



ITPENews

AFFILIATED AS LOCAL 4873 WITH OPEIU-AFL-CIO

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

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Report of the PRESIDENT

by John F. Conley

Dear Brothers and Sisters,

It is with great pleasure and gratitude that I am able to announce to the ITPE – OPEIU Local 4873 members that I, John F. Conley, have been nominated and selected to be the recipient of the Labor Leader of the Year Award by the Georgia AFL-CIO State Federation. The Award will be presented at the Georgia AFL-CIO Labor Awards dinner on July 14, 2007 at the Hyatt Regency in Atlanta, GA. To receive this award from my peers is a great honor for me.

Since my last newsletter report there hasn't been any significant changes to our organization. At that time I referred to Organizing and Membership decline among other things. As for organizing, to date the new organizing of bargaining units has not kept up with the membership decline. There are currently two areas where we are directing our current organizing goals, Las Vegas and the Pensacola Naval Air Station.

In Las Vegas,

Your Union, ITPE – OPEIU, Local 4873 is the designated representative for over 2,000 taxi drivers. Yes, the ITPE has Collective Bargaining Agreements with Yellow, Checker, Star and Henderson Taxi companies. Another Union the United Steel Workers (USW), Local 711A, also has contracts with several other compa-

nies having an additional 2,000 drivers. In addition to the 4,000 drivers covered by the two Union agreements there is also another 3,000 taxi drivers employed by six non-Union companies. They should also be organized. Las Vegas is noted as a Union city. All taxi drivers should be Union and have a voice in that community, as well as with their employer.

Both ITPE and the USW, Local 711A, have very similar problems. That is low membership numbers. Those low numbers result in weakened contracts. One has to ask why are the numbers so low? The fact is there are several reasons. The biggest being that Nevada is a right to work state. Many employees don't realize the Right-to-Work law is really a Right-to-Work for less. Without a Union you become an "At Will Employee" with no rights. The Company does have rights though, that is the right to fire you at will. Another reason is many non-Union employees are not aware of the many benefits available to themselves and their family members when they become a Union member. Yes, they receive the benefits of the Collective Bargaining Agreement. However, there are numerous benefits provided to Union Members Only that pays you to belong.

Another reason they don't belong is they prefer to ride on the backs of the mem-

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bers without paying their fair share. Those individuals are called "Freeloaders". As you read this article, I hope you are not one of the "Freeloaders". If so, you can rectify that today, by going to the Alliance office.

The International Unions, OPEIU and the USW of both the ITPE and 711A Locals have endorsed the forming of an Alliance between the two Unions. The goal of the Alliance is to build Union Membership in the Taxi Industry in Las Vegas. The long range goal is to provide good Union Benefits to its members, build Union power which ultimately will lead to better contracts. This will only succeed with the full support and participation of you and all the drivers.

The Alliance has opened an office located at 3271 South Highland Drive, Suite 701. The office is staffed with David Flores, Lead Organizer; Cesar Mendia and Hussein Abdelgili Organizers. The Alliance Internationals have agreements providing several discount programs that as a Member, you and your family maybe eligible for. To name a few, AFL-CIO Union Privilege benefits, Nevada State AFL-CIO benefits, Perks Card Discounts, Careington Health Savings Program Discounts, My Medical Records, Scholarships, etc. Remember Union Members Only. Yes. Once you become familiar with these discount programs, you will easily realize It Pays to Belong.

To learn more about these many Alliance Members Only Benefits stop by the Alliance office and see Ms. Christina Lowes, the Benefits Coordinator. Learn first hand of what is available to you and your family as a member. You can also call Christina at (702) 735-4005.

Remember, there is strength in numbers. Your negotiating committee has a lot stronger voice at the bargaining table when your employer knows they have 100% support of the employees behind them.

Much of what happens to us as citizens of this country is regulated by the political representatives that are elected to City Hall, your State Capitol and both houses in our Nations Capitol. Who else is going to look out for the working people of America? Certainly not the greedy CEO's of Corporate America. Who now, on an average, make 500 times more each hour than the hourly worker they represent. No, the only organization that fights for Labor America is America's Labor Unions. Don't sit back and watch the continuing decline of Middle Class America. Step up to the plate, support your Union by being an active Union Member.

You as an individual have a very weak voice. You as a Union Member can have a loud voice. Let yours be heard. Join Today.

It is my pleasure to report the ITPE has increased it Las Vegas membership by over 500 in the past 12 months. My sincere thanks to the work of the two Locals and especially to those Shop Stewards who have stepped up to the plate. You are making a difference.

In Pensacola, ITPE representative Dennis Conley has reported he has sufficient cards from over 120 employees, employed by a NISH contractor, Gulf Coast Enterprise (GCE). There are approximately 200 employees in the bargaining unit. We currently have a contract with D.E.W. Management who is a sub-contractor to GCE at the Pensacola NAS. GCE employees became aware of the economic value of having representation by the ITPE Union.

Any employee employed by a Service Contract employer under the Service Contract Act, that is not represented by a Union is receiving far less in wages and benefits than those members employed where they have a Union. Yes, It Pays to Belong.

On the Political front, now that the Democrats are in the majority in both Houses, I cannot honestly say we have seen much improvement in favor of America's Workers. When Bush vetoed Legislation setting time-tables for U.S. Troop withdrawals from Iraq, he also vetoed the first increase in the minimum wage in a decade.

Here's how it got to this point:

The U.S. House passed a bill Jan. 10 that would have boosted the federal minimum wage for \$5.15 an hour to \$7.25, without another round of tax breaks for business. Senate Republicans filibustered the House bill for a week in January, using Senate rules to force minimum wage backers to win 60 votes instead of a simple 51 majority and then killing the House bill on Jan. 24.

By killing the House bill, Senate Republicans forced Senate Democrats to add \$8.3 billion in business tax breaks. They then refused to allow the combined minimum wage and tax package to move to a conference with the House until the House produced it own package of tax cuts for business.

Members of the House and Senate announced April 20 that they had reached agreement on \$4.8 billion

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NOTICE TO PARTICIPANTS OF THE ITPE HEALTH & WELFARE PLAN

MEDICAL PLAN DEDUCTIBLE REDUCTION, APRIL 1, 2006

As you were advised a little over a year ago, the deductible for the Blue Cross and Blue Shield Medical Plan was reduced from \$350 per Participant to \$300 per Participant, effective for claims incurred April 1, 2006 and thereafter.

It has come to our attention that there is some confusion regarding the April 1, 2006 deductible change, particularly if a bill for medical services provided before April 1, 2006, was not processed by Blue Cross/Blue Shield until after that date.

If you incurred more than \$300 in medical bills for services provided to you or one of the members of your family prior to April 1, 2006, those bills should have been processed at the \$350 deductible.

If you had already paid at least \$300 in deductibles for that individual by April 1, 2006, you would have met your deductible for claims incurred after April 1st, for the rest of the calendar year, and Blue Cross then should have paid 75% of allowable charges without any additional deductible.

If you have any questions concerning your deductibles during the periods described above, please assemble your explanations of benefits (EOBs), or other documents and submit them to the following address:

ITPE Health and Welfare Fund
Kathy Heery, Administrator
P.O. Box 13817
Savannah, GA 31416-3817.

The Fund Administrator will then coordinate appropriate refunds, if any, with Blue Cross.





During a recent visit to the Alliance office; ITPE President, John F. Conley, and Yellow Taxi Driver, David Kober, learn first hand from the Alliance Benefits Coordinator, Christina Lowes, of the many Union Member Only benefits available to the Las Vegas Alliance members.

DOL REQUESTS INPUT ON 401(K) FEES AND EXPENSES

The U.S. Department of Labor's Employee Benefits Security Administration has published a "request for information" (RFI) to assist the department in improving information provided to participants about administrative and investment fees and expenses charged to 401(k)-type plans. The Labor Department has undertaken three projects to improve fee disclosure to plan participants, enhance reporting of fees and expenses to the government, and increase disclosure to plan fiduciaries by service providers. The RFI requests comments on fee and expense disclosure issues affecting participants and beneficiaries of 401(k)-type plans governed by the Employee Retirement Income Security Act (ERISA). Specifically, the department seeks information concerning what administrative and investment-related fee and expense information participants should consider when investing their retirement savings, the manner in which the information should be furnished to participants and who should provide that information. The purpose of this review is to determine to what extent rules should be adopted or modified, or other actions should be taken, to ensure that participants and beneficiaries have the information they need to make informed decisions about the management of their individual accounts and the investment of their retirement savings. The purpose of this notice is to solicit views, suggestions and comments from plan participants, plan sponsors, plan service providers and members of the financial community, as well as the general public, on this issue. Written or electronic responses should be submitted to the Department of Labor on or before July 24, 2007.

Please remember that your Pension is not a 401K Plan.

KNOW YOUR RIGHTS

By Sidney H. Kalban - Union Counsel

Never Work Off The Clock

In a column several years ago, I wrote about the problem of managers requiring employees to work while off the clock - in other words, to work for free. Unfortunately, I have recently been hearing from more and more ITPE members around the country that this is, once again, a problem. It was even a central topic during a recent arbitration. The Company had fired a worker because she had worked - off the clock - during her lunch break and after the end of her shift. However, because the Arbitrator found that she was told by her manager to work off the clock, he ordered her reinstated with full backpay, benefits and seniority.

Please remember that it is a basic right for all workers to be paid for your labor. You work too hard not to receive your proper wages. Most of the employers of ITPE-represented workers are fair and honest; and would never think of having their employees work without being paid. However, there are instances when, with full knowledge of managers and sometimes at their insistence, people are working outside their scheduled hours and not being paid for their time. Under federal law, an employer must pay you for all time you are working at its request or with its knowledge. **You should never work while off the clock.**

One typical situation of working off the clock occurs at the end of your scheduled shift. Your manager may have told you that she wanted certain work to be completed before you go home, but despite your efforts, you were not able to do all the assigned tasks in the normal hours. This occurs frequently at locations where management is reducing your hours or the number of workers but expecting the same amount of work to be done. I have heard about some managers who tell employees in such a situation to clock out and then finish their work. That's what happened in the case which went to arbitration. Others might not make a direct request but have made it clear that you are to complete the tasks before you leave, hinting that you will be reprimanded if you leave anything undone. In either case, you should not work while off the clock. You should tell your manager what you have been able to complete and what remains to be done. You should then ask whether the manager wishes you to remain and complete your duties. If the answer is yes, you should remain on paid time. If the answer is no, go home. **If the manager tells you to clock out but complete the work anyway, request that the manager make that request in writing or have that direction repeated in front of a reliable witness. In any event, comply with the direction to perform the work, inform your ITPE Representative immediately and file a grievance for the wages due for the time you actually worked.**

Another typical situation is that there is so much work which has to be done, you do not feel you have time to take your (**unpaid**) lunch period and you work through that time. Again, you should advise the manager and receive approval to remain on the clock. **If the manager tells you to clock out but requires the work to be performed during your lunch period anyway, have that order placed in writing or have a reliable witness present. In any event, immediately inform your ITPE Representative and file a grievance. Similarly, if you are not permitted to leave your work area for your meal break or you are not provided at least 30 uninterrupted minutes for your meal, the law requires your employer to pay you for that time. Further, if you work through your paid breaks, you are entitled to breaks at other times during the workday or to be paid for that additional time worked.**

You must keep good records of all time you are required to work off the clock. This includes dates and times you perform such work and the name of any witness to the manager's request or of witnesses who can confirm that someone in management was aware you worked outside your paid time or through your break.

PLEASE NOTE that your employer cannot legally take any action against you for making a complaint about not being paid for all of your work. Both federal law and your Collective Bargaining Agreement protect you. In addition, the top officers of your employer would not want you to work without being paid. They would not only get into trouble with the U.S. Department of Labor, they could have serious problems with the procurement office for working employees off the clock.

I hope that you never are in a situation where this problem arises; but if you are, now you **KNOW YOUR RIGHTS.**

CONGRATULATIONS TO THE ITPE ANNUAL BENEFIT FUND 2007 SCHOLARSHIP WINNERS

Lorena DelValle

She is employee at Mike Garcia Merchant Sec.; Border Sta., El Paso, TX

Kinberly Hasara

Her father James Hasara is an employee of Tarheel Specialties, Inc.; GSA, Pittsburgh, PA

Somalis Heng

Mother, Lyda Heng is an employee of Certain Victory Food Ser.; Ft. Lewis, WA

Arthur Hennessey

The husband of Stefanie Hennessey who is employed at Food Services, Inc.; Shriever AFB, CO

Faustino Mandapat

An employee of North Bay Industries, Inc. USCG, Petaluma, CA

Joseph Ptomey

Son of Joe A. Ptomey who is employed at Deco, Inc.; DEA Alliance Airport, TX

Brandy Putnam

She is an employee of Alpha Protective Services; FLETC, Brunswick, GA

Janice Rawlins

She is an employee of Alpha Protective Services; FLETC, Brunswick, GA

Ashley Scandrol

The daughter of William I. Scandrol, an employee of Tarheel Specialties, Inc.; GSA Pittsburgh, PA

Brian Silveous

He is an employee of Watson Services, Inc. Eielson AFB, AK

Tanya Zimmerman

She is the wife of Alan R. Zimmerman, an employee of Sante Fe Protective Ser. N.D.I.C., Johnstown, PA



ITPE WINS BUSINESS MARKETING ASSOCIATION TOWER AWARD FOR MEMORIAL DAY SALUTE

On May 9th, at an awards banquet held in Chicago, IL the ITPE Union received a Silver Tower Award from the Business Marketing Association of Chicago as part of the BMA's annual creative competition. The ITPE award was received for an entry into the Animation/Motion Graphics category entitled "Memorial Day Remembrance".



Texas and Surrounding Areas



L-R Standing: John F. Conley, Sunatha Spencer, Paul Harvey, John Brenton, III,
Dennis R. Arrington, Inky Vogel, Al Kennedy
L-R Sitting: Lynn Micihon, Wilai Bayne



Dennis R. Arrington, John Brenton, III, Karen Yong, Asst. Shop Steward, John F. Conley,
James E. Tate, Sr., Asst. Shop Steward, Mary Jo Firdle, Chief Shop Steward, and Melber J.
Richard, Asst. Shop Steward

**ITPEU Officers visit Davis Monthan AFB -
Ft. Huachuca during a recent Trust Meeting**

Texas and Surrounding Areas

Funds Representative, Roy Boyd and Inky Vogel
chatting about Pension, Health, Welfare funds



"We are looking for temps, but I'm afraid you're
too temp for us."



Lackland Air Force Base, San Antonio, Texas

Members performing their very important tasks for our service men & women



L-R: George Misas, Rosa Ortiz, Cesar Misas



Jessie Gaines



Roger Bruce



Leroy Cortez



Christina Camacho



Texas and Surrounding Areas

Lackland Air Force Base, San Antonio, Texas



Richard Aguilar



L-R Carmen Aguilar, Velia Pinero,



Hector Morales



Juanita Sanchez



Rodolfo Casanova



Anna Huffman



Alvesa Roel



Randy Arellano



Blanca Medellin



Thomas Edwards

Union Meeting - Hollomon AFB, NM



Front Row L-R Joe Serrano (Union Rep), Maria Armendurr (Shop Steward), Juanita Lacuarta, Cindy Houston, Michael Phillips
Second Row L-R Beverly Schall, Diana Winsor, Dorna Orona, Magiting Bartolome, Ricardo Deamorim, Arleen Bartolome



Front Row L-R Arlene Bartolome, Joe Serrano (Union Rep), Emily Vazquez, Juanita Lacuarta, Cindy Houston, Michael Phillips
Second Row L-R Beverly Schell, Diana Winsor, Dorna Orona, Magiting Bartolome, Ricardo Deamorim

A LETTER FROM PAUL!

These past 6 months have seen major changes for our members in California. In August 2006 Mr. John Brenton III, who had been representing our members in Northern California, was called back to headquarters in Savannah to be able to more fully serve all of our members in his capacity as Secretary-Treasurer. This called for a major restructuring of representation.

Ms. Ruthie Jones, from our Las Vegas office took over 2 sites that Mr. Brenton had been handling, namely, Bridgeport California, and Hill AFB in Utah.

Ms. Trina Campbell is now helping our members in Hawaii.

Mr. Joe Serrano took over the Arizona sites of Davis Monthan AFB, Fort Huachuca, Luke AFB and Marine Corps Air, Yuma. I had represented our members at those locations for many years and will certainly miss all of you!

Also there was a new building added at one of our sites in California at Camp Pendleton, Area 52, that added an additional 75 members! I have been enjoying getting to know you all!

This restructuring has made a huge difference in my life as well. I moved from my office in Alta Loma and relocated to Fresno. This central location means that I can more easily visit members in both northern and southern California. We already had an office in Fresno so now I have administrative assistance again! Patti has been known to the members in Northern California for the past few years as the friendly voice of the Union. She has always been there for our members, helping them get their problems solved. She is a great asset to me and this has taken enormous pressure off of me so that I can more fully concentrate on dealing with our members issues. Our members also have benefited in that they are able to easily reach someone to talk to and often times more quickly resolve their problems.

Another new responsibility I have accepted is to more fully support our members by now serving as an Executive Board Member at Large on the Union's Executive Board. I have also been privileged to have been asked to serve our members as a Trustee on the Health & Welfare, Pension, and Annual Benefit Funds. Some of these duties are new to me, so I am learning new things, but I enjoy now being able to more easily bring issues to the forefront that have caused problems with a view to resolving them.

Yes, there have been many changes this past year, but I look forward to the activities and service that I will be able to accomplish for our members in California and throughout the entire Union representation in the months and years to come.

Sincerely,
Paul Harvey



From the WASHINGTON OFFICE

By Elwood Hampton, Legislative Consultant

As of January 1, 2007, I am no longer one of the Vice Presidents, however, I am now your Legislative Consultant. As such;

I monitor the daily operations of Congress and keep our website up to date on the issues that are of concern to our membership.

I monitor on a daily basis, the AFL-CIO website and forward to our local officers any items of interest for the membership.

I obtain copies of Bills that contain information instrumental to labor, such as Bill #H.R. 835 – Hawaiian Homeownership Opportunity Act of 2007.

Had the unfortunate occasion to attend the funeral services of Talmadge E. (Tal) Simpkins. He worked tirelessly for the ITPE membership and other union workers for 50 years. He was instrumental in getting an amendment to the Service Contract Act almost 40 years ago, which protects the wages and benefits gained through collective bargaining for service contract workers at Federal installations throughout the nation. He helped the ITPE whenever a service contract issue arose in Congress, successfully blocking all efforts to reduce the

protection for employees gained by that Act.

Attend Meetings of the AFL-CIO Legislative Committee at their Headquarters in Washington, DC. This committee is responsible for legislation action of the AFL-CIO. It has been useful in addressing our concerns, especially service contract issues.

Meet with the Department of Labor, Wage & Hour Division with regard to Family Medical Leave with the FMLA experts. Also, discuss Job Classifications on Government Service Contracts, Wage and Benefits Rates to become effective June 1, 2007. To be notified when it is official.

Attend Federal Labor Advisory Group meetings with regard to "Misclassification of Employees" and "Internal Revenue Policies" as they effect service contracting out.

I appeal to all officials and representatives to submit material for the ITPE Website. Group and Individual pictures of interest, community involvement, on the job awards, education, various scholarships, political

involvement, and whatever you may consider of interest to the membership.

We shall continue to monitor various news outlets, THE HILL, AFL-CIO NOW, Washington Post, Washington Times, The New York Times and Government news articles from various departments, (including Department of Labor, Department of Defense, Department of Energy) and articles by our congressional delegates. We will also continue forwarding all articles of interest to our affected local areas.

I am looking forward to receiving the request information at the earliest convenience. Please help keep our website of interest to our members and remind the members in your area to check the ITPE website periodically.

SEE YOU ON THE HILL
ELWOOD HAMPTON



LITTLE CREEK AMPHIBIOUS NAVAL BASE NORFOLK, VA



Fannie Perry, Julia Dillard, Mary Jackson serving patrons for lunch.



Jay Phillips & Rhonda Walton clean scullery.



Mrs. Faye Sanders and Robert McGrotty at her retirement ceremony.



Front Row L-R Clarice Jones, Aberharle Woldeabzhi, Gloria McDuffie Richard West, Yun Johnson
Second Row L-R Fannie Perry, Ryland Braxton, Malcolm Rowe, Thurman Phillips, Roderick Williams, Michael Williams, Ed Holste, Jr.



Front Row L-R Gertraud Jacobs, Sue Green, Aaron Morgan (Shop Steward), Rita Jones (Shift Leader)
Second Row L-R Shawn Gregory, Jay Phillips, Rhonda Walton, Aberharle Woldeabzhi



Greetings from SAVANNAH

By John Brenton, III, Secretary-Treasurer

The other day I was in Kroger's supermarket at the cold cuts counter. When I ordered, I asked the clerk "How's things going?"

This young man explained to me that things would be great in 3 hours. I asked him what he meant.

"I'm out of here!" he exclaimed "Finished for the day?" I asked

"No, I'm going to work for Publix" he replied "and they pay 2 dollars an hour more for the same job"

"But aren't you union here at Kroger's?" I asked

"Yes" he replied "we get benefits here, they don't get benefits at Publix"

"When you mention benefits, you're talking about health insurance and pension, right?" I asked

"Yeah, well my father says Publix is talking about a 401k" he stated

"Why would you give up these benefits for \$2 an hour?" I asked

"Because I'm young and don't need them" he replied.

This is not a unique conversation. I hear this argument constantly from the younger members. As a matter fact, I remember when I was younger and working as a member of the NMU and contract negotiations

would occur. The union would come and explain the wages increased by this much and so much was added for health & welfare and so much was added for pension.

I was one of those members who screamed "Put my money in wages, I don't need health insurance and I'm not even thinking of retirement".

Let me tell you something, I'm no longer young and healthy and my earning days are coming to an end. Now I wish they had taken more for health & welfare, so I would have a better plan. And oh yes, I wish they had contributed more to the pension, because the pension check I'm receiving seems to be shrinking.

Again this not a unique conversation. Companies know unions are the only voice the workers have and to do away with them gives the companies absolute control. For an organization to grow and maintain itself you must have a steady influx of youth. So give the younger workers the money and blind them as to the future and when the future comes (as it always does) they are left holding an empty bag.

Unions have fought long and hard to give the American

worker dignity in there retirement years. The companies are using the old divide and conquer technique to defeat todays labor movement. It seems to me that the American workforce would know the game by now and they would, but the companies keep changing players. However, one thing stays constant, the need for unions.

It is the obligation of the older worker to inform the younger brothers and sisters of the money traps the greedy corporations set. It is a story that must be told and it must be told by people with experience. Don't fall for the easy money cause there's no such thing. The companies are not in business to give anything away, it's up to the workers and their unions to bargain for what they want and need.

United we can change the World, divided the world will change us.

Remember, only you can keep your union strong.

Till that time,

Fraternally,

John Brenton, III



News From The AFL-CIO

Employee Free Choice Act

AFL-CIO launched nationwide campaign in support of Employee Free Choice Act. Bill would protect workers' right to form unions through majority card check recognition rather than weak National Labor Relations Board procedures. Congressional leaders, civil rights activists and workers joined AFL-CIO President John Sweeney Feb. 6 when the bill was introduced in Congress by George Miller (D-CA). Measure has more than 230 co-sponsors in House. "The best opportunity for working women and men to get ahead economically is by coming together with their co-workers to bargain with their employer for a better life through a union," said Sweeney at Capitol Hill news conference. According to research by Peter D. Hart Research Associates, 77 percent of Americans say it's important to have strong laws to protect workers' right to form unions while 69 percent were supportive of Employee Free Choice Act as "a means to help workers level playing field."

Hundreds of union members and activists lobbied their congressional representatives during President Day recess in support of Employee Free Choice Act, reported labor federation. Events were held in more than 100 cities at news conferences, worker roundtables, rallies and other gatherings across the country to press need for stronger laws to protect workers' rights to form unions. In West Virginia, for example, more than 175 union members, state legislators and members of the West Virginia Council of Churches, American Friends Service Committee and West Virginians for Affordable Health Care rallied at the state capitol. They voiced support for the resolution adopted by state House of Delegates calling on Congress to pass Free Choice Act. AFL-CIO estimated more than 130 members of Congress were contacted by bill supporters during week-long break.

AFL-CIO called Senate-passed minimum wage bill that contained billions in business tax cuts "disgraceful." Federation charged Senate was still holding "the minimum wage hostage to tax cuts for business." AFL-CIO said business tax cuts were "unwarranted" and noted that, in the last 10 years, Republican-led Congress provided corporations with \$276 billion in tax cuts and small businesses with another \$36 billion in dedicated tax breaks. "Minimum wage workers in this country have waited far too long for a raise and it's shameful that they must now wait even longer because of the Senate's insistence on business tax giveaways," AFL-CIO's Sweeney said. (He also noted that 8 Republican Senators voted for defeated measure that would have abolished federal minimum wage.) House previously adopted "clean" minimum wage bill without tax breaks for business. Measure now goes to House-Senate conference committee to resolve differences.

Labor said President Bush's health proposals "only pretends to address our nation's health care crisis" and could make matters worse for working families. "The President's proposal to make workers pay taxes on health benefits in order to pay for a new standard deduction will prompt employers to shift more costs onto workers or eliminate coverage altogether," Federation head Sweeney warned. According to AFL-CIO analysis, younger and healthier workers under President's plan would have more incentives to buy low-cost, bare-bones plans, leading to higher costs for older and less healthy workers who stay in more comprehensive coverage. Those who remain in more costly comprehensive plans would take "a double hit, since arbitrary threshold means they'll pay more in taxes." At same time, many uninsured workers have too little income to buy health coverage on their own which means they won't benefit from tax deduction because they owe little or no taxes."



National and Political Events

New report revealed that fewer than half of all working households participated in employer-sponsored retirement savings plan in 2004, and fewer than a third of all working households owned an individual retirement account. Congressional Research Service (CRS) issued report Jan. 29 which showed that participation in all employer-sponsored retirement plans has remained relatively stable at roughly half of the workforce population. "With the trend away from defined benefit plans to defined contribution plans, workers now bear much of the responsibility of preparing for retirement," report said. In 1980, 30.1 million workers participated in 148,096 defined benefit plans and nearly 18.9 million workers were in 340,805 defined contribution plans. By 2003, trend had reversed with roughly 21.3 million workers in 47,036 defined benefit plans and more than 51.8 million workers in 652,976 defined contribution plans, CRS said.

Report of the Funds Representative

Dear Participants:

It gives me great pleasure to report to you as your ITPE Funds Representative. The last twelve months have been extremely busy. You have been through several changes in your Health and Welfare Fund in order to give you increased benefits and services as well as solidify the security of your program. To meet the ever increasing cost of Health Care, you have been afforded a much larger PPO Network with 24 hours a day, 7 days a week eligibility certification. This alone has been worth all the hassles all of us have had to go through during our transition period. We still have some minor bugs to iron out but as we all become more adjusted to the implementation of the changes made, we become more appreciative of improved benefits, accountability, control and efficiency of our programs. The ITPE Funds remain to be envied by other organizations. We still receive requests from others to become participants in your much envied Union Programs.

Service to the ITPE Participants still remains the number one priority of the ITPE Health and Welfare Fund, Pension Fund and Annual Benefit Fund. I look forward to my next visitation at your location in the near future.

I proudly join the Boards of Directors of all three Funds and the ITPEU officials in extending congratulations to all scholarship winners within the ITPE programs!

Respectfully Submitted,

Roy J. Boyd

Roy J. Boyd
ITPE Funds Representative



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News From Around the Labor Movement

Alliance for Retired Americans called on President Bush to reverse his threat to veto bipartisan House-passed bill to require Secretary of Health and Human Services to negotiate lower drug prices on behalf of Medicare beneficiaries. Current Medicare prescription drug program bars federal government from using its enormous buying power to demand lower prices from drug makers. "Bush should do more than merely promise not to veto this bill – he should be a true leader and encourage the Senate to pass similar legislation," said ARA President George Kourpias. Kourpias reported that ARA activists across country have sent in "thousands of petitions" to members of Congress, demanding that their elected officials lower cost of Medicare prescription drugs. He said Americans now pay world's highest drug prices and 2006 elections brought "clear majorities" in House and Senate who believe Medicare should use its bulk purchasing power to lower drug costs.

Union officials express dismay over decisions by The Hershey Co. to move production to Mexico. The Company, whose name has been synonymous with U.S. candy making for more than a century, announced last month that it would scale back its U.S. workforce by 1,500 jobs and force some plants to close. Dennis Bomberger, business manager for Chocolate Workers Local 464, which represents 2,500 workers at Hershey plants in Hershey and Reading, Pa., said actual job cuts would have to be deeper to achieve net work-force reduction of 1,500. "They're going to gain some jobs in Mexico...so there's going to be a higher number lost" in United States and Canada, Bomberger said. "Whenever they move something out of the country, that's not good news for any company from the workers' standpoint. Hershey said its three-year blueprint would reduce number of production lines by more than one-third while saving the company as much as \$190 million a year.

United Food and Commercial Workers Union dismissed retail giant Wal-Mart's call for universal healthcare as PR-driven public "posturing." "Wal-Mart is the largest corporation that provides the least healthcare to employees," United Food and Commercial Workers Union President Joseph Hansen said in statement. "But suddenly the company has become a proponent of healthcare for everyone – apparently, though.



In the Public Sector

American Federation of Government Employees hailed action by Senate to extend collective bargaining rights to approximately 42,000 Transportation Security Administration airport screeners. Homeland Security and Governmental Affairs Committee attached labor provision as an amendment to legislation which implements recommendations of National Commission on Terrorist Attacks, which was formed in wake of Sept. 11, 2001, attacks. House Jan. 9 passed similar legislation (H.R. 1) that also would give TSA airport screeners collective bargaining rights. "With no protections, TSO's are subject to workplace discrimination, retaliation, adverse actions, unscheduled mandatory overtime and fear of speaking out on issues of security," said AFGE National President John Gage. AFGE has been representing screeners in disciplinary matters and lobbying Congress on their behalf since chartering nationwide TSO local in March 2003.

New Orleans fire fighters accused Mayor Ray Nagin of a "vendetta" against them in their on-going dispute over pay and benefits. "He's a man upset with the firefighters, and he's going to make sure he takes his revenge on us," said union leader Nick Felton January 30. Union backed Nagin's opponent, Lt. Gov. Mitch Landrieu, in last year's mayoral race. In November, state court judge ordered New Orleans to immediately pay as many as 450 firefighters for years of unpaid raises. Fire fighters also claim city owes them more than \$90 million in back pay and benefits to retirees. But when court-ordered raises began showing up in paychecks in late January, along with separate 10 percent across-the-board raise approved by the city last year, Felton said some firefighters got smaller increases than they should have.



NLRB Rulings and Significant Court Decisions

In decision that could set off wave of union organizing at native American casinos, U.S. Court of appeals for the District of Columbia Circuit ruled Feb. 9 that National Labor Relations Act applies to tribal casinos. Reaffirming 2004 National Labor Relations decision, appeals court said imposing federal labor law on casinos "does not impair" sovereignty of tribal lands. Case involved San Manuel Band of Serrano Mission Indians, which owns and operates a casino on its reservation in San Bernardino County, Calif. Writing for the appeals court, Judge Janice Rogers Brown found that "operation of a casino is not a traditional attribute of self-government" and that the vast majority of casino's employees and customers are not tribal members. She rejected San Manuel's argument that the tribe falls within NLRA's exclusion for states and political subdivisions.

PRESIDENT'S REPORT continued from page 2
in tax relief for small businesses that will be paired with a minimum wage increase. They then added the minimum wage increase to the supplemental spending bill (H.R. 1591) conference report, which both houses passed and Bush vetoed yesterday.

Supporters of the minimum wage increase are disappointed, but undaunted. They vow to continue to send the package of tax breaks and a minimum wage increase back to the president until it is signed.

In his State of the Union Address, President Bush claimed the economy "is on the move" and growing. Not for minimum wage workers, that's for sure. The real buying power of their paychecks is at the lowest point in more than 50 years. Today, a full-time minimum wage worker makes just \$206 a week, \$10,712 a year—far below the poverty line for even a small family.

Businesses have gotten \$300 billion in tax breaks since the last time minimum wage workers got a raise. It's time to demand a clean minimum wage increase.

Employees Free Choice Act

America's middle class is disappearing, good jobs are vanishing and health care coverage and retirement security are slipping out of reach. To get ahead economically, working people need the freedom to choose for themselves or join together in unions to bargain for better wages and benefits. But the current system for forming unions and bargaining is broken. Corporations routinely block worker's freedom to decide for themselves whether to form unions to bargain with intimidating harassing, coercing and even firing workers.

The Employee Free Choice Act would change that by restoring workers' freedom to form unions and bargain—without management interference. The legislation would strengthen penalties for companies that coerce or intimidate workers, establish mediation and binding arbitration when the employer and workers cannot agree on a first contract and enable workers to form unions when a majority signs union authorization cards.

Working people are struggling to make ends meet these days, and our middle class is disappearing. The best opportunity for working people to get ahead economically is to unite and bargain with our employers for better wages, benefits and working conditions.

"With workers having fewer rights on the job, the Employee Free Choice Act is critical for working people" states AFL-CIO Legislation Director William Samuel.

The U.S. House passed the Employee Free Choice Act on March 1. The bill, S. 1041, is now in the U.S. Senate. If enacted, the Employee Free Choice Act would enable workers to decide to join a union by majority sign-up, or card-check, when an employer agrees to recognize the union if a majority of workers sign union authorization cards. This would curtail the harassment, intimidation and stalling that tens of thousands of workers encounter every year from their employers when they try to form unions and bargain for a better life.

Samuel attacks head-on opponents' charges that the Employee Free Choice Act would deny workers the fairness of a secret election conducted by the National Labor Relations Board. He points out that the secret ballot elections are not fair because employers bombard workers with anti-union propaganda. They also threaten, intimidate and even fire workers for supporting a union. Samuel compares these workplace ballots to the votes in the old Soviet bloc:

The elections were secret, but nobody would say they were free or fair. If the election is preceded by three months of harassment and firings, there's nothing fair about it.

You can take action now to help workers make a free choice to join a union. Urge your senators to support the Employee Free Choice Act.

In closing my report I want to remind each Union member that you can assist our Union's growth. By notifying your representative about who employs your friends, family members and acquaintances that are not covered by a Union contract and as a result receive lower wages and/or no benefits.

Wishing you a prosperous and enjoyable summer.

In Solidarity,

John F. Conley

John F. Conley
President



SUMMARY ANNUAL REPORT FOR ITPE PENSION FUND

This is a summary of the annual report for the ITPE PENSION FUND, EIN 11-2506736, Plan No. 001, for period October 1, 2005 through September 30, 2006. The annual report has been filed with the Employee Benefits Security Administration, U.S. Department of Labor, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Basic Financial Statement

Benefits under the plan are provided through a trust fund. Plan expenses were \$9,302,948. These expenses included \$1,395,475 in administrative expenses and \$7,907,473 in benefits paid to participants and beneficiaries. A total of 23,385 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 plan assets, after subtracting liabilities of the plan, was \$83,989,920 as of September 30, 2006, compared to \$76,364,791 as of October 1, 2005. During the plan year the plan experienced an increase in its net assets of \$7,625,129. This increase includes unrealized appreciation and 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 \$16,928,077 including employer contributions of \$12,782,727, realized losses of \$691,103 from the sale of assets, and earnings from investments of \$4,818,370.

Minimum Funding Standards

Enough money was contributed to the plan to keep it funded in accordance with the minimum funding standards of ERISA.

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. financial information and information on payments to service providers;
3. assets held for investment;
4. loans or other obligations in default or classified as uncollectible;
5. transactions in excess of 5% of the plan assets; and
6. information regarding any common or collective trusts, pooled separate accounts, master trusts or 103-12 investment entities in which the plan participates.

To obtain a copy of the full annual report, or any part thereof, write or call the office of Mr. Enzo Lavecchia who is Third Party Administrator, BOARD OF TRUSTEES ITPE PENSION FUND, BOARD OF TRUSTEES ITPE PENSION FUND, C/O ERISA SYSTEMS 6851 JERICHO TURNPIKE SUITE 255, SYOSSET, NY 11791, (516) 921-3202. The charge to cover copying costs will be \$68.50 for the full annual report, or 25 cents 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 main office of the plan (BOARD OF TRUSTEES ITPE PENSION FUND, C/O ERISA SYSTEMS 6851 JERICHO TURNPIKE SUITE 255, SYOSSET, NY 11791) 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, Room N1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210.



From DENNIS R. ARRINGTON

ITPE Vice President

Dear Brothers & Sisters

Since January 1, 2007 I have assumed the duties of Vice President of the ITPEU.

I can't begin to explain how it feels to be given the privilege of serving this great membership. I promise I will perform my duties to the best of my abilities.

Some say my greatest strength is organizing. I guess that's true. I have been organizing for the ITPE since April of 1983. It is my passion, organizing the unorganized.

Now I get to share this strength and passion. I am in contact with the representatives of ITPE as they try to organize the unorganized. We are attempting to make the American Dream reachable for all, giving workers dignity and a level playing field at their workplace.

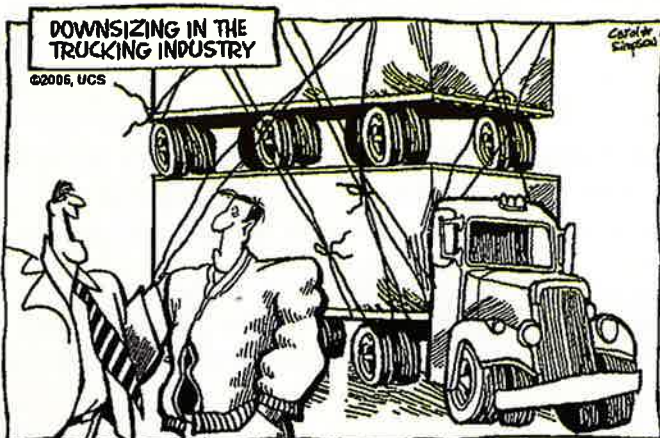
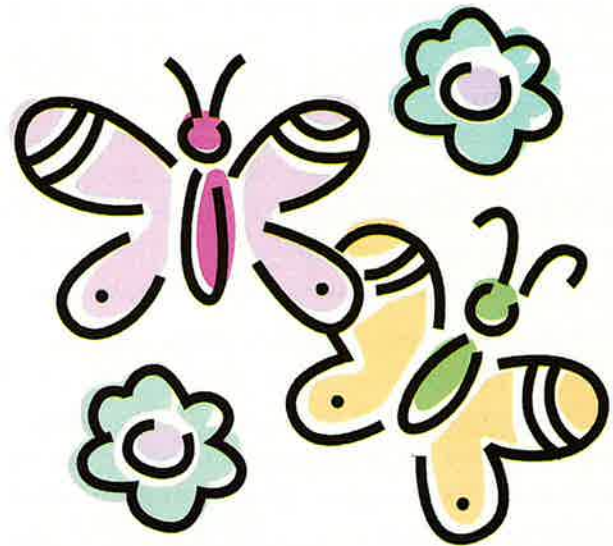
I have also been working with Chief Shop Steward Sandy Squirewell from Fort Jackson on a project called "Working Families of America".

"Working Families of America" is a community outreach program helping working families realize the American Dream of home ownership and livable wage employment. This too is very satisfying work. It is totally fulfilling to see people actually realize their dream is within their grasp.

I take this responsibility seriously and take great pride in the fact that this is not a one man job and I get assistance from some of the greatest Union Representatives in the country and blessed with the best membership one could ask for.

Together we can Build

Fraternally,
Dennis R. Arrington



"Now remember, Hanson, take those corners very slowly."

The New True Size of Government

August 2006

Paul C. Light

Founding Director, Organizational Performance Initiative

Paulette Goddard Professor of Public Service

Robert F. Wagner Graduate School

New York University

SUMMARY

As the Bush Administration makes the turn to its final two years, it has overseen the most significant increase in recent history in the largely hidden workforce of contractors and grantees who work for the federal government. Fueled by nearly \$400 billion in contracts in 2005 and another \$100 billion in grants, the true size of the federal government now stands at 14.6 million employees, which includes the civil servants, postal workers, military personnel, contractors, and grantees. The total is up from 12.1 million in 2002, and just 11 million in 1999.

More than half of the 2005 total is composed of contract employees, which accounted for an estimated 7.6 million jobs. This number is up nearly 2.5 million since 2002, the last year that the true size of the federal workforce was measured, and the most recent year for which complete data are available. And it is up 3.2 million since 1999. As such, the growth in contract employees between 2002 and 2005 marks both the single largest absolute and percentage increase since 1990 at the end of the cold war, which produced sharp declines in the number of civilian, military, and contractor employees during the 1990s. All of the increase in contract employees is due to increased spending at the Department of Defense. The trend is tracked in the table attached to this fact-sheet.

MEASURING THE TRUE SIZE OF THE GOVERNMENT

It is difficult to know precisely how many contractors, grantees, and state and local government employees actually work for the federal government, however, contractors and grantees do not keep count of their employees, in part because doing so would allow the federal government and scholars like me to estimate actual labor costs, and state and local governments make no effort whatsoever to quantify the number of hours their employees spend administering federal mandates.

The best one can do is estimate the number of contractors and grantees by using the input/output model of the U.S. economy that is constantly updated by the U.S. Bureau of Economic Analysis. Based on actual transactions involving the purchase of specific goods and services, such an estimate assigns a specific Standard Industrial Code that describes both what is being purchased and how much labor is actually involved in the production of a good or service. Building a battle tank would involve much more material than labor, for example, while providing building security or management consulting would involve much more labor than material.

The information needed to actually produce the estimated true size of government is contained in two federal databases: (1) the Federal Procurement Data System, which tracks contract transactions, and (2) the Federal Assistance Award Data System, which tracks grants. According to Eagle Eye Publishers, which is the Virginia-based research firm that developed the estimating methodology on my behalf, these databases contain enough information to create reasonable estimates of the total number of full-time-equivalent employees who work in the federal government's hidden workforce.

Because these estimates capture both direct and indirect contract- and grant-generated employment, however, they tend to over-estimate the contract- and grant-generated workforce, but they are the best available tool for measuring what I call the 'true size of government.'

continued next page

Absent a hard headcount, which private contractors and grantees are loathe to provide, these estimates provide an anchor more for measuring the change in the true size of government than an absolutely precise count of actual employees. Unfortunately, such estimates are only available back to the mid-1980s when the Federal Procurement Data System was first established.

IS THE GOVERNMENT TOO BIG?

The new numbers on the true size of government raise the obvious question of whether the federal government has somehow grown too big. My answer is the better question is whether the civil service has remained too small. Although many of the contracts and grants involve perfectly legitimate transactions, some also involve the continued effort to keep the civil service small. Just as one cannot know how big the civil service would be without so many contracts and grants, one cannot know how small the hidden workforce would be if the federal employment was allowed to rise to meet the growing federal mission.

Measure	1990	1993	1999	2002	2005	Change 2002-2005	Change 2002-2005
1. Civil servants	2,238,000	2,175,000	1,820,000	1,818,000	1,872,000	-2,000	54,000
2. Contract jobs	5,058,000	4,884,000	4,441,000	5,168,000	7,634,000	727,000	2,466,000
3. Grant jobs	2,416,000	2,400,000	2,527,000	2,860,000	2,892,000*	333,000	32,000
4. Military personnel	2,106,000	1,744,000	1,386,000	1,456,000	1,436,000	70,000	-20,000
5. Postal service jobs	817,000	820,000	872,000	810,000	767,000	-62,000	-43,000
The True Size of Government	12,635,000	12,005,000	11,046,000	12,112,000	14,601,000	1,066,000	2,489,000



The ITPE Mourns the Passing of Two Great Friends of ITPE

Shannon J. Wall, former President of the National Maritime Union from 1973 – 1990 died at his home in Sequim, WA from natural causes on February 2, 2007 at the age of 87. In October of 1986, Mr. Wall was named as one of five members of the US Commission on the Merchant Marine and Defenses. His efforts as President were instrumental in requiring US based Cruise Lines to start paying US Taxes. He once said one of the biggest challenges facing labor today was “going from an industrial nation to a service-oriented nation and organizing the growing number of those service employees”. He added “not only do we need a strong Merchant Marine, but we also need strong steel, automotive, rubber and textile industries as well. Something must be done about the continuing outflow of the jobs overseas. For, if it continues, it spells a lot of trouble for this Country. After all, we are still thought of as the arsenal of Democracy. But how long can we retain that role with our basic industrial base in retreat.” Shannon J. Wall will be missed.

The ITPE also mourns the passing of **Talmage Eugene Simpkins** who died Sunday, March 11, 2007 at the Fairfax, Va Hospital after sustaining injuries from a traffic accident. Tal was 79. He devoted 50 years to American Labor, giving generously of his expertise, his time and a true dedication to labor causes. He served as both Director of the United Seamen's Service and Executive director of the AFL-CIO Maritime Committee, Tal was a very good friend of ITPE. Having been a strong force behind the passage of Section (4)c of the Service Contract Act. Without that amendment Service Contract Employees would only be receiving the wage and benefits required in a prevailing wage determination. Tal testified on Capital Hill many times on behalf of ITPE members. Tal was well respected in our nation's capitol and will be missed by all who knew him.

Yolanda Denise King (November 17, 1955 – May 15, 2007)



Born in Montgomery, Alabama, Ms. King was a human rights worker and actress. She was a member of the Board of Directors of the Martin Luther King Jr. Center for Nonviolent Social Change, Incorporated (the official national memorial to her father) and was the founding Director of the King Center's Cultural Affairs Program. She served on the Partnership council of Habitat for Humanity, was the first national Ambassador for the American Stroke Association's "Power to End Stroke" Campaign, a member of the Southern Christian Leadership Conference, a sponsor of the Women's International League for Peace and Freedom, Human Rights Campaign, and held a lifetime membership in the NAACP. Ms. King received a B.A. degree with honors from Smith College in Northampton, Massachusetts, a Masters degree in Theatre from New York University and an Honorary Doctorate of Humane Letters from Marywood University. In 1978 she starred as Rosa Parks in the TV miniseries *King* (which was based on her father's life and released on DVD in 2005).

Speaking last January in Atlanta at Ebenezer Baptist Church, where her father preached for many years, made this statement. "We must keep reaching across the table and, in the tradition of Martin Luther King Jr. and Coretta Scott King, feed each other," said Yolanda, urging those who honor the Kings' work to question their own beliefs on prejudice and be a personal force for peace and love.

The oldest child and first daughter of Coretta Scott King and civil rights leader Dr. Martin Luther King, Jr. died on May 15, 2007 at the age of 51.

Sample Explanation of Benefits (EOB)

Member Information:

This information includes the covered employee's name and ID number, patient's name and member ID number, employer or group name, and the employer's group number.

Provider of Service: Hospital, physician, or other qualified health care professional who provided the patient's care.

Service Dates: Date(s) the patient received care.

Type of Service: This section indicates the type of care received, such as medical, surgical or laboratory.

Amount Charged: The amount your provider charged for the service or care you received.

Amount Allowed: The maximum dollar amount BCBSGa covers for the service you received.

Provider Responsibility: Participating providers have agreed to not bill the patient for any charges in excess of the allowed amount. This space indicates the portion of the charge that is above the allowed amount, which is not the patients — nor BCBSGa's — responsibility to pay.

Not Covered: Amount of the charge not covered by your insurance plan. You are responsible for this amount.

Blue Cross Blue Shield of Georgia (BCBSGa) Address: Please use this address for any correspondence you send to BCBSGa.



EXPLANATION OF BENEFITS

THIS IS NOT A BILL

Page:

Claim Number

**IF YOU HAVE QUESTIONS, CALL
7AM - 9PM, Weekdays**

Employee Name:

Employee ID Numbers:

Patient Name:

Member ID Number (Patient):

Group Name:

Group Number _____

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[illegible]

REMARKS

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BENEFITS PAID THIS PAGE

- **Deductible:** The dollar amount of covered health care services you must pay before reimbursement is made. You are responsible for this amount.

- **Coinurance:** A certain percentage you share in the cost of your health care after the deductible is paid. You are responsible for this amount.

- **Copay:** A flat amount you are responsible to pay each time a covered service, such as an office visit, is provided.

Other Insurance Payment: The amount of benefit dollars paid toward this claim by another insurance company due to coordination of benefits.

Amount We Paid: The amount BCBSGa paid for the service listed on your explanation of benefits.

See Remarks: A number is placed here if an explanation is needed to clarify actions taken on your claim. The corresponding comments are found in the Remarks section at the bottom of this chart.

Benefits Paid This Page:
The amount paid for all the claims listed.

Remarks: Numbered remarks referring to claim items. General remarks without a number also may appear here.



"My boy."

Take A Look CONTACTS

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

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.

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