



# ITPENews

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,*

Since our last issue, there has been a multitude of events affecting your Union and its members. Hurricanes - contract change - National election, etc, etc. Our thoughts and prayers go out to all our members who have had their lives disrupted by one hurricane after another. It is one thing to experience a leaking roof, an appliance breakdown, a temporary loss of power, etc., but imagine having to evacuate your city or town and return to find everything you own - home, contents, clothing, keep sakes totally destroyed or gone; everything you have accumulated after years of hard work. It has to be a devastating experience. Pray that does not happen to you.

On the Labor front, the future of the Labor movement across the United States may very well be determined on Tuesday, November 2nd 2004. That means we only have a few days left to show our neighbors, friends, and family members, not to mention all

of our Union brothers and sisters, why they must vote in this election. No one can tell you who to vote for. It is very important to know the issues and then make a decision which candidate you feel will represent the best interest of you and your family. I encourage you to review the issues in the attached flyer. The AFL-CIO Executive Board and the ITPE-Council members have endorsed John Kerry and John Edwards. The voting record of each is well over 90% in favor of issues affecting Americas working men and women. It is time we put a stop on corporate greed in this country, and any further erosion of America's middle class. To do that is to "Vote" for a candidate who will represent the labor force of this country. Make your voice heard. "Vote" on Tuesday, November 2nd, 2004. I for one will be there when the polls open - my vote will count.

Contract change - Over the years we have faced many challenging issues that would effect



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our members. One of the most recent is the Air Force removing a food service contract from the Service Contract Act and the private sector to a non-appropriated fund instrumentality (NAFI) which allows a reduction in wages and benefits for employees performing the service. Furthermore, the Government Contract division is taking the position the only Union that can represent the employees under NAFI contract is the National Association of Government Employees (NAGE). What happened to Freedom of Choice? We are and will continue to challenge this issue. These employees have lost Pension/Health & Welfare, 2 holidays, sick leave, etc.

Another similar situation by the US Navy was about to take place at the CB Base in Gulfport, MS. Thanks to our Shop Steward alerting ITPE representative Dennis Conley, which he immediately fired off a letter to the Congressman from Mississippi which was then followed up by letters from the ITPE members - Thanks to that effort, there is a four month moratorium with an understanding the contract will go out for solicitation. If you hear of this being done elsewhere, please inform your representative immediately in order for your union to take the necessary steps to prevent a further reduction of wage and fringe benefits, etc., etc., to the service employees.

Base Housing - Many of the branch contracting officers are now engaging in a transfer of base housing to private realty developers who then in turn lease the properties back to the government. Some of these properties are on base and some off base. Lease agreements require an 80% capacity by the government with 20% to others. The owners then become responsible to maintain the properties. Our concern in this scenario is will the property continue to be covered by the Service Contract Act, The Davis Bacon Act or neither. To date, there has not been a test case. We

will continue to monitor this as more developments take place.

Organizing - continues to be a major objective within our Union. As the saying goes, 'there is strength in numbers'. We have gone from 8000 a few years ago to over 12,000 today - so our numbers are growing. With the current organizing efforts by many of our representatives and the Director of Organizing, Dennis Arrington, I hope to bring 12,000 up to 13,000 by our next newsletter issue. If you know of anyone in your community who is receiving low wages for his or her labor, no benefits, poor working conditions, threats or harassment on the job, etc, etc., then they need a Union to represent them. It is the time to call your representative. The voice of Labor must be heard. Lets all do our part to make sure our voices are heard organize the unorganized. Continue to support your union and its representatives. Support ITPE-PAC fund - it pays off.

We have currently conducted seven or eight Shop Steward Educational Seminars in various parts of the country. So far, all Shop Stewards attending have praised the program, learning what their role is in functioning as a Shop Steward, learning more of the important role the Union and Labor organizations have on Americas working men and women. We encourage all Shop Stewards to attend these seminars when one is scheduled in your area. Hope to see you there.

In closing, I wish all ITPE-Members and their families the best of health and good wishes over the coming holidays.

In Solidarity,

John F. Conley  
President







## Greetings from the WEST COAST

By John Brenton, III, Secretary-Treasurer

November 2nd is right around the corner and is probably the most important day of the year 2004. That's right - it is Election Day!

Living in America, the Land of the Free, gives us many rights. But, it also gives us a much-overlooked responsibility - We must elect our leaders.

This time the choice is obviously clear. We can vote for a man from the party that has historically helped the working person or we can return to office a man whose first act as President was to rescind executive orders that gave protection to workers.

We can elect a team that understands the need for and the importance of the middle class, who understands the needs for social security, Medicare and Health Care for all Americans. Or we can elect a team who took a great budget surplus and gave it to its wealthy friends and created a deficit.

In California, we have another battle. It is called Proposition 72.

Last year, California's

unions fought to pass the Health Insurance Act. It requires large businesses that employ fifty or more workers to provide health insurance to their workers. Furthermore, the employers must pay eighty percent (80%) of the monthly premiums.

Health care has become an important issue in today's labor negotiations (Just ask the thousands of supermarket workers who went on a five month strike over the issue.) The premiums go up and more employers are asking the workers to pay more for coverage. Kaiser Permanente has raised its rates seventy percent (70%) over the last three years and employers are passing the increase to the workers.

Why the high cost? We, the insured, are paying for the uninsured. You don't think the HMO's and the

hospitals are going to eat the cost, do you? They charge us more and our benefit dollars become less.

Giant corporations like McDonald's, Macy's, and Wal-Mart are spending millions trying to convince the voters to overturn the law by voting No on Proposition 72.

Wal-Mart allegedly spends thousands of dollars hiring counselors to assist their employees in getting state aid to pay their Medical bills. They spend thousands to save millions that they should be paying, but who is paying? You the taxpayer are paying for their employees' health coverage.

***Let's make Big Business pay it's own bills:***

**Vote YES on Prop 72!**

Until next time,

Fraternally  
John Brenton III

# VOTE

## NOVEMBER 2

# WEST COAST AREAS



Virginia Ferida, a longtime ITPE Member and employee of the quarter at Kunia Tunnel, Hawaii



Rebecca Gonzales, secretary, and longtime Union supporter, stands out in front (as she usually does) at the Company sponsored picnic. The Company, J.T. Chinn, sponsored the picnic to show his appreciation for the fine work done by his employees



(L-R) Mary Lou Rodriguez, John Brenton III, Union Secretary Treasurer, Chief Shop Steward, Gwen Rodrigues, and Union Attorney Sid Kalban relax after three days of hearings with the Hawaii NLRB.







## Greetings from the EAST COAST

By Mary A. Williams, Vice President

We are on a true course into the future. All contracts for the fiscal year, beginning October 1, 2004, have been negotiated. We had a contract change August 1, 2004 at Ft. Campbell, KY. KCA had been at Ft. Campbell for 23 years. Now, Moore's Cafeteria Service has been awarded that contract.

All scholarship applicants for Health & Welfare must be into Princeton Education & Testing Center by December 1, 2004 - there are no exceptions. If you or your dependents are graduating January or June, please send all the information that they request so your application will be completed. Get those SAT scores early.

November 2, 2004 is one of the most important dates to remember. Get out and vote! If you don't vote - don't complain. Every vote counts, including yours.

Until next time.



**ITPE Members employed by Ace Maintenance Inc. in House-keeping Department at Moncrief Army Hospital Fort Jackson, SC**

1st Row (l-r) Belinda Coe, Anthony Williams, John Higgins, Theodore Stephens, Percy Williams, Harrison Mattress, Jeanette Williams

2nd Row (l-r) Janice Minick, Emma Atkinson, Delores Cunningham, Shirley Vasser, Cleopatra Corley, Barbara Washington, Gabrielle Anderson, Annie Shivers, Mary Wright

### MAYBE WE NOW DESERVE SOMEONE BETTER IN OFFICE

With all the lies, arrogance and selfishness from the White House over the last four years, "You get what you deserve" blazed brighter than a neon sign on a Texas roadhouse during a moonless night.

#### Let's talk lies:

Saddam is a clear and present danger and must be removed.  
Saddam holds WMD's and will use them.  
Iraqis will greet us as liberators.  
Tax breaks will spur the economy with a robust GDP.  
Trickle-down economics will provide 250,000 new jobs a month.  
Medicare will cost seniors less.  
Medicare will cost taxpayers \$440 million a year.  
Public education will improve with more testing and less federal monies.  
Only those committing atrocities at Abu Ghraib prison knew about them.  
Dick Cheney lied to the 9/11 Commission (or, by his own words, withheld information).  
The Swift Boat Veterans for Truth - organized by a Bush attorney from the White House - says John Kerry didn't earn his Silver Star.

#### Let's talk arrogance:

Bush lands on an aircraft carrier and swaggers to announce "Mission Accomplished" and thousands die afterward.  
Bush admits that he'd do nothing differently if he were to invade Iraq all over again.  
"Bring 'em on!" (This won't soon be carved into Mt. Rushmore.)

#### Let's talk selfishness:

"We're at war. Go spend the money from your tax cuts and then spend more".  
God is a Republican.  
The top 3 percent of income earners got the biggest chunk of the tax breaks.  
Keep driving SUVs.  
Work overtime but don't expect compensation.  
Guess what? This whole country is arrogant, Selfish, deceitful, hypocritical and vain. So we've gotten the leader we deserve.  
Maybe by Nov 2. a majority of us will figure we deserve someone better.

KEITH CRAIG SAVANNAH

# OPEIU CONVENTION

## ITPE-OPEIU Local 4873 Officers and Delagates

### CONGRATULATIONS

To OPEIU President Michael Goodwin and the Internationals Staff for thier hard work in making the OPEIU - 23rd Triennial Convention a huge success.

### The Theme

**ORGANIZE - and we all will**



ITPE Vice President  
Ruthie T. Jones poses  
with Judge Mathis of TV.



TV personality Judge Mathis takes a photo opt after giving a rousing speech to the Delegates attending the OPEIU International Convention. (l-r) Kevin Kistler, OPEIU Director of Organization and Field Services; Judge Mathis and John Conley, ITPE President.



OPEIU President Michael Goodwin,  
ITPE Vice President Ruthie T. Jones  
and OPEIU Director of Organizing &  
Field Services, Kevin Kistler.





# OPEIU CONVENTION

## ITPE-OPEIU Local 4873 Officers and Delagates

### ORGANIZE

And we all win - Don't and we all lose  
ITPE Delegates give a thumbs up to Organizing at the recent  
OPEIU International Convention.



(l-r) (standing) Representatives P. Harvey, C. Diehm, A. White, J. Serrano, D. Conley, M. Alsheimer, Organizing Director D. Arrington. (l-r) (seated) Vice President R. Jones, Vice President M. Williams, Vice President E. Hampton, ITPE President J. Conley, OPEIU International President M. Goodwin, ITPE Secretary-Treasurer J. Brenton III

### 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.**



Reverend Jesse Jackson, the fiery civil rights leader of the Rainbow Push Coalition, greets ITPE President John Conley at a recent meeting in Florida. Reverend Jackson is currently heading the Freedom Train visiting many college campuses and churches encouraging voter registration and speaking on voting issues.

ITPE President John Conley and Vice President Elwood Hampton meet with Robert McGlatten. Robert, of McGlatten and Jarvis, serves as a consultant and lobbyist for the International Union. Prior to Robert forming a consultant service, he held several positions with the AFL-CIO.





## From the **WASHINGTON OFFICE**

By Elwood Hampton, ITPE Vice President/Legislative Director

This office administers all ITPE area contracts in Virginia, Maryland and Washington, D.C., Delaware, New Jersey, PA, Massachusetts, RI, Ohio, New York, and Connecticut with a staff of representatives-Sandra King, Charles Hampton-administrative assistant, Gail Seabrooks and administrative support Arnita Martin.

ITPE is solely funded by dues/service fees that are paid by the employees this union represents. We only have full strength when all unit employees pay their dues or fees. The members who pay their dues should not have to support these looking for a free ride.

There remains only a few days before the general election. ITPE's current objective has been voter registration, voter education, and on November 2, to GET OUT THE VOTE. Our members are aware of the issues that should be addressed in terms of their occupation. Please remember to exercise your right and "VOTE."

Various members of Congress have proposed anti-labor legislation which we have fought hard to defeat how-

ever, the current administration has reversed favorable executive orders passed by the previous administration and has pushed through regulations which attack workers, rights to overtime. We must be diligent in our quest for elected officials (federal, state, local) who pay attention to our concerns. We realize they have a diverse constituency, some with deep pockets and powerful connections to satisfy. The politicians decide whom they must satisfy. ITPE members have a responsibility to voice their concerns by writing, emailing, and visiting your Congressman and Senators on the hill or in their home office; and to vote for those who support workers.

There have been some occasions when it has been necessary to request congressional assistance where certain installations are affected by change-over operations. Therefore, we again reiterate that if and when an installation in your area has a change in its operation that you inform this office. We may then be able to have a meeting with

the contracting agencies or their representative for a possible change that would not send current employees to the streets.

Members of Congress pay particular attention to what they receive in terms of financial support. Our members have not been very generous in this area as our present PAC Fund must be increased. Those that are not for Labor are very generous and drown us out when we call upon some legislators for help. Our voices are un-heard. We therefore, again request that the members contribute to the ITPE PAC Fund. If you don't we lose our clout in the legislative arena.

Our legislative agenda remains in a compromising state as we await the result of the general election. Some of the key labor issues are, overtime pay, Davis-Bacon/Service Contract Act, Pension Reform, Civil Rights Issues, No Child Left Behind Act, Medicare, Social Security, Good Jobs, Freedom to Join the Union, Exporting Jobs Over Seas. You must be the judge when voting. Vote for

*Continued on page 9*



**WASHINGTON OFFICE** *continued from page 9*

candidates who support the laws that help workers and against those who have tried to undermine these laws

I attended the Anti-Outsourcing Executive Order Signing Ceremony by Governor McGreevy. Contractors doing work for New Jersey will be barred from using subcontractors who ship jobs overseas.

I attended the South Jersey Development Council. The SNJDC supports the creation of a "Military Mega-Base Complex" in Ocean and Burlington Counties, which includes the Lakehurst Naval Air Engineering Center, Fort Dix, and McGuire Air Force Base. This will be the only location in the nation where major bases of the Navy, Army and Air Force are contiguous with one another, making it an ideal site for a dynamic research, training and mobilization center. I have been asked to join this group and I intend to do so as ITPE is one of the only unions to be invited.

I have said many times; never forget from where you came. I was asked as a union vice president to be a keynote speaker by a historical foundation known as Historical and Educational Lodge-Hall Preservatory, Inc. This was a project to restore a historical landmark. It was

the last school in New Jersey to be desegregated. I said "It's a great honor to have been called to help this mission". These experiences I had in this school made me a stronger advocate of desegregation because I have been there. "Separate but equal was not good for school, it was not good for families and it was not good for America."

I attended the OPEIU 23rd Triennial Convention and was appointed to the legislative committee. The legislative mission was as follows: OPEIU supports the collective power of working men and women, first to join our Union, then to exercise their rights in collective bargaining and then to exercise their voting rights as citizens. We need to elect public servants who remember who they serve and who respond by passing legislation that protects our citizen's rights to a healthy, safe and prosperous life style.

The passage of legislation that insures positive outcomes and protections is a way we mark our place in history. Legislative achievements reach far beyond

the payment of dues, collective bargaining, concerted activity and Union membership. It raises the standard of life for every person regardless of age, race, religion, gender or sexual orientation. To turn our heads away from the obligation of working toward legislative change is turning our heads away from our professions, our workplaces, our communities, our families and friends.

I attended Virginia's thirty-third constitutional convention. I met with Governor Mark Warner and Lieutenant Governor Tim Kaine concerning some base closures that may take place in the Virginia area. If you are laid off or otherwise lose your job in Virginia, see your Shop Steward about the special arrangements available concerning unemployment benefits in that Commonwealth.

Again, remember to **VOTE** on Election Day.



(L-R) Terrence Barber, ITPEU Rep, Lynette Guillebeaux, Aaron Morgan, Ronald Parker, ITPEU Rep, Sandra King, Mike Doyle, 'Cookie', Carter Hardy, Carolyn Bean, 'Sonny', President, John Conley, Vice President, Elwood Hampton

# HIP, HIP HOORAY THE BANNER FLIES FOR ITPE

## Andrews Air Force Base, Freedom Hall



(L-R), Nay Green, Sangob Parks, Patricia Zambrana, Diana Jungnitsch, Slyiva Moreland, Banchong Barsy, Phornpan Jackson



Jenjira Nichom, George Davis III & Rosario Briggs.

## Fort Meade The House of Four Hats



(L-R) ITPE Representative, Sandra King and Yi Hae Sue



## Fort Meade The House of Four Hats



(Front Row) Prasai Dobrzycki, Tomiko Davis, Kim Nguyen, Paanee Hoff, Ertrellita Horgado, (Second Row) Barbara Jackson, Koisana Schooodl, Yi Sue, Sabrina McCormick, (Third Row) Fidela Savage, George W. Davis III, NGA Foster

## WE'RE PROUD OF OUR UNION AND IT'S ACCOMPLISHMENTS

Hard working employees proudly displaying a banner of ITPE as they listen to Representative, Sandra King explaining their benefit package



Lower Right Another Banner Day Group, Andrews AFB, They too are proud to be a part of ITPEU. (L-R) Kenneth Brown II, Catalino Cabotaje, Anita E. Starks, Blezilda P. Cabotaje, Julian Dancel, Helen Young, Thomas Shorter



## ITPE PENSION FUND SUMMARY ANNUAL REPORT

This is a summary of the annual report of ITPE Pension Fund, Employer Identification Number 11-2506736 for the fiscal year ended September 30, 2003. The annual report has been filed with the Internal Revenue Service, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

### Basic Financial Statement

Benefits under the plan are provided by the Trust. Plan expenses were \$8,743,238. These expenses included \$1,453,312 in administrative expenses and \$7,289,926 in benefits paid to participants and beneficiaries. A total of 21,730 persons were participants in or beneficiaries of the plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of the plan assets, after subtracting liabilities of the plan, was \$61,501,414 as of September 30, 2003, compared to \$54,072,952 as of September 30, 2002. During the plan year the plan experienced a increase in its net assets of \$7,428,462. This increase includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. The plan had total income of \$16,171,700, including employer contributions of \$10,060,623, loss of \$21,699 from the sale of assets, gain from investments of \$6,132,776.

### Your Rights to Additional Information

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

1. an accountant's report;
2. assets held for investments;
3. transactions in excess of 5 percent of the plan assets.

To obtain a copy of the full annual report or any part thereof, write or call: Board of Trustees, ITPE Pension Plan, c/o ERISA Systems, the Plan's Contract Administrator, 6851 Jericho Turnpike, Suite 255, Syosset, New York 11791. The telephone number is (800) 874-5977.

The charge to cover copying costs will be \$5 for the full annual report, or \$.025 per page for any part thereof.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the office of the plan, and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, N5638, Pension and Welfare Benefit Programs, Department of Labor, 200 Constitution Avenue N.W., Washington, D.C. 20210.

# News from NORTH CAROLINA & WEST VIRGINIA

By Cindy Diehm, Representative

The Ft. Bragg office wants to honor & congratulate the following members for their service of thirty or more years on the foodservice contract at Ft. Bragg, N.C.:

<b>Dorothy Hollingsworth</b>	<b>33 yrs</b>
<b>Ursula Humphreys</b>	<b>32 yrs</b>
<b>Gloria McMillian</b>	<b>32 yrs</b>
<b>Lula Barney</b>	<b>32 yrs</b>
<b>Dorothy Webster</b>	<b>32 yrs</b>
<b>Dorothy King</b>	<b>32 yrs</b>
<b>Dorothy McLaughlin</b>	<b>31 yrs</b>
<b>Pearl Shaw</b>	<b>31 yrs</b>
<b>Geneva White</b>	<b>31 yrs</b>
<b>Delores Murphy</b>	<b>30 yrs</b>
<b>Dorothy Pettiford</b>	<b>30 yrs</b>

The longevity of these members in reference to their job is to be commended.

**LADIES YOU ROCK!!!!**

## CONTRACT CHANGES

Congratulation to the new contractors in our area. Chugach McKinley, Inc., (President: Mathew Daggett) has taken the Computer Technicians at Camp LeJeune. We have new contractors to our area also. A&A Facility Services, Inc. (President: Albert Mitchell) custodial service at Research Triangle Park, N.C. Bob Holtz Services Inc. (V.P. of Operations: David Drake) mailroom & Warehouse at Research Triangle Park, N.C. Alutiiq-Wackenhut Security Services, Inc.

(managed by Bruce Swagler for Alutiiq and Larry Luper for Wackenhut) armed gate guards at Ft. Bragg, N.C. We want to welcome each one of these contractors to our area and look forward to working with them for the benefit of our members.



We are featuring Dorothy Pettiford who has worked for thirty years on the food service contract at Ft. Bragg, N.C. Dorothy has worked through six different contractors and has seen a lot of changes not only with the military but with her job too. When Dorothy started this job she was making \$1.90 per hour with no benefits. She now makes \$8.90,

has a major medical plan, dental, vision, life insurance and a prescription plan. She has a good retirement fund with the ITPE pension plan and has enjoyed the many benefits that her Union contract has given her. Dorothy has raised ten children and sent eight to college who have earned their degrees. ITPE thanks Dorothy for her thirty years as a true and loyal Union member.

## SCHOLARSHIPS

We want to remind our membership of the scholarships available to themselves their children in their senior year of high school. The deadline for the applications is Dec. 1, 2004. The applications can be picked up at our office. Please don't miss an opportunity for your child or yourself to apply and possibly receive a scholarship.

**Exercise  
Your Rights**

**Register & Vote**



## CANADIAN WAL-MART STORE GOES UNION

THE QUEBEC LABOR RELATIONS BOARD ON AUGUST 2ND ACCREDITED THE UNITED FOOD AND COMMERCIAL WORKERS UNION (UFCW) TO REPRESENT THE WAL-MART EMPLOYEES AT THE SAGUENAY STORE WHICH IS LOCATED SOME 124 MILES NORTH OF QUEBEC CITY. APPROXIMATELY 200 EMPLOYEES WORK AT THAT FACILITY.

WAL-MART IS THE WORLD'S LARGEST RETAILER WITH A HISTORY OF BEING ANTI-UNION. THERE ARE NO UNIONIZED WAL-MART STORES, ALTHOUGH A HANDFUL OF MEAT WORKERS AT A WAL-MART SUPER CENTER IN TEXAS HAVE JOINED THE UFCW. WAL-MART IS EXPECTED TO OPPOSE THESE UNIONIZATIONS. RECENT EVENTS DEVELOPING WITH WAL-MART ARE THEIR USE OF CLEANING CONTRACTORS EMPLOYING ILLEGAL IMMIGRANTS AT 61 STORES IN 21 STATES. CHARGES OF SEX DISCRIMINATION WERE FILED IN JUNE BY CURRENT AND FORMER FEMALE EMPLOYEES. OTHER ALLEGATIONS WERE THAT SINCE 1998, FEMALE EMPLOYEES HAVE BEEN PAID LESS THAN MEN AND HAVE BEEN OFFERED FEWER PROMOTIONS. THIS IS A CLASS ACTION CASE COVERING 1.6 MILLION WOMEN. IT IS THE LARGEST CIVIL RIGHTS CLASS ACTION EVER CERTIFIED AGAINST AN EMPLOYER.

**ITPE CONGRATULATES THE UFCW UNION IN THEIR ATTEMPT TO ORGANIZE MORE WAL-MART STORES**



*Dear Mr. Conley,*

*Thank you and thanks to your staff for coming to Dayton. It meant a great deal that the man at the top would spend time with those of us in the trenches. We are just small cogs in a big wheel, but your presence makes us realize what we work & fight for everyday. I look forward to my association with ITPE for as long as you will have me.*



*Sincerely,*

*Joyce Lemieux  
Dayton Federal Bldgs.*



## *Greetings from* **Theatla "Ruthie" Jones** **Las Vegas, Nevada**

### **THE LOCAL OFFICE:**

The Las Vegas office is, as always, constantly busy. Additional hours in the day would be appreciated!

### **RAMCOR**

Ramcor contracts are all negotiated and in place for the Electrical Engineers and Warehouse employees.

### **TAXICAB DRIVERS**

We continue to fight for digital cameras in the cabs since the last meeting of the Taxicab Authority on this matter when the issue was continued but should have been approved. Instead, a new (and unnecessary) study was commissioned (to be paid for by a cab company). Since that meeting, a cab driver was set on fire with gasoline during a robbery. The poor driver died several days later, leaving a 14 year old son. Had there been a camera in the cab, we believe, this horrific murder might not have taken place. The "sometimes homeless man" who killed the driver had robbed another driver barely two weeks before, threatening to set him on fire and then striking him in the head with a brick. The public is highly upset due to reports in local newspapers and it looks as though neither the Taxicab

Authority Board nor the companies will be able to resist the placement of cameras in the cabs. What a pity an innocent man had to die before they would see the light.

By the time this goes to press, we will have back the results of the safety study referenced above for the Taxicab Authority meeting scheduled for September 28, 2004..

As always, in the cabbie world, it's never a dull moment.

### **COLORADO SPRINGS AREA ROCKY MOUNTAIN SERVICE SYSTEMS, INC.:**

MCDS, the predecessor custodial contractor at Peterson A.F.B., lost the contract to Rocky Mountain Service Systems, Inc. We finally completed contract negotiations on September 21, 2004. What an experience!

### **NATIONAL MAINTENANCE, PETERSON AFB:**

We have completed negotiations on the Addenda and arranged a 90-day extension on the Collective Bargaining Agreement, negotiating some changes in the body of the Contract.

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

Completed negotiations with Food Service, Inc.

### **DAY BREAKER SERVICES, INC., PARTNERING WITH SELRICO SERVICES, INC., U.S. AIR FORCE ACADEMY:**

We have issues with the cutting of hours. Hopefully we can get these issues resolved.

### **SAN ANTONIO, TEXAS**

Maureen Ahsheimer, ITPE Representative, and Patty Foley, Administrative Assistant, are doing a GREAT JOB of keeping it together after Pat Foley's recent retirement. All contract negotiations have completed and Maureen has been busy with grievances and organizing. She has just completed organizing a group at Randolph A.F.B. As this goes to press, she is working with Dennis Arrington, Organizing Director for the ITPE, and they are in the process of organizing a large group. Maureen, my hat's off to you. Patty, having great staff is the backbone of any office. Maureen said she couldn't do it without you. Keep up the good work.



**THEALTA "RUTHIE" JONES** *continued from page 14***EL PASO, TEXAS**

Joe Serrano is busy as well, organizing with Dennis Arrington. Great job. Hang in there. We survive to fight another day.

Members, you have no idea what many of the Representative go through to provide you with great representation. While you are sleeping they are awake strategizing over contracts or other issues that affect you. What we are begging you to do is, please, please, get out and VOTE. Help us to help you and your family. VOTE for the candidates that will help workers such as yourselves.

**Texas Politics**

According to the Houston CHRONICLE, the 17th District contest between Rep. Chet Edwards, a moderate seven-term Democrat, and State Rep. Arlene Wohlgemuth, "a hard-right DeLay clone," may be closer than expected despite a partisan redistricting driven by House Majority Leader Tom Delay, R-Texas. "Theoretically, Edwards...shouldn't have a chance," the paper said, noting the GOP holds a 60-40 edge in the redrawn district.

"Wohlgemuth predicts a 'significant victory' but concedes she's in 'one of the tougher races' set up by redistricting. Edwards has refused to let Wohlgemuth nail the coffin shut quite yet."

**ANOTHER TRAGEDY**

*ITPE - Taxi drivers encounter problems everyday on the streets of Las Vegas. Vice President Ruthie T. Jones has been in support to have cameras installed in all taxicabs in Las Vegas, union or non-union, should rally in supporting this effort. Even through Mr. Chitprasart wasn't a union member, this same tragedy could happen again.*



**James School appears Tuesday in Justice Court on charges of burning cabdriver Pairoj Chitprasart in a Friday night robbery. Chitprasart died early Tuesday morning.**

**KEEPING THE JOBS HERE- NEW JERSEY**

Governor James E. McGreevey signed an Executive Order on Thursday, September 9, 2004 prohibiting the practice of exporting state-funded contracts overseas. This is a major victory in protecting jobs here in New Jersey and ensures that taxpayer dollars are no longer used to support the greed of American corporations who engage in this practice simply to enjoy the benefits of paying reduced wages to foreign workers. In signing this Executive Order, Governor McGreevey once again showed his commitment to the working families of New Jersey.

## 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 2003 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



**NOTICE TO EMPLOYEES COVERED BY UNION SHOP AGREEMENTS**

*Continued from page 16*

determined that the chargeable costs were 80.8977% of the ITPE's expenditures for that year (i.e., the nonchargeable costs were 19.1023%).

Applying this percentage to the \$25.00 per month dues paid by full ITPE members, **the non-member fee is \$20.20 per month for the period from January 1, 2005, through December 31, 2005.** 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 2005 must file that objection no later than January 31, 2005. (An employee who first becomes covered by a union shop clause after December 31, 2004, 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



## REPORT OF ROY J. BOYD, ITPE FUNDS REPRESENTATIVE

The year 2004 has been a roller coaster year with some scary rides. Health costs throughout the country have continued to increase. The ITPE Health and Welfare Fund Board of Trustees, the ITPEU and your ITPE contracted employers have responded to this dilemma. The ITPE Union and the companies continued to negotiate higher health and welfare contributions in order to meet the demands of medical care costs. Under our Health and Welfare Plan prior to August 1, 2004, we were finding more and more of our participants being left with staggering medical bills not covered. The ITPE Union and the Health and Welfare Board of Trustees were determined to do something about this.

The ITPE Health and Welfare Fund has recently implemented changes to our electronic system as required by legislation known as HIPPA. This system is now performing with a much higher degree of accuracy. The Board of Trustees contracted with Beech Street PPO Network to save both the participants and the Health and Welfare Fund money. By getting medical care at reduced rates through the PPO Network, the dollars spent for medical care goes farther.

The Health and Welfare Fund is still a little behind its usual timeliness in paying claims. This is improving even with the growth we have in new participants. You were recently mailed a fact sheet telling you of changes in the Health and Welfare Plan. If you study this information, you will find that most of our participants will never be left with medical bills that exceed \$5,200.00 in any one calendar year. I look forward to visiting with you in the near future to give you an in-depth explanation of your new benefits.

***Do not forget that it is about time to start filing applications for Scholarships!***  
Please practice safety and have a **Happy Holiday Season!**

## POSTAL OVERHAUL APPROVED BY SECOND HOUSE COMMITTEE

The House Judiciary Committee today became the second committee to approve a major overhaul of the Postal Service, the first 34 years. By voice vote, the panel joined the Government Reform Committee in approving the measure (HR 4341), whose future in the waning weeks of this session remains uncertain.

Proponents of an overhaul want to make the Postal Service operate more like a business in an effort to address a debt situation that led a presidential commission to conclude last year that the Postal Service is on the brink of crisis. The measure, which has the support of most of the major stockholders, would give postal officials the flexibility to adjust rates on products that compete with FedEx and UPS and encourage them to enter into "work sharing" agreements with large customers. The bill would set up a Postal Regulatory Commission and limit rate changes on postage for letters, periodicals and advertising mail to changes in the consumer price index.



## ITPE ANNUAL BENEFIT FUND SUMMARY OF MATERIAL MODIFICATIONS FOR FISCAL YEAR ENDED MARCH 31, 2004

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, 2004.

### AMENDMENT

During the plan year ended March 31, 2004, the following amendments to the plan's documents were adopted:

Amendment No. 2003-3 to the ITPE Annual Benefit Plan, effective October 1, 2003 -

1. A new Section 1.19 shall be added to read as follows:

#### **"1.19 STANDARD BENEFIT PACKAGE.**

The term "Standard Benefit Package" shall refer to the vacation, holiday, sick leave, training, bereavement or jury duty benefits specified at Sections 2.02, 2.03, 2.04, 2.05, 2.12, and 2.13 hereof."

2. A new Section 2.01 shall be added to read as follows:

#### **"2.01 GENERAL RULE REGARDING BENEFIT STRUCTURE**

The benefits provided by this Plan shall be governed by collective bargaining between the Union and the Employers. The Fund shall pay such vacation, holiday, sick leave, training, bereavement and jury duty benefits as are specified in the pertinent Collective Bargaining Agreement. If the Collective Bargaining Agreement does not specify the benefits to be provided by the Fund, or provides that such benefits shall be those specified in the Standard Benefit Package, the Employees covered by such Collective Bargaining Agreement shall receive the benefits contained in the Standard Benefit Package as defined at Section 1.19 hereof."

3. The current provisions of Section 2 of the Plan shall each be renumbered by one, with references to Section numbers contained therein being renumbered accordingly. For example, the current Section 2.01 shall become Section 2.02 and the reference to Section 2.05 contained therein shall be changed to Section 2.06.
4. References to any of the portions of Section 2 of the Plan contained in other Sections of the Plan document shall be revised accordingly. For example, the reference to Section 2.04 contained at Section 3.04 shall be revised to Section 2.05.



**NONPAREIL  
SHOP STEWARD EDUCATIONAL SEMINAR  
SEPTEMBER 11, 2004  
BLACKFOOT, ID**

(L-R) Standing - Sergio Varela, Ward Anderson, Cheri Palmer, Emilia Escalera, Samuel Escalera, Guillermo Frias

(L-R) Seated - Sara Velasquez, Dennis Arrington, Organizing Director, Sylvia Lora, Chief Shop Steward, Lynette Guillebeaux, ITPE Rep., Lori Galvan, John F. Conley, ITPE President



Nonpareil Plant Employees turn out at a meeting to learn the many provisions negotiated in their first Union contract.

The contract provisions included: an increase in wages; seniority; grievance procedure; medical plan provided by the Company; a reduction in time required for vesting in their 401K program and other beneficial provisions. Employees gave the negotiating committee a big hand.



Smiles by all after completion of negotiations at the Nonpareil Plant in Blackfoot, Idaho.

(L-R) (Standing) ITPE President John Conley; Shop Steward Sarah Velasquez; under the hat - Secretary-Treasurer John Brenton III; big smile Organizing Director Dennis Arrington; OPEIU International Representative Paul Bohelski; Shop Steward Guillermo Fries. Front L-R) Shop Stewards Sergio Varela and Sylvia Lora.



*Continued on page 20*

## **EMPLEADOS RATIFICAN CONTRATO LABORAL**

**BLACKFOOT - Employees of Nonpareil had a choice to vote on ratification of a labor contract between Nonpareil management and employees of the bargaining unit at Nonpareil 1 on July 07, 2004. The ITPEU/OPEIU Local 4873 union was their collective bargaining agent.**

**The employees voted unanimously to ratify the labor contract. They will receive more benefits, and an increase in wages.**

**"The employees are hopeful that other potato plants will follow in the footsteps of all those plants that have become unionized, as this makes it more competitive in negotiating a new contract", states Dennis Arrington, Organizing Director for the ITPE union.**

**The ITPEU/OPEIU Local 4873 Union are also sponsoring the Hispanic Latino vote, to help register Latinos who are eligible to vote in the upcoming November election, under the motto, "Your Vote is Your Voice".**

**For more information on the ITPEU/OPEIU Local 4873 Union or on Latino Vote, contact Sylvia Lora, Chief Shop Steward for the bargaining unit at Nonpareil, 24 N. 550 W., Blackfoot, Idaho 83221, at (208) 680-1295.**

**BLACKFOOT - Los empleados de la compañía Nonpareil tuvieron la oportunidad de votar por la ratificación de un contrato laboral entre la administración de Nonpareil y los empleados de la unidad de negociaciones en Nonpareil 1 el 7 de julio de 2004. El sindicato ITPEU/OPEIU Local 4873 fue su agente colectivo de las negociaciones.**

**Los empleados votaron por unanimidad ratificar el contrato laboral. Ellos recibirán más beneficios y una mejora salarial.**

**"Los empleados tienen la esperanza que otras plantas de papas sigan el ejemplo de todas esas plantas que se han sindicalizado, ya que esto hace más competencia al negociar un nuevo contrato", afirmó Dennis Arrington, Director Organizativo del sindicato ITPEU.**

**El sindicato ITPEU/OPEIU Local 4873 también están patrocinando el Voto Latino hispano, para ayudar a registrar a latinos que puedan votar en la próximas elecciones en noviembre, bajo el lema "Su voto es su voz".**

**Para más información sobre el sindicato ITPEU/OPEIU Local 4873 o el Voto Latino contacte a Sylvia Lora, supervisora general de negociaciones en Nonpareil, 24 N. 550 W., Blackfoot, Idaho 83221, at (208) 680-1295.**

## ABF FUND SUMMARY ANNUAL REPORT

This is a summary of the annual report of ITPE Annual Benefit Fund, Employer Identification Number 11-2823324 for the year ended March 31, 2004. The annual report has been filed with the Internal Revenue Service, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

The Board of Trustees has committed itself to pay vacation, holiday, sick leave, training, jury duty, bereavement pay and educational benefits.

### **Basic Financial Statement**

The value of the plan assets, after subtracting liabilities of the plan, was \$3,532,241, as of March 31, 2004, compared to \$3,501,968 as of April 1, 2003. During the plan year, the plan experienced an increase in its net assets of \$30,273. 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 \$5,138,374 including employer contributions of \$4,950,779, and earnings from investments of \$187,595.

Plan expenses were \$5,108,101. These expenses included \$696,060 in administrative expenses and \$4,412,041 in benefits paid to and on behalf of participants and beneficiaries.

### **Your Rights to Additional Information**

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

1. an accountant's report;
2. assets held for investments;
3. fiduciary information, including transactions between the plan and parties-in-interest (that is, persons who have certain relationships with the plan);
4. transactions in excess of 5 percent of the plan assets.

### **To obtain a copy of the full annual report or any part thereof, write or call:**

Board of Trustees, Plan Administrator  
ITPE ANNUAL BENEFIT PLAN  
6851 Jericho Turnpike  
Suite 255  
Syosset, New York 11791  
Telephone number is (516) 921-3202

The charge to cover copying costs will be \$2.50 for the full annual report, or \$.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 are Benefit Administration, U.S. Department of Labor, 200 Constitution Avenue N.W., Washington, D.C. 20210. Employer Identification Number 11-2823324



## We are the INDUSTRIAL, TECHNICAL AND PROFESSIONAL EMPLOYEES UNION, AFL-CIO

### Southwest

The Shop Steward Educational Seminar was well attended by ITPE Shop Stewards representing at listed contract sites.



Lackland AFB, TX; Fort Bliss, TX; Fort Polk, LA; Fort Hood, TX; Eagle Pass, TX; NAS Fort Worth; Federal Building Houston, TX; Dyess AFB, TX; Sheppard AFB, TX; Federal Building, Muskogee/McAlister, OK; FAA Dallas/Fort Worth, TX; DEA Alliance Airport, Fort Worth, TX; Goodfellow AFB, TX; Barksdale AFB, LA; Laughlin AFB, TX; NAS Ingleside, TX; GSA San Antonio, TX; Holloman AFB, NM; Can Plant, Crystal City, TX.

### Southeast

ITPE Members employed by RTW Enterprises, Inc. at the Federal Law Enforcement Training Center (FLETC), Brunswick, Georgia, pose with ITPE Representative Lynette Guillebeaux after a Union meeting.



(L-R) Bernard Banks, Ketron Hayes, Lynette Guillebeaux, R. R. Massey, Larry Mitchell and Charles Cross

Right: ITPE members employed by Ramcor Services Group, Inc. at the Federal Law Enforcement Training Center in Brunswick, GA. Photo taken by ITPE Representative Lynette Guillebeaux.



(L-R back row) Valerie Ford, Ursula Smith, Ophelia Grant, Donna Pitzer, Karen Hendrix, Penny Ward, Kristina Redmon, Tammy Johnson, Annette Canedy, Beatrice Reed, Loureen Sallins (L-R front row) Bertha Banks, Katina Williams, Stella Ulmer, Iris Jones, Sharon Futch, Barbara McNeil, Shop Steward, Synthia Evans

(L-R back row) Lori Deem, Virginia Johnson, Margarita Rutland, Project Mgr, (center) Leticia Fowler (L-R front row) Dorion Owen, Apolinario Paz, Michael Jackson, Mary Stadlemire, Ben Shay down front center



# CONTACTS

[www.itpe.org](http://www.itpe.org) & [www.itpebenefits.com](http://www.itpebenefits.com)

## Coming Soon New Construction Take A Look

*An informed member makes for a better member*

### ITPE Branch Offices

[www.itpe.org](http://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

Fax: 912-232-5982

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 89146

5300 West Sahara Ave., Suite #102/103

Vice President: T. (Ruthie) Jones

702-384-7171

#### SAN ANTONIO, TX 78245

9107 Marbach Rd., Suite 204

Representatives: 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

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Washington, D.C. 20005

Vice President: Elwood Hampton

Representatives: Charles Hampton

Sandra King

202-628-5770

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



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80 8th Avenue, Suite 1806

New York, NY 10011

Sidney H. Kalban, Esq.

212-868-5867

#### AFL-CIO MARITIME COMMITTEE

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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

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Brunswick, GA 31515

Roy Boyd

912-267-9249

Fax 912-280-0992