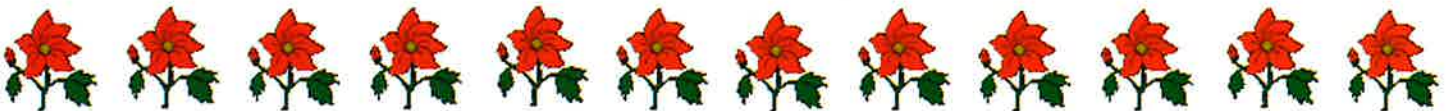
In a statement released Tuesday, Newark-based Prudential said it respected the decision of its agents to unionize.

"We will negotiate with the union in good faith," the company said.

The successful vote for OPEIU comes two years after the union lost a similar bid to represent nearly 2,000 Prudential agents.

Several different unions cover employees at nearly 40 insurance companies around the country, according to an AFL-CIO web site.

Prudential's insurance and investment businesses earned \$18.22 billion in revenue in fiscal 2003.



ITPEU Supporters at a recent rally at the King B plant in Idaho Falls, Idaho, are joined by Democratic candidate for Idaho's Second Congressional District Lin Whitworth and David Whitworth. Lin served in the Idaho State Senate from 1994 through 2002 and has always been a friend of Labor.



SCG Negotiations Group for the State of South Carolina. Left to Right Back Mr. Packman, SCG Manager for the State of SC. Mr. Beechman Guard and Shop Steward, Dennis Conley, ITPE Representative. (2nd Row) Left to Right Marsha Langford, SCG President, John Pontieri of Charleston, SC and Donald Waters, Northern part of South Carolina. (Seated) Robert R. Kilduffe, Labor Relations Manager, SCG and ITPE Vice President Mary Williams

Johnson Food Service Cooks in Reception Station. (Left to Right) Back row M. Miller, B. Jones, B. Moore. (Left to Right) Second Row: Lula Lee, Geneva Pearson, M. William, M. Moore, Geraldine Meetze and Karen Buzard, (Front and Center) Jamnien Peters.

These are the cooks who prepare the first meals as our troops enter the Army and they are great cooks.



## BUSH ADMINISTRATION TARGETS OVERTIME 40 HOUR WORKWEEK

Organized labor is waging a nationwide grass roots effort to preserve overtime and the 40-hour workweek.

Legislation has been introduced in the 108th Congress that would restructure the Fair Labor Standards Act (FLSA), the landmark bill that created the 40-hour workweek and made overtime pay possible for millions of American workers. Fortunately, none of the bill has gained any traction.

However, last June, the Department of Labor (DOL) announced its intention of making sweeping, unilateral changes to this very important worker protection act. They would leave as many as 8 million workers—nurses, police officers, firefighters, retail clerks, engineering technicians and others—without overtime protection.

As outlined by the DOL, millions of salaried workers making between \$22,101 and \$65,000 who are now eligible for overtime pay could be reclassified as executive, administrative or professional employees, thus stripping them of their overtime protection under the FLSA. Moreover, relatively low-salary earners who have supervisory or managerial responsibilities would be penalized, as would workers with advanced education or special training. Under the proposal, if any employer determines that the training veterans have received is equivalent to a four-year professional degree, that employer will now be allowed to deny those veterans overtime eligibility and refuse to pay them for anything for overtime work.

Anyone making \$65,000 or more a year would likely lose overtime pay. Moreover, even workers who do not fall under the provisions could be hurt. With so many workers losing their FLSA protections, employers most likely would assign extra hours to these people as opposed to workers who would be eligible for overtime.

Supporters of the changes claim that they are needed to give workers more flexibility in setting their schedules. But many employers do not take full advantage of the flexibility inherent in existing laws such as the Federal Medical Leave Act.

Meanwhile, many households depend upon overtime pay to make ends meet.

Since June, the DOL has been flooded with more than 1 million faxes and e-mails opposing the proposed changes. But while bipartisan majorities in both the House and Senate had voted to include a provision in the omnibus spending bill prohibiting the DOL from implementing its new regulations, the beneficial language was dropped during the House-Senate conference to work out difference in the two bills.

Legislators had a chance to correct the situation twice, in December and January, but failed to restore overtime protections when a massive spending bill came up for a vote. Meanwhile, the DOL determined to go forward with its plans to implement.

The ITPE will be standing firm with the rest of organized labor to make sure that the FLSA remains the bedrock of worker protection and that the proposed changes are never implemented.



May 10, 2004

## WASHINGTON OFFICE

By Elwood Hampton, ITPE Vice President/Legislative Director



L-R Elwood Hampton, ITPE Vice President, Congressman Frank A. Lobiondo, Rev. Dr. A. B. Frizier, Pastor of Second Baptist Church, Senator Stephen M. Sweeney, Iron Workers Local #399 Financial Secretary-Treasurer, John Burzichelli, Mayor of Paulsboro and State Assembler.

Picture taken while honoring 100th Anniversary of Second Baptist Church. The Congressman is a friend of ITPE and serves on transportation and infrastructure committee and U.S. Coast Guard. Second Baptist Church has always been receptive to the aspirations of working men and women in the community and the doors are always open for consultation.

The following activities are hereby reported:

(1) The majority of our contracts/addendums effective October, 2004 have been negotiated with a 3 to 5% increase in Wages and Pension contributions. Health and Welfare contributions have been raised to \$2.59 per hour.

(2) A constant effort has been to increase the level of our dues deductions per installation. All are aware that without dues deductions a Union cannot survive. All employees should contribute. Some companies have deducted dues from the employees and have failed to forward those deductions to our Savannah office. This has been reported to the Department of Labor Wage and Hour and the National Labor Relations Board as a violation of the Collection Bargaining Agreement. Similar actions have been taken against companies that have failed to pay the proper negotiated wage and fringe benefit increases and have not responded to ITPE's demand that the employees should be paid immediately.

(3) I shall continue to attend various homeland security meetings in Washington, D.C.

(4) I shall continue to meet with the Department of Defense, Department of Labor, Agency representatives, contract representatives and other Labor Unions regarding

Service Contract Act regulations that are being constantly studied for possible changes. A meeting has been scheduled for May 13, 2004, to discuss these issues.

(5) Wage Determinations continue to be supplied by the Department of Labor and posted on the Fedworld .com website. We will continue to send those that we collect to our respective representatives.

Should you need a wage determination that has not been posted contact Gail Seabrooks from my office.

I attended the AFL-CIO executive winter meeting and the Maritime Trade meeting in Florida with John Conley, President.

The AFL-CIO executive board endorsed Senator John Kerry for President. AFL-CIO President John Sweeney praised Kerry for his pro-labor record. A number of topics were taken up at this meeting regarding voter registration, organizing campaigns, working families issues for 2004, elections and freedom to form Unions.

All were advised that elections in 2004 will be very important elections and members should urge their families to become involved in voter registration and get out the vote.

Your Washington office is constantly scanning and distributing to our members, shop stewards, and representatives, public congressional information on various actions taking place on the hill regardless of which side of the aisle they may originate on.

(6) We will continue to be in touch with State AFL-CIO's and attend their functions whenever possible. The latest ones was held on May 3, 2004, in Wilmington, Delaware, and another is set for August 20-21, 2004 in Williamsburg, Virginia.

**WASHINGTON OFFICE** *continued from page 21*

(7) I have also been attending functions honoring various congressional delegates that have good pro-labor voting records.

I would request that our representatives urge their members to share with the Washington Office any correspondence that they receive from their legislators. It is important that you keep us informed, this will enable us to determine our contributions to a particular legislative area.

(8) We will continue our organizing efforts, as this is the life blood of all Unions. However, I would stress that we must cross the bridge into the community so that your churches, lodges and friends should become involved as laws passed in Washington affect all people, Union and Non-Union and stressing that all persons have a right to join a union.

ITPEU has a moral commitment to represent our members on issues other than those of the collective bargaining agreement, building relationships with congressional delegates, labor advisors from governmental agencies and other unions.

We realize the importance of being as knowledgeable as possible on the legislative front. However, you as a voter and constituent of those elected officials that change year to year are sometimes "shortchanged" if you lack of knowledge of how the legislative process actually operates.

Your concerns as related to your elected officials are usually generated and turned into a **Bill for the House or Senate**. This Bill then goes through an elaborate legislative process. If and when the final bill comes up for vote by the House or Senate, you may not recognize it. The Bill that is voted on might not even reflect your original concerns.

## **HOW A BILL BECOMES LAW**

### **1. Introduction of Legislation**

There are two basic types of legislation: bills and resolutions. Bills are used to create public policy. There are three types of resolutions-joint, concurrent, and simple – that can be used to appropriate money or express a sentiment of Congress. Constitutional amendments originate in Congress as joint resolutions.

Ideas for bills can come from anyone, although only a Member of Congress can introduce legislation. All bills are assigned an identifying number. Those introduced in the House begin with H.R., and those in the Senate begin with S. Legislation appropriating money must originate in the House.

### **2. Committee Action**

Once legislation is introduced, it is referred to the committee that has jurisdiction over its subject. A bill may be sent to a single committee (single referral), several committees at once (multiple or joint referral), from one committee to another (sequential referral), or different parts of a bill may be sent to different committees (split referral).

Because most of the work done on a bill is at the committee level, committees have a great deal of power to decide which bills will receive the most attention. The more support a bill has, especially from congressional or committee leadership or from the President, the greater its chance of receiving consideration.

### **3. Subcommittee Action**

After it receives a bill, a committee will generally refer it to the proper subcommittee. Subcommittees have a more narrow focus than committees. Three main steps occur at this stage:

- **Hearings.** Witnesses are called to testify about the merits and shortcomings of a piece of legislation. Questions from committee members and testimony of witnesses are generally prepared in advance to support a particular position on a bill.
- **Mark Up.** At this stage, committee members may offer their own views on a bill and suggest amendments. Amendments do not have to be related to the subject of the overall bill at this stage.
- **Reporting Out.** When the mark up is complete, a final draft of the legislation is voted on for approval. If a majority supports the bill, it is "reported out." If the legislation does not receive majority support, the bill dies.

*Continued on page 23*



**WASHINGTON OFFICE** *continued from page 22*

After a subcommittee reports out legislation, the full committee will go through the same consideration process. If the committee approves a bill, it is reported out to the full House or Senate.

**4. Publication of a Written Report**

After a committee votes to report a bill, the committee chair instructs the committee staff to prepare a report on the bill. This report describes the intent of the legislation, its impact on existing laws and programs, and views of dissenting members.

**5. Floor Action**

Next, legislation is placed on the House or Senate calendar for debate by the full chamber.

In the House, the Rules Committee sets the terms of debate. This Committee may place limits on the time for debate or on the number and type of amendments that may be offered. If the Committee does not place a rule on a bill, there is little chance of it being debated, and the bill dies. Once a bill comes to the floor, supporters and opponents are given a chance to speak. Any amendments offered on the floor must be germane, or related to the main subject of the legislation.

The Senate places fewer restrictions on debate. The terms of debate are often set by a Unanimous Consent Agreement, which is approved by party leaders. Any Senator may filibuster, or speak against a particular piece of legislation, for as long as he or she wishes. A filibuster may only be ended by invoking closure, which requires that 60 Senators vote to end debate.

When debate concludes in either chamber, a vote takes place to approve or defeat a bill.

**6. Conference Committee**

Bills may originate in one chamber, and upon passage, move to the opposite chamber to repeat the approval process. Often, however, similar bills work their way through both the House and Senate at the same time. Both chambers must pass identical bills in order for the legislation to be sent to the President for approval, so the House and Senate will form a conference committee to reconcile any differences between their bills. Both chambers may instruct their conferees on acceptable compromises. Once differences are resolved and a conference report is generated, both chambers must once again vote to approve the legislation.

**7. Action by the President**

The President has four choices upon receiving legislation. He may:

- Sign the bill into law;
- Veto the bill and send it back to Congress with suggestions for reconsideration;
- Take no action while Congress is in session, in which case the bill will become law in ten days;
- Take no action and let the bill die after Congress has adjourned for the session. This is called a "pocket veto."

**8. Overriding a Veto**

If the President vetoes a bill, Congress may override his decision. A two-thirds vote in both chambers is required to overturn a veto.

**REMEMBER TO VOTE  
REMEMBER YOUR VOTE COUNTS  
SEE YOU ON THE HILL**

# TAKE A LOOK

*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.

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**An informed member makes  
for a better member**

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Joan Wolfe, Administrator

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#### ITPE ANNUAL BENEFIT PLAN,

#### ERISA SYSTEMS

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