



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

Vol. 20, No. 11

www.itpe.org

Winter 2006



Report of the PRESIDENT

by John F. Conley

Dear Brothers and Sisters,

It is time to review the past year -time to reflect on the positives and negatives - time to set the course for 2007 and beyond - time to ask ourselves if 2006 was a good year. For some, the answer will be Yes, others, No. You have to make your own evaluation. My responsibility as President of our Union is to evaluate how the Union fared in 2006. Looking back at the past twelve months, I must report to you that 2006 was not one of the Union's best years.

The biggest negative was a decline of membership from 2005. Unions, just like the businesses with which we negotiate, must have growth to remain strong. Funding necessary to support the Union's operations comes from membership dues. Without your dues, we would not have the money needed to negotiate your contracts or resolve your grievances. With inflation and with more and more arbitrations each year, those costs keep on increasing. There are only two ways in which we can pay those increasing cost: either the existing members would have to make up that difference or we bring in more members. You and I know we don't want to increase your monthly dues. Therefore, we must work harder to organize the unorganized.

According to all the surveys, there are millions of Americans who would join a union tomorrow if they could. Unions are what made middle class America, improving wages for the workers they represent, creating health benefits and providing pensions. We all need to stand up (not standby) and do our part in protecting middle class America.

Each ITPE member should be an organizer. How do we do that? We organize the unorganized. We support our Union. We make sure all employees within your bargaining union are Union members. They enjoy the fruits of labor; they should also pay their fair share. You should tell your friends who do not have union protection about all of the benefits from the ITPE. We need to make sure our elected politicians represent American workers rather than big corporations that outsource American jobs. We must be involved in community activities. Stand up for your rights and the rights of others. Those are all positive actions all ITPE members can take.

On another positive note, the Constitutional Amendment unanimously approved by the Delegates during the March ITPE Convention provided a restructuring of our governing body that

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will allow for considerable savings to the Union beginning in 2007. (See Constitutional Amendment – Pg. 19).

We suffered another negative at the beginning of this year – participants under the ITPE Health & Welfare Benefit Plan were faced with a \$350.00 deductible as a result of sky-rocketing medical inflation. It was something that was unavoidable in order to keep the Plan solvent. That \$350.00 deductible, however, was considerably less than that of most other plans, where the deductibles are between \$500.00 to \$1,000.00, plus out-of-pocket costs for dependents.

On a positive note – after just a few months, the \$350.00 deductible was reduced to \$300.00. More good news – effective January 1, 2007, for those participants within a bargaining unit covered by an agreement requiring their employer to contribute at the Department of Labor prevailing hourly rate, their deductible will be reduced to \$250.00.

Another positive – the Scholarship Programs. Yes, it is that time again! Your Union and the Union's Benefit Plans Scholarship Programs provide an opportunity for our members and their legal dependents to further their education with much needed financial assistance. As an ITPE member, you should know all the benefits provided by your Union. Take advantage of them and you will find it doesn't cost to belong. It pays you to belong. For further information, go to our web-site at www.itpeu.org or ask your Union Representative.

As I draft this report, I am also watching the mid-term election results. Like the majority of Americans, I agree it is time for change. George W. Bush has made more anti-labor appointments than any President before him. With the stroke of a pen, millions of American workers have lost their right to overtime, their right to collective bargaining. The latest ruling is the definition of a supervisor. What next? Yes, it is time for a change. Now that the Democrats have won a majority in both Houses, let's hope they will restore many of those rights. Let's now hold them to their commitments.

I am totally disgusted with the negative campaigns by too many of the candidates. Millions spent on negative ads. Democrat or Republican - we need to send them all a message. As citizens in the richest country in the world, we should have a health care system for all – not just for Congress. It is disgraceful that 46 million

Americans have no health insurance. We want better schools providing our children a good education. We want our children to have an opportunity to access a higher education without being burdened with enormous debt. Let's build more schools instead of jails. It has been proven it costs more to incarcerate than educate. We want fair taxes for all citizens – not just the wealthy. The minimum wage needs to be increased. Congress has raised their salaries \$35,000 since the last time the minimum wages was raised in 1997. We want employment opportunities that provide a living wage. Statistics show that today the average American changes jobs nine times before the age of 30. We want to be able to retire after years of labor with dignity. We want the opportunity to live the American dream. We need fair trade agreements. Stand up for what's right.

Bush uses his pen in the oval office. Use yours at the ballot box. It counts. To those of you who exercised your right to vote, I salute you. That's where American workers have the power – at the ballot box!

This is the time we should all be able to enjoy the Holidays – Thanksgiving, Christmas, New Year's. Let's all celebrate and look forward to a better year in 2007. We have much to do.

My very best wishes to all Union members and their families and ***Happy Holidays!***

In Solidarity,

John F. Conley

John F. Conley





HEALTH ISSUES

Medical Coverage What's Happening Nationally

NATIONALLY: HEALTH CARE COSTS ARE PROJECTED TO RISE 12% THIS YEAR

Preferred provider organization (PPO) plans, like the MEBA Medical Plan, are expected to incur cost increases of more than 12% this year, according to the 2006 Segal Health Plan Cost Trend Survey of managed care organizations, health insurers, and third party administrators. This double-digit increase is three to four times the general rate of inflation.

GM WORKERS AND RETIREES NOW CONTRIBUTE TOWARDS MEDICAL BENEFITS

Late last year, General Motors Corporation's hourly workers agreed to an increase in the contribution amounts retirees and active workers must themselves pay for their health care.

Under the agreement, GM retirees will have to contribute to their health care. Previously, retirees paid no monthly premiums and only a small fraction of other health care costs.

The agreement also requires GM hourly workers to contribute \$1 per hour in future pay increases to a new fund to help pay for retirees' coverage. For an employee working a 40-hour work week, the contribution would be in excess of \$2,000 a year.

RECORD SHARE OF ECONOMY SPENT ON HEALTH CARE

An article published in the Washington Post indicated that rising health care costs now consume 16 percent of the nation's economic output - the highest proportion ever according to government calculations. These costs threaten the existence of many basic industries.

The nation's health care costs grew substantially faster than inflation and wages, increasing by almost 8 percent in 2004.

COST OF HEALTHCARE DOUBLED FROM 1993 TO 2004

The Centers for Medicare and Medicaid reported that the overall cost of health care - including hospitals, doctors, pharmaceuticals, medical equipment, insurance and nursing home and home-health care doubled from 1993 to 2004. The report further indicated that the nation spent almost \$140 billion more for health care in 2004 than in 2003.

EMPLOYERS SHIFT HEALTH INSURANCE COSTS ONTO WORKERS

Fewer employees receive health insurance through their employers now than in the past, as coverage has declined from 61.5% in 1989 to 58.9% in 2000 and down to 55.9% in 2004 (the latest data available). Less well known is the fact that those who still receive employer-provided coverage are now paying a larger share of those insurance costs.

One dimension of this trend can be seen in Figure A, which shows, for both single and family coverage, the share of employees who are required to contribute their own money to help cover insurance premiums. In 1993 about half (54%) of workers in the private sector with individual coverage were required to pay for some of the insurance costs; by 2005 that share had risen to 76%. Almost all workers with family coverage (88%) are required to pay some of the insurance premium out of their own pockets.

How much more employees pay now than in the past for health insurance premiums is answered in Figure B, which details the employee share of health premiums for all (both individual and family) coverage in 1992 and 2005. The employee share rose from 14.0% in 1992 to 22.1% in 2005. We estimate that this shift in cost-sharing caused employees to pay for half of the growth of employer-provided health insurance premiums over the 1992 to 2005 period. This shift onto employees for basic premium costs does not include any of the higher deductibles or co-pays paid by employees that also have occurred over this same time period.

Figure A: Percent with required employee contributions

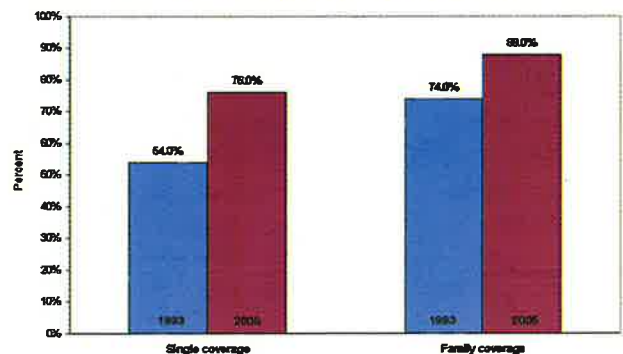
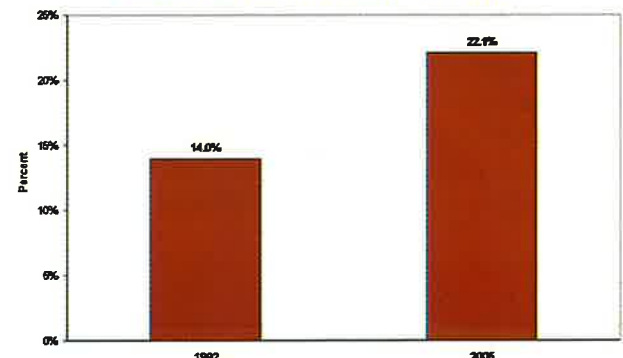


Figure B: Employee share of health insurance premium



CORPORATE GREED, ECONOMY

Family Values Mean Paying Workers Enough to Support Their Families

Help Wanted: Parent of young children to work long hours, nights and weekends for low wages. Must be willing to give up pay every time you take a sick day, vacation day or personal day off. Must be able to sacrifice time with children, sick elderly relatives and spouses. Send applications to the 24-hour global economy.

Although no employer would print such a classified, it's a job description that's a reality for many U.S. workers trying to balance work and home. Most often, work is winning out, pushing up productivity while making our families pay the price.

Consider these disturbing stats culled by the Center for Law and Social Policy (CLASP) in a new study, *Getting Punched: The Job and Family Clock*.

- A study for the Gates Foundation this year found one in five (22 percent) of school dropouts said they left school because their parents were working and they had to take care of younger siblings or other tasks at home.
- A Harvard University study shows for each hour their parents work between 6 p.m. and 9 p.m., children are 16 percent more likely to score at the bottom on standardized math tests.
- The same Harvard study says children are three times more likely to be suspended from school if their parents work at night.

The U.S. Census Bureau reports some two-thirds (65 percent) of families with children are headed by two employed parents or by a single working parent. In the 1960s, 70 percent of families with children had at least one parent at home full-time.

Every two years, the AFL-CIO conducts its Ask a Working Woman survey, asking women their thoughts on the issues most crucial to them, such as the rising cost of health care, jobs, wages and their children's future. More than 22,000 women have responded to this year's online survey—and judging by their comments, they share many frustrations with employers who offer meager benefits and pay and little flexibility to take care of their families.

Among the comments we received, an anonymous respondent writes:

Most people assume that because I am a woman, there is someone (husband, parents, etc.) who will take care of me or help me. This is not true. I wish my job provided me with more time off, more flexible hours, the ability to work from home and a better salary.

From Worthington, Minn., Louise writes:

Trying to balance my career and family life is next to impossible, with good jobs being a 70-mile commute... My own family spends \$400 per month on gasoline so I can work a job just to get health care.

One-third of the respondents to the Ask a Working Woman online survey work evenings, nights and weekends. Two in five women work different shifts than their partners or husbands, and that percentage goes up among African American women: nearly half work different shifts than their significant other. Not only are they working erratic hours, working women also are holding more than one job. More than 20 percent of women surveyed work two or more jobs.

When every politician and advertiser is promoting family values, why can't parents find time to spend with their children or loved ones?

The CLASP report says public policy and employer attitudes are stuck in the past. The United States lags behind many other nations that have enacted paid leave laws and promoted flexible scheduling:

Some employers may view low-wage workers as expendable and in endless supply, and perceive flexible, responsive scheduling as a benefit reserved for their more mobile, higher-wage workers. But this perspective is largely a vestige of an earlier time; today's economy is increasingly service oriented.

In fact, according to workforce experts Sandra Burud and Maric Tumolo, "employees are increasingly the best way for companies to achieve and sustain competitive advantage—more so than traditional sources...such as

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Texas & Texas areas



Left to Right: Cpt. Harris (Site Supervisor), S/O Ramirez, S/O Meza, S/O Sterner, S/O Ibarbo, S/O Woodhouse, S/O Esparza, S/O Salas (Shop Steward), Mr. James Mavromatis (DEA Director)



EL PASO INTELLIGENCE CENTER - SEPTEMBER 2006
James S. Mavromatis, Director

Left to Right: S/O Salas (Shop Steward), Cpt. Harris (DELO Security Supervisor), S/O Esparza, Mr. Mavromatis (DEA Director), S/O Rosales, S/O Ibarbo, S/O Cardiel, S/O Sterner, S/O Woodhouse, S/O Meza



From the WASHINGTON OFFICE

By Elwood Hampton, ITPE Vice President/Legislative Director

Kentucky River decision – a decision made by the National Labor Relations Board spelling out new standards for defining supervisors that threatened to strip millions of employees of their freedom to form unions or to be represented in a bargaining unit. I shall continue to monitor this situation.

Mixed Security Bargaining Units – A hearing was held on September 28, 2006, regarding this issue. The question that was debated as mixed Bargaining Unions bad for security. Their premise was that most mixed Unions are bad even if it makes sense for an employer to recognize a mixed Union. They even proposed that this would be a security risk.

Rep. Donald M. Payne (D-N.J.) said the hearing had not produced a "single concrete example" of a guard with a conflict of interest, and Payne questioned whether anyone believed that "hard-working men and women... would compromise our national security in the war on terror."

Rep. Carolyn McCarthy (D-N.Y.) said "we're all Americans and union Members will all work together," and Rep. Dale E. Kildee (D-Mich.) said that the sub committee may have been "Looking for a solution to a problem that does not exist".

Joint Report to Congress – A joint report to Congress made by Defense Department, of Education, and Committee for Purchase from People Who Are Blind or Severely Disabled recommending policies for future application of the Randolph Sheppard Act(R-SA) and the Javits-Wagner-O'Day Act(JWOD).

The 2007 National Defense Authorization Act Section – 658 as reported to me by various Congressional Delegates. The final committee did not address the issues submitted to the 2006 Authorization Act. However, it did call for a subsequent report to be submitted

by March 2007. President Conley further addressed the issue in his memo to all officials. I have been in touch with a number of congressional delegates and I will continue to monitor this situation. It is to be noted that ITPE is not opposed to employment for the above captioned employees; however, we are against having contracts emerging and replacing Service Contracts in their entirety without benefits provided by Service Contract and/or Collective Bargaining Agreements.

The Labor Meeting – This meeting was called to order by Mike McNelly, Associate Director of Governmental Affairs National LECET. In attendance was twenty-one Top Labor Advisers of Government, Labor(Unions) and Contracting. Gregory Noonan, Contract Relations for Army Corps of Engineers welcomed all present. He was excited to have this many in attendance. He also stated that this committee was basically an advisory committee and not a policy making committee. He further stated that we should meet on a more regular basis.

Diane Truman, Navy Labor Advisor was given praise for her ability to communicate with the all Labor Advisors in keeping that committee active and vital. Labor's Internationals basically concentrated on the Davis Bacon Act. I spoke briefly regarding implementation of the Service Contract Act.

The Department of Labor's representative informed all that it was their intention to insure that the Davis Bacon Act and Service Contract Act would be present on all Government Service Contracts.

Homeland Security was discussed as an absolute necessity for proper security on military installations. The next meeting was scheduled for December 5, 2006.

Providing Fringe Benefits under Service

Contract – The following information was supplied to me by William Gross of the Department of Labor Wage and Hour. "An employer may elect to provide any combination of fringe benefits or cash equivalent payments in order to satisfy its fringe benefit requirements under SCA. If the employer provides fringe benefits to the employee. It has satisfied its obligation regardless of whether the employee wanted that benefit. Thus if an employee is covered under his/her spouses health insurance plan and the employee asks the SCA employer for an equivalent benefit instead of the SCA employer's health insurance benefit, the SCA employer does not need to honor the employees request and may provide the employee with the SCA employer's health insurance. In this case, however, the SCA employer must incur the cost for health insurance on behalf of the employee in question. If the SCA employer does not enroll the employee in its health insurance plan or otherwise incur a benefit cost on behalf of that employee, the SCA employer would be in violation of SCA.

SCA Directory of Occupations – Currently Wage Determinations reflecting various occupations for 2007 are now available on the website <http://www.dol.gov/esa/whd/>.

ITPE has further informed its members that they should not complain after the election if they do not participate in the voting process, they are a part of the problem.

SEE YOU ON THE HILL

P.S. It is evident by the election results that ITPE members voted, however, do not forget that those you voted for will represent and listen to you.

Congratulate them for a vote with which you will agree or express this approval when they disagree.

I Wish All Happy Holidays!

ITPE VICE PRESIDENT ELWOOD HAMPTON ATTENDS VOTING RIGHTS ACT SIGNING CEREMONY

More than 2,000 special guests attended the signing of the re-authorization of the Voting Rights Act at the White House July 27, 2006.

While signing the historic bill, President Bush commented, "America is grateful for the sacrifices of citizens such as Fannie



Lou Hamer, Rosa Parks and Coretta Scott King", after whom the bill reauthorizing the Voting Rights Act was named.

"...By working together, we can help build an America that lives up to our guiding principle that all men and women are created equal."



News from NORTH CAROLINA & WEST VIRGINIA

By Representative Cindy Diehm Cheryl Lowe, Assistant Representative

From the shores of the Atlantic to the Mountains of West Virginia, the ITPE is ready, willing and able to help you get better wages and benefits for you and your family. The North Carolina ITPE office is located at 112 1/2 B North Bragg Blvd, Spring Lake. This branch covered contracts in both North Carolina and West Virginia.

We represent armed and unarmed Security Guard, Food Service, Janitorial, Housekeeping, Computer Techs, HVAC Techs, Audio Techs, Animal Care Techs, Mail Room, and Warehouse Contracts,

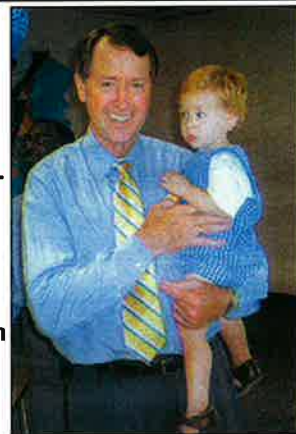
Glassware & Media Techs, Carane Operators, Maintenance and Truck Drivers.

As you can see, we represent a large variety of job classifications and would be glad to have you as one of our members if you come to one of our great states

If you know of someone who is not now covered by a Collective Bargaining Agreement, give us a call and let us tell you what the ITPE can do for you. Phone 910-497-1661 or e-mail itpebrg@aol.com and ask for Cindy or Cheryl.



The Ft. Bragg office was invited to Congressman Etheridge's annual birthday barbecue celebration in Angier NC. A big barbecue spread was catered by Howards Barbeque



Congressman Bob Etheridge at his annual birthday barbecue holding his grandson William.

from Lillinton, NC. Attending were several candidates running for various NC posts. Congressman Etheridge spoke briefly on some of the issues facing the nation today, he is a support of labor and labor issues. Our representatives in NC really enjoyed the opportunity to hear Congressman Etheridge speak and the good old fashioned southern barbecue.



Grace Ellington,
Housekeeper



Jemina Johnson,
Housekeeper

Left - Right: Shirley Jones-2nd Cook, Shontell Drummond-Asst. Mgr., Cynthia Carter-1st Cook, Eloise McLaughlin-2nd Cook, Anika Spencer -DFA



David Domina,
Flood Technician



Earnest Carpenter,
Rations Clerk



Rosa McKinney-2nd Cook,
Brenad Gamble-2nd Cook

Shirley Ranson,
Housekeeper



L-R: Tiny Jeffery-2nd Cook,
Archibald Meade-1st Cook,
Kenny Wiggins-2nd Cook



Pearl Harris,
Head Count
Kitly Arnold,
Admin Clerk



Fort Bragg



Kyong Phillips, DFA
Linda Graham, Head Count



Greetings from the WEST COAST

By John Brenton, III, Secretary-Treasurer

We've done it again! Once again John Conley and his team are taking office on January 1, 2007 by acclamation.

Even with the Union Restructure, that was ratified at our Convention, (that eliminates two Vice-President positions) the members of the ITPE still know and trust the Conley Team.

Mr. Elwood Hampton will be one of the Vice-Presidents whose position will be eliminated. But, anyone who knows Mr. Hampton knows he can not just walk away. He has too much knowledge and experience for the ITPE to allow him to just walk, so Mr. Hampton will now become our D.C. Consultant.

Ms. T. Ruthie Jones will be the other Vice-President effected by the restructure. Ms. Jones being a team player, has agreed to stay on as the Las Vegas Representative. Those

who know Ms. Jones know Ruthie could never leave her cab drivers.

So who is this Team? John F. Conley will remain President, John Brenton III (that's me) will remain Secretary-Treasurer and Dennis Arrington will become Vice-President/Organizing Director, these are the officers. Cindy Diehm, Ft. Bragg; Maureen Alsheimer, San Antonio; T. Ruthie Jones, Las Vegas and Paul Harvey, Fresno will be the Delegates-At-Large.

The combination of Officers and Delegates-At-Large will be known as the Executive Board or "E" Board for short. This Board will transact the day to day business of the Union in between Conventions.

On a personal note, I had to say goodbye to all the wonderful members in California, Utah and Hawaii. As I've had

to relocate to Savannah, GA. I had serviced that area for fifteen years and miss and still think of them. And most of all thank them for allowing me the privilege of serving them.

Paul Harvey will now service all of California from my old Fresno office. This means Ms. Patti Moore will remain the friendly voice of that office.

Trina Campbell will be servicing Hawaii and Gwen Rodrigues has agreed to assist. Whenever I think of Hawaii, there are too many people to mention by name, but Gwen Rodrigues will always be Miss ITPE Hawaii and I thank her for her years of assistance and loyalty she has given to the ITPE.

The ITPE continues to evolve and remain the prominent Service Contract Act Union.

Until that Time,
John Brenton III

Sharon Crisp Going Away Party



Terisita Madamba, Anita Brown, Sharon Crisp, Susuan LaCour, (Lucy) Leonica Gohr



Project Manager Ricky Lui with Sharon Crisp & Family

KANÉOHE MCBH

Season's
Greetings

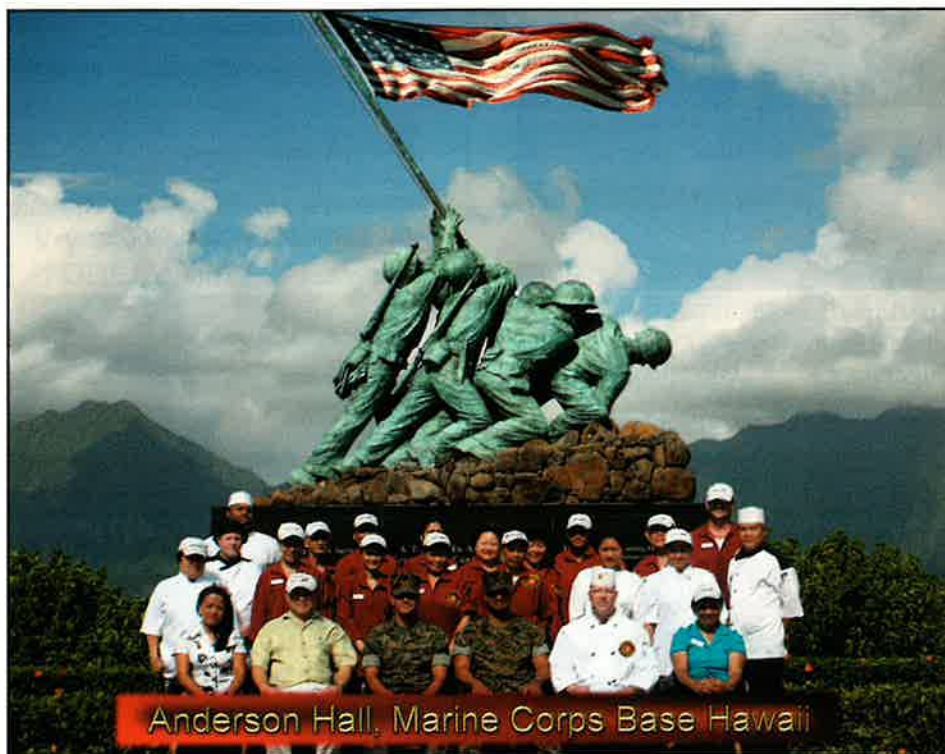


"The grand prize is a job that pays union scale."

ALOHA From Hawaii

The mission of Anderson Hall is to provide our customers with a banquet of wholesome, well-balanced menu choices, in an atmosphere that promotes quality, professionalism and camaraderie.

From left to right: 1st row - Supervisor Lucy Gohr, Project Manager Richy Lui, CWO3 Richard Martinez, MGYSGT Marlo Thomas, MSGT Raymond Wolcik, Assistant Manager Trudy Lobo; 2nd row - Jesusa Salenga, Maria Teresa Sibug, (Air) Khamlawn Kondo, (Sally) Rizalina Chaney, Marilyn Pakele, Vivian Castillo, Perlita Santos, Alberto Sarinas; 3rd row - Victoria Sgro, Dionisio Reyes, Alejo Calsada, Vivian Green, Milyris, Dolores Rodriques, Liana Agbayani, Tai Wing, Kevin; 4th Row - Demond Wooley



ITPE HAWAIIAN SHOP STEWARDS ATTENDED THIS AFFAIR

This year's annual birthday gathering for Congressman Neil Abercrombie opened with the sounds of bagpipes followed by the Caledonian Society of Hawaii's 2006 Scot of the Year in his formal kilt. The event was attended by 2,000 well wishers and supporters who enjoyed a delicious Hawaiian Luau and entertainment at the Hilton Hotel.

Attendees: Gwen Rodrigues - Retired CH Shop Steward; Mr. & Mrs. Rusinko - Schofield Barracks Shop Steward; Mr. & Mrs. Whitsell - Kaneowe MCBH Shop Steward; Keiko Tucker & son - Schofield Barracks Shop Steward; and Paulina Houghling





Suwunna Sooksiri, ITPEU Representative, Dennis Conley, George Pless, Supervisor Rose Mary Hyman



Khamboa Faircloth, Union Steward Calvin Mathis, Clara Childs



Sunee Prevatte, Union Steward Calvin Mathis, Suwunna Sooksiri, Diane Hollinger



Desmond Culler, George Pless



Abbie Howard, Desmond Culler, Calvin Mathis, Ann O'Brien

DEMAND MORE FOR AMERICA

This November, demand more for America. Men, women, and working families of America are struggling and pessimistic. Decent, working men and women in America are making hard decisions every day about their livelihoods, and our government has been sitting by, watching it happen and trying to instill fear in us to compensate for their screwing up the war on terror.

The Republicans are **distracted by their scandals and corruption** and they are distracting us from the work that needs to be done in this country—they are sending money overseas and ignorant of the problems the majority of Americans are facing. Since 1970, the **productivity of our workers** in this country has skyrocketed, and the richest has made themselves millionaires thousands of times over because of it.

But has the working class been rewarded for their massive contribution to this enormous economic expansion? No, workers' wages haven't even kept up with rising prices. While the average **CEO pay has gone up more than 700 percent**, more people than ever before are living in poverty in America.

You shouldn't have to be a business mogul, be born into a wealthy family, or have powerful friends to be able to see a doctor when you are sick or have a job to support your family. But decent people are living every day in this great country without access to health care or a decent wage, they are in debt and depressed. Telling us there are terrorists who want to kill us if we try and focus on fixing America's problems is a dirty trick and unconscionable. America is full of the most innovative, creative, driven people whose collective accomplishments are awesome. So what are we spending our visions and passion on? Are we working on bringing up the living standard of all of society and giving everyone a chance to lead productive, secure lives? No, the powerful in this country are wasting our collective resources on making it possible for **the tiny fraction of the**

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Greetings from Theatla "Ruthie" Jones

Las Vegas, Nevada, ITPE Vice President

ALLIANCE IS HERE!!!

The Las Vegas office has been very, very busy. The ALLIANCE is on fire, the Alliance has been doing great things. On October 8, 2006, a training program was conducted for the Alliance at the Flamingo Hotel here in Las Vegas. The subject of the training was "Building Union Power." The training was facilitated by Professor Paul McCarthy, a very powerful instructor, followed by a presentation by Michael Miller on how to get maximum benefits using the PerksCard. Both presenters were great and very informative.

Taxi and Limo Drivers." in Las Vegas. The **Alliance** held the event at Corporate Catering on Paradise Road, adjacent to the fabulous Wynn Resort. Everyone had a GREAT TIME. Attendees received free **Alliance** polo shirts, travel mugs and hats, along with other freebies. A total of five thousand dollars (\$5,000) was awarded in cash door prizes. Union Privilege gave two \$150 cash prizes as well. Corporate Catering provided us with a fantastic spread of food. I especially enjoyed the prime rib. There was great music provided by a live band, Mahoney's Entertainment, All Union Members!

our event a smashing success. Special thanks to Stacy Pearse (USW), who served as chairperson of the event committee, for help pulling it all together. Special thanks to Charlie Graham, our union photographer and the webmaster of the Las Vegas taxi driver-oriented site www.procabbie.com.

So, what was all this about? Just what is the "**Alliance**"?

The Alliance was created to build the strength and power of the unions within the taxi and limo driver communities. The special "*members only*" benefits provided through the Alliance increase the overall value of union membership with tangible economic benefits to all union members greatly exceeding the monthly union dues of less than \$1 a day!!

So, using the framework of the Strategic Alliance already existing between ITPE Local 4873 and USW Local 7-11A here in Las Vegas, a benefits package was put together unlike any other in the nation – "**For Members Only!**" **Bravo!**

The Alliance now provides members of both unions with a wide variety of benefits, including legal representation before the Taxicab Authority court, death and disability benefits,

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Building Power Together



The ITPE and United Steelworkers – In Solidarity! Working Together, Building Power! Then, on October 10, 2006, hundreds and hundreds of taxi and limo drivers employed by the ten unionized taxi companies in Las Vegas came together in an overwhelming show of union solidarity to celebrate the launch of the "**Alliance for**

Representatives from both unions attended and spoke briefly to the assembled drivers. Our keynote speaker, Danny Thompson, Executive Secretary-Treasurer of the Nevada State AFL-CIO spoke to the drivers about the importance of union solidarity in these difficult times. Debbie Berko, the Regional Benefits Coordinator for the AFL-CIO's Union Privilege Program was another special speaker. **THANKS** goes out to all the volunteers who help make

ALLIANCE EVENT

Taxi &
Limousine
Drivers in
Las Vegas



OCTOBER 10, 2006

LAS VEGAS



IT PAYS TO BELONG

ALLIANCE IS HERE!!!

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a national discount card called Perks, a health service discount card from Careington, education scholarships, a free annual towing service valued at up to \$100, AFL-CIO "Union Plus" benefits programs and much more **at no additional cost to the member!**

Cameras For Taxi Drivers' Safety

The Legislative Counsel Bureau, (LCB) held a hearing September 18, 2006, on the Adoption of a taxi regulation *supposedly* to make cab rides safer for the taxi drivers **and** the public. It was webcast over the internet from Carson City to the Sawyer Building in Las Vegas.

The Alliance (ITPE and USW) had no clue that this regulation was before the LCB to be voted on. We received a phone call from Senator Titus' office. She wanted to know from us if this regulation was any good for the drivers, was it supported by us. The answer was "no." Had we had known about the hearing we would have been in attendance. I contacted the AFL-CIO Executive Secretary-Treasurer, Danny Thompson, for assistance and he went to work. Thanks to the Senator and Danny.

The Alliance sent language for the regulation to the LCB on August 21, 2006 and let them know we support cameras for the driver's safety but not as a management tool against the drivers.

The Peterson AFB, CO., employees at Rocky Mountain Service are experience cut backs and layoffs due to the government down sizing the contract. Some employees are being called back.

Schriever AFB, have approved great incentives in place for their employees, employee of the month, cashier of the month both with cash incentives, picnics, photo albums of the employees, Thanksgiving and Christmas incentives, etc. moral is better, my hats off to Mr. Jack Rally, State of Colo. Contractor president, and Mark Hurst, Food Service Inc. President and partner to the above contractor, at the Satellite Facility.

Welcome to Hill AFB, Layton, Utah and Marine Corps Weapons Training Center, Bridgeport, CA. members as a part of this group.

Texas area: We wish to send our deepest, sincerest and heartfelt condolences to Maureen Alsheimer, on the loss of her mother, Natalie F. DeWitt, to cancer, and Joe Serrano on the loss of his beautiful daughter, Concepcion Marquez-Serrano, to kidney failure. Two of my favorite people going through so much sorrow! I cannot imagine but only acknowledge the depths of your pain at this time. I wish I had a magic wand and could wave away the pain you are experiencing. I don't, so please know you have my prayers.

TO ALL MY SISTERS AND BROTHERS HAVE GREAT HOLIDAYS, CHERISH AND LOVE ONE ANOTHER. REMEMBER THAT TOMORROW IS NOT PROMISED.



Unfortunately, Ms. Titus lost her election for the office of Governor by a slim margin of votes. The good news, however, is she continues to represent her constituents in the State Senate.

CORPORATE GREED, ECONOMY *continued from page 3*

new products, technological superiority, and regulated markets." Companies must understand that "workers who are expected to care for customers do that better when they feel they are cared about by their organizations."

But many employers still don't get it. In a 2005 survey by the recruiting and staffing company Sipheron, 60 percent of employees said issues of time and schedule flexibility were very important in whether they stayed in a job, while only 35 percent of employers thought so.

Those that do get it—the ones that respond to workers' needs on the number of hours on the job and predictable start and stop times and paid leave—had lower turnover, higher productivity and lower health care bills due to stress, the CLASP report argues.

Americans have little faith corporations will address the time crunch, and want government to step in. A 2004 survey by the New America Foundation found 60 percent of the public thinks government ought to play a role in reducing stress on America's families. A big part of that stress is that Americans, on average, work nine weeks longer every year than do workers in Western Europe, according to Take Back Your Time, an advocacy group promoting shorter work hours. The group has designated Oct. 24, with nine weeks to go before the end of the year, as "Take Back Your Time Day."

Because so few employers get it, CLASP urges a strong role for government in setting standards and rules for flexible schedules and more paid leave. Their recommendations include:

- Establish minimum standards for paid leave.
- Conduct model flexible scheduling programs in federal agencies.
- Build public awareness of the benefits of responsive scheduling.
- Recognize businesses that already support workers' dual responsibilities to family and work.
- Offer tax breaks as incentives for employers to reorganize jobs to reflect workers' needs to punch a clock that allows for both family and job time.

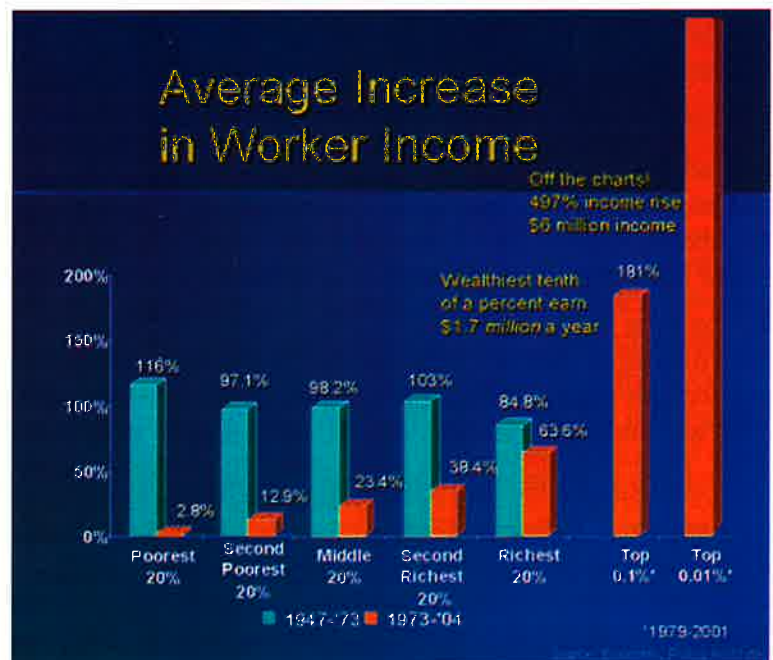
DEMAND MORE FOR AMERICA *continued from page 10*

richest people to get even richer and to allow Big Business to exploit the labor of workers.

The working class, these men and women are our educators, the service providers, they do the dangerous, thankless jobs, they work in hospitals and in industries that most of us don't think much about, but on whom we depend on every day. It is not part of the deal for a few people to be super-rich and powerful while the majority languish, worried about the future of their jobs and their families, while the Republicans threaten them with terror if they want to focus on health care and unemployment. We have the power to take this country in a better direction, to demand change from our government and leaders. We must make it clear that **we demand more for America.**

The 2006 election is about electing candidates and demanding these men and women will fight every day of their elected office for working families. It is about the ordinary, decent Americans electing representatives to fight for our freedom to form unions and to have real security through jobs, education and health care.

We are less than a month away from the election, when America's voters will decide if we want to stay with the same anti-working family, pro-war majority in power in Congress, or if we will put the people in Washington who will take their power and use it to make a real commitment to improve wages, education, safety and health care for everyone. Choose to fight for working families.



AN ATTORNEY'S ADVICE -- AT NO CHARGE!!!

Read this and make a copy for your files in case you need to refer to it someday. Maybe we should all take some of his advice!

A corporate attorney sent the following out to the employees in his company.

1. The next time you order checks have only your initials (instead of first name) and last name put on them. If someone takes your checkbook, they will not know if you sign your checks with just your initials or your first name, but your bank will know how you sign your checks.
2. Do not sign the back of your credit cards. Instead, put "PHOTO ID REQUIRED".
3. When you are writing checks to pay on your credit card accounts, DO NOT put the complete account number on the "For" line. Instead, just put the last four numbers. The credit card company knows the rest of the numbers, and anyone who might be handling your check as it passes through all the check processing channels won't have access to it.
4. Put your work phone # on your checks instead of your home phone. If you have a P.O Box, use that instead of your home address. If you do not have a P.O. Box, use your work address. Never have your SS# printed on your checks. (DUH!) You can add it if it is necessary. But if you have it printed, anyone can get it.
5. Place the contents of your wallet on a photocopy machine. Do both sides of each license, credit card, etc. You will know what you had in your wallet and all of the account numbers and phone numbers to call and cancel. Keep the photocopy in a safe place. I also carry a photocopy of my passport when travel either here or abroad. We've all heard horror stories about fraud that's committed on us in stealing a name, address, Social Security number, credit cards.

Unfortunately, I as an attorney, have firsthand knowledge because my wallet was stolen last month. Within a week, the thief(s) ordered an expensive monthly cell phone package, applied for a VISA credit card, had a credit line approved to buy a Gateway computer, received a PIN number from DMV to change my driving record information online, and more. But here's some critical information to limit the damage in case this happens to you or someone you know:

1. We have been told we should cancel our credit cards immediately. But the key is having the toll free numbers and your card numbers handy so you know whom to call. Keep those where you can find them.
2. File a police report immediately in the jurisdiction where your credit cards, etc., were stolen. This proves to credit providers you were diligent, and this is a first step toward an investigation (if there ever is one).

But here's what is perhaps most important of all: (I never even thought to do this.)

3. Call the 3 national credit reporting organizations immediately to place a fraud alert on your name and Social Security number. I had never heard of doing that until advised by a bank that called to tell me an application for credit was made over the Internet in my name. The alert means any company that checks your credit knows your information was stolen, and they have to contact you by phone to authorize new credit.

By the time I was advised to do this, almost two weeks after the theft, all the damage had been done. There are records of all the credit checks initiated by the thieves' purchases, none of which I knew about before placing the alert. Since then, no additional damage has been done, and the thieves threw my wallet away. This weekend (someone turned it in). It seems to have stopped them dead in their tracks.

Now, here are the numbers you always need to contact that your wallet, etc., has been stolen:

- 1.) Equifax: 1-800-525-6285
- 2.) Experian (formerly TRW): 1-888-397-3742
- 3.) Trans Union : 1-800-680-7289
- 4.) Social Security Administration (fraud line): 1-800-269-0271

NEWS from the AFL-CIO

AFL-CIO led week of actions beginning July 10 to protest attempts by President Bush's National Labor Relations Board to further restrict union membership and collective bargaining. According to federation, thousands of nurses, construction workers, miners and others marched to regional Labor Board offices to demand their union rights. It is reportedly first time concerted set of national actions were held to focus on Bush Labor Board decisions. Three cases are currently pending before the NLRB which are often referred to as the "Kentucky River" cases which involve legal definition of a "supervisor." Labor rights of hundreds of thousands of workers are at risk if they are reclassified as "supervisor-," which would make them ineligible for union protection. "At a time when America isn't working the way it should for working people, the implications of losing union protections run deep for them," said AFL-CIO Organizing Director Stewart Acuff.



With final data collected on 2005 CEO pay and benefits, average CEO of a Standard & Poor's 500 company received \$11.75 million in total compensation, representing 3.66 percent increase in CEO pay over 2004, reported AFL-CIO Office of Investment. While typical CEO made 42 times average worker's pay 1980, that number rose to 85 times in 1990 and "a whopping" 431 times in 2004. Ballooning executive pensions reflect larger trend of runaway CEO pay, federation reported. Private-sector pensions typically replace between 20 percent and 35 percent of the salary of most employees, while executive pensions replace 60 percent to 100 percent of compensation. Exxon Mobil Corp. CEO Lee Raymond, for example, stands to collect more than \$8 million annually in retirement. According to The New York Times, Raymond collected more than \$686 million in pay from 1993 to 2005 (\$144,573 for each day he headed the company).



AFL-CIO's "America Needs a Raise" Campaign intensified efforts last month to place ballot initiatives to raise state minimum wages. Current campaign targets 19 states while rallies were held last month in Ohio and Arizona for increasing state's minimum wage. "Working people have taken matters into their own hands to raise their state minimum wage rates," said AFL-CIO President John Sweeney. "Now Congress should follow their example and give low-wage workers the raise they deserve by increasing the federal minimum wage to \$7.25." Congressional Republicans continue to block \$2.10 increase to federal minimum wage of \$5.15 hourly which has not changed in nine years. In Ohio, rally pushed neighborhood canvassing to collect signatures for ballot initiative to raise state's wage floor to \$6.85 hourly with indexing. Arizona Minimum Wage Coalition, meanwhile, led rally which helped deliver 209,000 signatures for ballot initiative.



Despite improved economy and higher productivity, real wages for working families have not increased over past 25 years, AFL-CIO President John Sweeney told ACORN National Convention last month. "Our country is at a tipping point - the rich are getting richer, the poor are getting poorer, and the gap between rich and poor is wider than in any industrialized country in the world," he said. He noted that the number of people living in poverty and those without health insurance have increased dramatically in recent years while number of "good jobs with good benefits" has decreased. He charged that for 25 years "conservative politicians have been working hand-in-hand with big business to divide America against itself." "Why?," he asked, "More profits for corporations, more wealth for the wealthy, more control over those who do the work, fewer, "safety nets for those who cannot work or who cannot find work."

continued on page 18

News From The AFL-CIO *continued from page 17*

Tens of thousands of Australian workers recently attended mass rallies across nation to protest against new labor laws, which are shaping up as key political battleground for next year's national elections. Shouting anti-government slogans and carrying banners calling for new laws to be scrapped, more than 100,000 workers took to the streets and blocked traffic in the main cities of Sydney and Melbourne, with smaller rallies in other centers. Anti-union Conservative government of Premier John Howard passed new laws late last year to weaken unions by encouraging workers to sign individual work contracts and abandon union-based pay schemes. Union leaders and opposition Labor Party said new laws cut wages and work conditions, make it easier for employers to sack workers, and decrease job security. "This is a battle for ordinary Australian life. This is a battle for Australian families," labor leader Kim Beazley said.



UNI global union urged European Union and International Labor Organization to take greater steps to protect privacy of workers from new technology surveillance. Radio tags sewn into uniforms or implanted under skin of workers, cell phones linked to global positioning satellites and continuous monitoring of phone calls, computer keystrokes and e-mails "threaten the 21st century workforce," said international labor group which represents 900 unions worldwide. "We want respect and dignity at work," said UNI General Secretary Philip Jennings. "Just because technology allows employers to track workers every minute of the day and night does not mean that they should be allowed to do so." UNI called for total bans on implants of Radio Frequency Identification (RFID) tags and on surveillance of employees out of working hours. Unions also want tighter regulation on use of tags in uniforms.



According to comprehensive report issued recently by U.S. Surgeon General Richard H. Carmona, secondhand smoke increases risk of heart disease and lung cancer by about 25 percent in non-smokers and can be especially dangerous for children living with smokers. "The health effects of secondhand smoke exposure are more pervasive than we previously thought," said Carmona, vice admiral of the U.S. Public Health Service. "The scientific evidence is now indisputable: secondhand smoke is not a mere annoyance. It is a serious health hazard that can lead to disease and premature death in children and nonsmoking adults." According to report, government's most detailed statement on second-hand smoke, exposure can cause heart disease and lung cancer in nonsmoking adults and is known cause of sudden infant death syndrome (SIDS), respiratory problems, ear infections and asthma attacks in infants and children.



From 1970 to 2000, middle-class neighborhoods, where families earn 80 to 120 percent of local median income, shrunk at more than twice the rate of the middle class itself, recently released Brookings Institution report found. In their place, poor and rich neighborhoods are both on the rise, as cities and suburbs have become increasingly segregated by income, research group said. Brookings also found that middle-income neighborhoods in nation's 100 largest metro areas declined from 58 percent in 1970 to 41 percent in 2000 as a share of all urban and suburban neighborhoods. While widening income inequality in U.S. has been well-documented, Brookings said middle-income neighborhoods are vanishing faster than middle-income families. "No one in America has gotten more integrated by income in the last 30 years," said Alan Berube, urban demographer at Brookings who worked on report.



CONSTITUTIONAL AMENDMENT

On March 28, 2006, the ITPE Convention Delegates, by unanimous vote, approved a historic Constitutional Amendment restructuring the Union's governing body. The Amendment calls for a dissolution of the current five-member Union Council to a seven-member Executive Board; from 25 Convention Delegates to 30 Convention Delegates. This amendment serves two important acts, (1) eliminates the expense of three staff salaries and, at the same time, (2) provides for a much larger governing body.

Credentials Committee Members



(L-R) Tezra Williams, Southern Foods – FLETC, Brunswick, GA; Lindsey Bancroft, ITPE Health & Welfare Fund, Savannah, GA; and, Tiekeshar Peoples, Wolf Management, Fort Stewart, GA.

The Credentials Committee met at ITPE Headquarters on Monday, September 11, 2006. The Committee found the following Officers, Executive Board Members at Large and Convention Delegates to be qualified under Article X, Sections 1 and 2 and Article X, Section 3. All were elected by acclamation and will take office January 1, 2007. The Committee discovered two candidates were not eligible under Article IX, Section 1 of the ITPE Constitution and were therefore disqualified as Convention Delegates.

Elected Officers

John F. Conley, President; John Brenton III, Secretary-Treasurer; Dennis Arrington, Vice President

Elected Executive Board Members at Large

T. Ruthie Jones, Maureen Alsheimer, Cindy Diehm, Paul Harvey

Elected Convention Delegates

Carolyn Bean	Langley AFB, VA	Ginger Lanier	ITPE H&W Fund, Savannah
Sheryl Bowers	Ft. Sam Houston, TX	Nathaniel Lewis	Ft. Bragg, NC
Geraldine Bryant	Ft. Gordon, GA	Cheryl Lowe	Asst. Rep., Ft. Bragg, NC
Trina Campbell	ITPE Rep., Tacoma, WA	Jeannetta Odom	Keesler AFB, MS
Nancy Causey	Pensacola NAS, FL	Denise Perkins	ITPE Hdqtrs, Savannah
Dennis Conley	ITPE Rep., Savannah, GA	Joseph Popalis	Camp Lejeune, NC
Gina Gann	Ft. Lewis, WA	Alex Salas	Fort Bliss, TX
James Gholston	Maxwell AFB, AL	Jose Serrano	ITPE Rep., El Paso, TX
Charles Hampton	ITPE Rep., Wash., DC	Sandy Squirewell	Ft. Jackson, SC
Elwood Hampton	ITPE Wash., DC	Ronnie Taylor	Ft. Bragg, NC
Loretta Hemming	Ft. ackson, SC	Emma Teddlie	Lackland AFB, TX
Karla Hiropoulos	Checker Cab, Las Vegas, NV	Rosetta Walker	Ft. Dix, NJ
Sandra King	ITPE Rep., Wash., DC	Michael Warzlow	Henderson Taxi, Las Vegas
Thomas Krueger	ITPE Rep., Las Vegas, NV		

SHOP STEWARD SENIMAR TACOMA, WA 2006



Front Row: Charlie Mack, Emilita Baier, Young Bell, Barb Love, Gina Gann, D. Lynette Guillebeaux, Trina Campbell, Julio Herrera

Back Row: Dan Quimette, John Brenton, III, Deborah Santos, John Conley, Dianne DeLoney, Anna Cooper



SHOP STEWARD EDUCATIONAL SEMINAR PITTSBURGH, PA - AUGUST 19, 2006

This seminar was for the Cape May, New Jersey through Pittsburgh, Pennsylvania area and was conducted by Representative Lynette Guillebeaux.

The members participated fully indicating that they had good knowledge of their Union, their Shop Steward duties, Health and Welfare Plan, Pension Plan, PAC Fund, and Annual Benefit Plan.

On the Shop Steward test, they scored some of the highest grades of all of the Shop Stewards previously tested.

Representative Charles Hampton informed them that he is in the process of negotiating new Wage and Fringe benefits to become effective October 1, 2006. President John Conley thanked the group for their outstanding commitment.

(L-R front row seated) Leonard Rumph, Austin Protective Services; Jena Sturgill, Austin Protective Services; D. Lynette Guillebeaux, ITPE Representative; Cindy Nacin, Tarheel Specialties, Inc.; Diane Rummell, Tarheel Specialties, Inc.;

(L-R Back Row) Jeffery Wilttrout, General Security, Inc.; Charles Faiola, General Security, Inc.; Matthew St. Clair, Austin Protective Services; Homer Nabors, General Security, Inc.; Charles Hampton, ITPE Representative; Larry Scafuri, Tarheel specialties, Inc.; Donna Donnelly, Nayyarsons Food Corp.; Bill Myers, Tarheel Specialties, Inc.; Kenard Brown, Nayyarsons Food Corp.



News from The Pacific Northwest Area

ITPE Well Represented in ALASKA



VA Hospital - Anchorage, AK



Bassett Army Hospital, AK



Fort Wainwright, AK



Ketchikan, AK



Bassett Army Hospital, AK



AMERICA NEEDS A RAISE

AFL-CIO

Come January, millions of low-wage American workers have a lot better opportunity to get a raise, with the new Congress expected to propose an increase in the \$5.15-an-hour federal minimum wage. The boost will come after more than a decade of inaction and deliberate blocking tactics by Republican congressional leaders and six years of Bush administration opposition.

Last Tuesday, voters not only overwhelmingly approved ballot measures in six states to raise the minimum wage above the federal rate, but voters across the nation said they'd had enough of Republican leadership—especially on economic issues—and gave Democrats control of both the House and Senate.

Sen. Edward Kennedy (D-Mass.), who authored the most recent Senate version of minimum wage legislation to increase it to \$7.25 an hour, says:

Washington wouldn't act on raising the minimum wage, so America did and now the new Congress will. The new leaders who will set the congressional agenda when they take over in January are Rep. Nancy Pelosi (Calif.), who will be speaker of the House and likely Senate Majority Leader Harry Reid (Nev.). Both say immediate action on the minimum wage is at the top of their to-do list. In fact, Pelosi says the House will vote on a minimum wage bill in the first 100 hours of the new 110th Congress.

In the current 109th Congress, which now is meeting in a lame-duck session, majorities in both parties have supported a minimum wage increase. But rather than vote on a straight bill increasing the minimum wage, congressional Republicans repeatedly added poison pills such as slashing the estate tax for millionaires and cutting the wages of tipped workers—or refused to allow a simple up-or-down vote on a clear minimum wage bill.

Let's hope with majorities in both Houses, any Democratic bill won't be loaded down with such egregious provisions. Already, Arizona Sen. John McCain—who told Tim Russert on NBC's "Meet the Press" Sunday that he voted against raising Arizona's minimum wage—says he will not support a clean minimum wage bill in the Senate.

How will President Bush react? In a post-election press conference in which he promised to take a bipartisan approach in working with the new Congress in a bipartisan manner, Bush said he might be able to find "common ground" on a wage increase, but hedged his bets when he suggested "compensation" for businesses as part of a package.

Perhaps Bush—and McCain—didn't look closely at Tuesday's results. In the six states where the minimum wage was on the ballot, election observers and political pros all say the wage issue drove Democratic voters to the polls. In Missouri, Montana and Ohio, voters defeated Republican Senate incumbents with long records against raising the minimum wage.

Support for boosting the minimum wage is so broad—more than 80 percent according to recent polls—that just this year, 12 state legislatures passed minimum wage increases, in addition to voter-approved initiatives in the six states (Arizona, Colorado and Nevada round out the six.) The AFL-CIO and ACORN led the get-out-the-vote mobilization around the wage initiatives and legislative action through the union movement's America Needs a Raise campaign and our joint 7 Days on the Minimum Wage vlog event.

Will the bipartisan promise extend to signing a minimum wage bill or is it simply post-election spin?

Already the Bush White House has said it would oppose promised Democratic efforts to let Medicare negotiate for lower drug prices for its prescription drug plan.

The Union Members at Malmstrom, AFB MT would like to tell their Union Brothers and Sisters A BIG HELLO!!!



Janet Mangold



Barbara Stevenson



Yoshili Ray and Petter Mcdermott

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 2005 and determine the percentage of those expenses which are chargeable to non-members (and, thus, included in the fee) and which are non-chargeable (and therefore excluded). The accountants determined that the chargeable costs were 86.3625% of the ITPE's expenditures for that year (i.e., the nonchargeable costs were 13.6375%).

Applying this percentage to the \$25.00 per month dues paid by full ITPE members, the non-member fee is \$21.59 per month for the period from January 1, 2007, through December 31, 2007. 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 2007 must file that objection no later than January 31, 2007. (An employee who first becomes covered by a union shop clause after December 31, 2006, and any member who resigns from full ITPE membership will have thirty days from notification of the option to pay a non-member fee in which to file an objection.)

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

Faternally,

John Brenton III
Secretary-Treasurer

CONTACTS

www.itpe.org & www.itpebenefits.com
VISIT NOW

Take A Look

Your Union offices are spread throughout the United States. 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 BRANCH OFFICES

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Representative: Trina Campbell

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Savannah, GA 31416

Kathy Heery, Administrator

912-352-7169

1-800-327-5926

ITPE PENSION PLAN

ITPE ANNUAL BENEFIT PLAN,

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Syosset, NY 11791

Enzo LaVecchia

Administrator

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