



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,

The year 2007 is soon to be history. As each year passes we should ask ourselves was it a good year for me, my family, my country or my union. Each of you has to form your own opinion.

As President of ITPE and having over forty years as a union leader, I believe I can speak for our union. "NO" 2007 was not one of our union's better years. Membership numbers have declined. Even though we had a gain in Las Vegas of the taxi drivers, overall the Union membership declined.

Another factor in building the Labor Movement is the Anti-Labor Bush Administration Agenda. That agenda has over the past seven years made it more difficult for all Labor Organizations to effectively provide America's Labor Force the values of a Union Collective Bargaining Agreement.

Some examples are the recent 3-2 National Labor Relations Board party line vote of the Voluntary Recognition Decision.

Another is the recent unprecedented sixty-one (61) rulings in a one month period by the Republican majority of the (NLRB), all reportedly in favor of the employees Employer.

Then the threatened "Veto" by Bush

of the Freedom of Choice Act, a bill that would allow American workers to decide for themselves rather or not they wanted to be represented at their work site without being fired, intimidated or harassed by their employer.

We should have a Secretary of Labor who represents the Labor Force rather than Corporate America. I could go on and on but the truth is because of the Anti-Labor Bush Agenda, all American workers, Union and non-Union, are suffering. Having said all that the fact is Union workers are still far better off than their non-Union counterparts. It still Pays to Belong.

My country, your country, I again say "No" I don't consider 2007 a good year for our country. Since March 20, 2003, almost five (5) years later we are still engaged in the Iraq War. We have lost over 4,000 of our young men and women, with 28,000 more who have sustained injuries. Thousands of Iraqi citizens killed. Billions of our taxpayer dollars spent.

As of October, the National Debt is 9.1 Trillion dollars. When Bill Clinton left office we had a surplus. The government paid 406 billion dollars of your money in fiscal year 2006 on interest payments alone to the holders of the national debt. That amount will be even greater in 2007 as our government has borrowed more. Over 2 Trillion of that debt is owed to foreign interest. In the spring 2003 ITPE newsletter, I made reference to those

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HAPPY HOLIDAYS

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foreign interests. Remember the government does not have any money. It takes your money from you through taxes, we pay and then they spend it. Each and every American's portion of the National Debt is approximately \$30,000 dollars.

An example of a budget deficit "vs" national debt

Suppose you want to spend more money this month than your income. This situation is called a "budget deficit". So you borrow. The amount you borrowed (and now owe) is called your debt. You have to pay interest on your debt.

If next month you don't have enough money to cover your spending (another deficit), you must borrow some more, and you'll still have to pay the interest on the loan.

If you have a deficit every month, you keep borrowing and your debt grows. Soon the interest payment on your loan is bigger than any other item in your budget.

Eventually, all you can do is pay the interest payment, and you don't have any money left over for anything else. This situation is known as bankruptcy.

Ever since George Bush took office, government spending has been out of control. The U.S. Dollar has always been the International Trade Standard. It is now being replaced by the Euro. Could our large Nation Debt be the reason?

Corporate greed is destroying Americas Middle Class by its outsourcing of good paying jobs. They have put profits over America's workers in this country.

If you question that, go into any Wal-Mart who when founded by Sam Walton in 1962 he took pride in retailing products that were made in the USA. Today 90% are probably imported from China.

Another American disgrace is that over 48 million of Americans are without Health Insurance. The Bush "Veto" of the S chip legislation that would expand Health Care to six (6) million more children. Yet your congressional legislators and Bush have the best health care money can buy. Guess who pays for it, we the American Worker with our tax dollars. No 2007 has not been a good year for our country.

There is however a brighter future on the horizon, as Martin Luther King stated, We Shall Overcome.

Yes, we soon will have an opportunity to make changes in our lives and our country. That opportunity comes to you and me on Election Day, November 4, 2007. The day we exercise our right to vote, we must vote for the candidates who have committed to support Americas Workers and not the Corporate Fat Cats who are selling out you and our country by outsourcing good paying jobs.

Remember we the Laborers made this country. The truck drivers, the road and bridge builders, the steelworkers, the miners, the carpenters, the painters, the pilots, the food preparers and servers, the

nurses, the police and firefighters, the armed services, the fisherman, the farmers, the store clerks, the street cleaners, the janitors, the clerical assistants, the list is endless. Yes we are the workers, union and non-union alike, we all pay taxes, which fuels the government. We must take our country back. We must maintain a middle class in America.

If you are 18 or older it is your right to vote. Every American citizen should and must "vote". If you are not now a registered voter refer to page 8 which lists the last date you can register. Choose the candidate for office that is committed to support your causes. Go to their websites.

Everything is not all bad. As the ITPE President I am pleased to announce OPEIU, our affiliated International Union will soon be providing another great member only benefit. In addition to the AFL-CIO Union Plus discounts as an ITPE Member, you will soon receive a "Perkscard". This is a member only discount card that many retail outlets provide discounts to Union members. You must register your "Perkscard" at www.perkscard.com see more information on page 7.

In order to build our Union and provide greater services to our members we have recently employed three additional representatives and one administrative assistant. We welcome the employment of Gale Kelly as Administrative Assistant and John Brenton IV as Representative to the Savannah Office, Tara Moore as a representative in our Washington, DC branch and Wilma Zimmerman as the Representative administering bargaining units assigned to the latest ITPE Branch office opened at 1301 Clear Spring Trace, Suite 105; Louisville, KY 40223.

In closing I sincerely wish each and everyone of you Happy Holidays and definitely a much more prosperous New Year.

In Solidarity,

John F. Conley

Happy Holidays



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 2006 and determine the percentage of those expenses which are chargeable to non members (and, thus, included in the fee) and which are nonchargeable (and therefore excluded). The accountants determined that the chargeable costs were 88.9662% of the ITPE's expenditures for that year (i.e., the nonchargeable costs were 11.0338%).

Applying this percentage to the \$25.00 per month dues paid by full ITPE members, the non member fee is \$22.24 per month for the period from January 1, 2008, through December 31, 2008. 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 2008 must file that objection no later than January 31, 2008. (An employee who first becomes covered by a union shop clause after December 31, 2007, and any member who resigns from full ITPE membership will have thirty days from notification of the option to pay a non member fee in which to file an objection.)

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

Fraternally,

John Brenton III
Secretary Treasurer

FIRST AFRICAN-AMERICAN ELECTED EXECUTIVE OFFICER OF AFL-CIO

On September 21, the AFL-CIO Executive Council unanimously voted in Arlene Holt-Baker as Executive Vice President, making her the first African-American ever to serve in one of the top three executive offices of the 10 million-member federation. Holt-Baker fills the unexpired term of retiring Executive Vice President Linda Chavez Thompson.

Holt-Baker will work on a range of issues and concerns. She will devote special attention to health care reform as well as workers' freedom to form unions, and to strengthening grassroots union movements.

One of seven children of a domestic worker and a laborer in Fort Worth, Texas, Holt-Baker got her first job in high schools through President Johnson's poverty initiative. Working after school for the \$1.40 minimum wage, she earned higher hourly pay than her mother did working full time. She later became a union and grassroots organizer with the American Federation of State, County and Municipal Employees (AFSCME) where she worked for more than 30 years.

She helped public-sector workers in California form unions and was a part of the team that helped workers win contracts providing better wages and pay equity for women. As International Union Area Director in California from the late 1980s to 1995, Holt-Baker worked to mobilize Union voters in numerous national, statewide, county and municipal elections.

In 1995, she joined to the AFL-CIO where her work included the successful campaign to defeat the anti-worker Prop. 226 in California. She also was instrumental in organizing a massive show of support for the more than 20,000 migrant workers who pick and process strawberries in California, as they struggled to join the Farm Workers union.

As the first director of the AFL-CIO's Voice@Work Campaign in 1999, Holt-Baker launched a dynamic movement to engage elected officials, clergy members, community leaders and others in support of workers' freedom to form unions. In 2004 she led Voices for Working Families, which registered and mobilized thousands of women and people of color to vote in under-registered communities. She returned to the AFL-CIO in 2006 to lead the federation's Gulf Coast Recovery effort.

As Executive Vice President she will work with President Sweeney and Secretary-Treasurer Trumka to advance the priorities of working people.

NOTE

ADDRESS CHANGE

PENSION & ABF FUND OFFICE

M.S. ADMINISTRATORS, INC.

ERISA SYSTEMS

216 North Avenue East, 2nd Floor

Cranford, NJ

Phone: (908) 276-0800

Fax: (908) 276-0810



HOLIDAY GREETINGS FROM T. RUTHIE JONES

LAS VEGAS AND THE WEST



There are exciting things happening in Las Vegas. The OPEIU held its triennial convention here in July and on the Opening Day the Las Vegas taxi drivers were the stars of the convention. The Alliance is going full-board, signing up members and assisting the local in its efforts before the Taxicab Authority Board.

In August, the Alliance the two unions representing taxi drivers organize a protest in front of the Grant Sawyer Government Building where the T.A. Meeting was being held. More than 200 drivers showed up, as well as many of our brothers and sisters from other local unions, to protest proposed increases in the number of taxicabs on the streets. The more taxis on the street, the less money our members will make, directly impacting their standard of living. The news media turned out to provide coverage and our picketing was featured on the nightly news at two of the local stations.

As a result, the requested allocation of cabs was reduced in half. Still too much, we feel, but far better than anyone expected. Thank you, Alliance!

In August, we again faced the T.A. Board on the issue of a fuel surcharge that not all our members were sharing in.

The third time the ITPE was before the Board on this matter! Gene Brady, USW Vice President and I successfully argued before the Board as to why this fuel surcharge should be changed to a permanent rate increase. The change was requested repeatedly from May all

the way through August. This change gives all drivers the right to share in this rate increase. We conveyed to the Board, all drivers are hurting financially not just some. This should have originally been a permanent rate increase, not a fuel surcharge. The tipping point to grant a fuel surcharge was supposed to be \$3.25, yet the surcharge was granted when gas prices were still at \$3.17, below the tipping point. ITPE request was granted.

Eldon Alvord, ITPE Shop Steward and Star Driver and Gene Brady USW Vice President, Was very instrumental in getting the rate increase on the drop and waiting time; the drop \$3.20 to \$3.30, waiting time \$22.00 to \$28.00. They put on a fantastic

presentation, which was very convincing.

We are now in contract negotiations for our largest bargaining unit, Yellow-Checker-Star Transportation. It will be a hard fight as we expect the company to make some outrageous demands on the drivers.

We are also in contract negotiation with Daybreakers/Cantu Joint Venture. All other contracts have been negotiated finalized.

To my Shop Stewards, Thank you, for all your support, dedication, loyalty and hard work. You are greatly appreciated.

To all my Brothers and Sisters and love ones; with God's help every day is a day to begin again to trust and feel loved and to know that in all of the confusion, there is a gift to be found....

*With thoughts of warm
remembrance and every hope
For the best and safest of holidays.
Solidarity, peace and love to all*



Las Vegas News Continued



Members Chong Kelly and Angela Flowers - Air Force Academy Dining Facility, Colorado Spring, CO.



A local news cameraman catches the action at our picket of the Taxicab Authority.



The Schriever Gang!

Back row: Kay Bough, Vivian Frick, Stephanie Hennessey (Shop Steward), Kim Bugbee, Wenday Badge, Vernon Wittenbrook (Chief Steward);

Kneeling: Mary Mauser and Dorothy Gieck



Standing with us in solidarity, member of UFCW Local 711 join the taxi drivers in their fight for economic justice.



Alliance members show their strength at the July TA Meeting

ITPE Members to Receive a "PerksCard"

ITPE MEMBERS TO RECEIVE A "PERKSCARD"

As you know, ITPE has been affiliated with the Office and Professional Employees International Union, AFL-CIO since July 2001 as OPEIU, Local 4873.

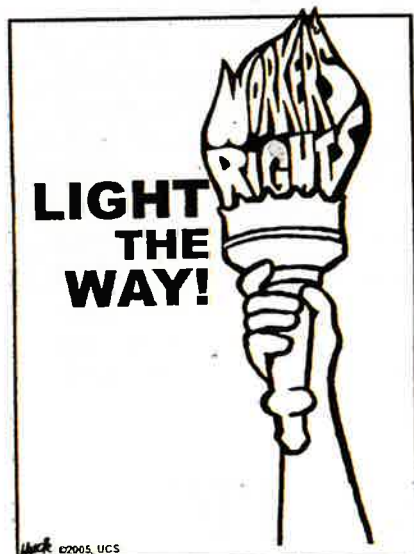
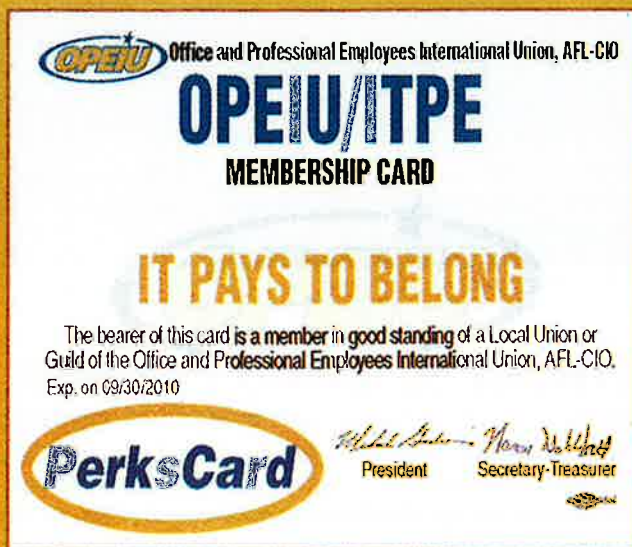
Delegates from Local 4873 attended the OPEIU Convention in June 2007 in Las Vegas, Nevada, where a new benefit was approved for all OPEIU members, including the 12,000 members of ITPE.

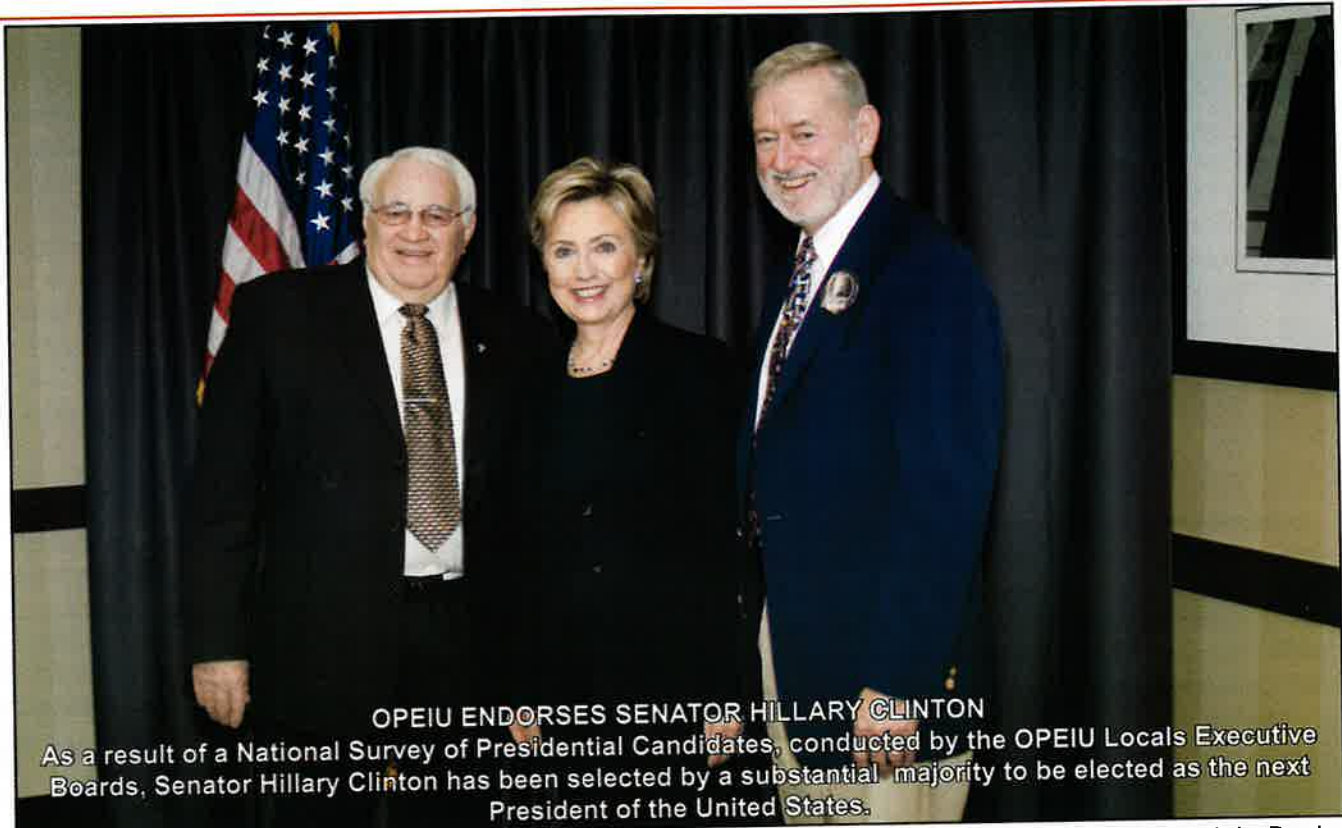
Before the end of the year, all ITPE members will be receiving a PerksCard in the mail from OPEIU. The PerksCard is one of the nation's premier lifestyle programs, offering savings from a growing network of 15,000 local and national vendors. Every ITPE member receiving a PerksCard will also be given an Activation Code to

log on and register to start searching for savings.

In addition to OPEIU and ITPE, there are more than 800 organizations including AT&T, Pepsi, Blue Cross/Blue Shield, IBM and Starbucks, that provide a PerksCard to their employees. The PerksCard works similarly to the Auto Club and AARP cards, providing discounts from a wide range of vendors. Members using the PerksCard who eat out with another person once a week would save an average of \$497 a year; a family that rents two movies every other weekend can save an average of \$57 a year; and a family of four that goes to the movies once a month would save \$96 a year!

The addition of the PerksCard adds to an array of benefits provided by OPEIU and ITPE to members.





L to R: John Conley, President ITPEU; Presidential Candidate, Sen. (D-NY) Hillary Rodham Clinton; Michael Goodwin, President OPEIU (AFL-CIO)

Tuesday November 4, 2008 A Date to Remember

For America's labor force the elections on November 4, 2008 will have significant consequences unless we elect to public office those candidates who are supportive of Americas Workers.

I cannot impress on you the importance of your "Vote".

It is the right of every American Citizen over the age of eighteen to register and vote.

The legislative bodies that we elect are responsible for the Laws which we live under. As a working American, the candidate of your choice must be one who represents you, your family and not the Corporate Fat Cats who care for nothing except profit for themselves and their companies.

They don't care if your wages are less than the poverty level, they don't care if you or your families have Health Care and they don't care if Americas older generation of workers receive retirement income in order to live out their lives in dignity. They just don't care about you.

It is time for change. You can help make that change by making your "Vote" count. If you are not now registered to vote here is the list of States and the last date for registering.

Alaska	October 5, 2008	Massachusetts	October 15, 2008	Pennsylvania	October 6, 2008
Alabama	October 25, 2008	Maryland	October 14, 2008	South Carolina	October 4, 2008
Arizona	October 6, 2008	Mississippi	October 5, 2008	Tennessee	October 6, 2008
California	October 20, 2008	Montana	October 6, 2008	Texas	October 6, 2008
Colorado	October 21, 2008	North Carolina	October 10, 2008	Utah	October 6, 2008
Delaware	October 11, 2008	New Jersey	October 14, 2008	Virginia	October 15, 2008
Florida	October 6, 2008	New Mexico	October 7, 2008	Vermont	October 29, 2008
Georgia	October 6, 2008	Nevada	October 14, 2008	Washington	October 4, 2008
Hawaii	October 6, 2008	New York	October 30, 2008	West Virginia	October 14, 2008
Illinois	October 7, 2008	Ohio	October 6, 2008	Wyoming	October 5, 2008
Kentucky	October 6, 2008	Oklahoma	October 11, 2008		
Louisiana	October 6, 2008	Oregon	October 14, 2008		

Exercise Your Right – "VOTE"

NEWS FROM NORTH CAROLINA & WEST VIRGINIA

Representative: Cindy L. Diehm

Written by: Cheryl Lowe, Assistant Representative



It's time to start a brand new year and we at the Ft. Bragg office hope it will be a prosperous one for us all. With troop movements, dining facilities closings, clinic closings and government cutbacks it has been a "slim" year for everyone. The wonderful thing we in this office loved seeing was the resilience of our members during the hardship of this past year with the closings and cutbacks. BRAVO, TO YOU ALL.

We hope with troops slated to start returning this year we will see more hours for our members and buildings opening back up. Our heartfelt thanks goes out to our returning men and women of the Armed Forces with our deepest gratitude for the job they have done. For those men and women who have fallen during this time of war, you will never be forgotten, not in our hearts or our history.

CONTRACT CHANGES.

We would like to welcome Diversified Ace Services-A Joint Venture (DAS-AJV) to our area. They were awarded the Janitorial contract at N.I.E.H.S., formerly held by A&A Janitorial and the Janitorial contract at E.P.A. formerly held by C&J Janitorial both at Research Triangle Park, N.C. Co-owned by Tracy Johnson and Steve Malone out of Dunn, N.C.

Welcome to Wackenhut Security Services. They were awarded the Gate Guard contract at Ft. Bragg, president of Wackenhut is James Long out of Palm Beach Gardens, Florida.

BENEFITS

We hope all our members are enjoying the raises and the good benefits packages Cindy was able to negotiate. We are already setting appointments for the contract year '08 negotiations, some are already in progress. As always Cindy will be in "negotiating mode" so you can expect some good results.

2008 ELECTIONS

This year we go to the polls to elect our nation's leaders. We want to encourage each and every member to listen to what each nominee has to say and vote your heart and conscience, but vote. We the people can only have a say so in how our country is run by voting for the people who share our values and concerns for our future. We the people, as our constitution says, means all the people, not just those who took the "initiative" to vote but everybody. So, get informed, get busy and VOTE.

NEW EMPLOYEE AT FT. BRAGG OFFICE

This office now has a new member of our staff. Amanda Brady has come aboard as our Administrative Assistant. She has been a great asset to us since she was hired. Amanda takes care of the Health & Welfare, Pension and enrollment cards as well as a host of other things. We hope she is enjoying working with us as much as we enjoy working with her.



ITPE Maintenance employees, employed by Call Henry at a Union Meeting at the Environmental Protection Agency (EPA) Research Triangle Park, NC. Meeting was attended by ITPE President John F. Conley - ITPE Representative Cindy Diehm and ITPE Funds Representative Roy Boyd, Shop Stewards. By the way, the member with his head down in front wasn't asleep, he just didn't want his picture taken.



ITPE Funds Representative Roy Boyd and ITPE President John F. Conley pose with Eable Technology Security Guards Debra Roberts and Rhonda Holloway at the EPA contract site.

Thank You

Letters of Appreciation

Thank You

October 17, 2007

Paul Harvey
ITPEU, AFL-CIO
2100 Tulare Street, Suite 525
Fresno, CA 93721

Dear Mr. Harvey,

I am writing to you to express my heartfelt gratitude for the scholarship that was given to me. The ITPE scholarship made a huge difference in my life. We definitely need some financial help for college. I was pleased when I was selected as one of the recipients. I am grateful that your organization saw and appreciated the value of a good education.

Sincerely,
Darryl James R Torculas



October 2007

My name is Joseph Ptomey, and I am the son Joe Ptomey who works at DEA Alliance. I am a student at the University of Oklahoma, and I am currently majoring in International Studies with an emphasis in European Studies.

I would like to thank ABF again for the support they have given me in order to reach my collegiate goals. This scholarship has provided with the time to focus on my studies and reach my potential.

His father is a security officer at the DEA Alliance airport in Ft. Worth, TX.

MONDALE TO ENDORSE CLINTON

By Alexander Bolton
October 11, 2007

Former Vice President Walter Mondale, the 1984 Democratic presidential nominee, is planning to endorse Sen. Hillary Rodham Clinton (D-N.Y.), The Hill has learned.

Mondale's endorsement could prove especially valuable in Iowa, which borders his home state of Minnesota. Mondale won Iowa overwhelmingly in the '84 primary.

The endorsement is fitting given Mondale's decision more than two decades ago to select Geraldine Ferraro as his running mate, the first time a woman was tapped to serve on a major party's presidential ticket. If Clinton wins the Democratic nomination, she would also make history.

The Clinton campaign did not respond to several requests for comment.

Mondale could not be reached for comment Thursday evening.

Commentators in recent days have drawn parallels between Clinton's 2008 and Mondale's 1984 campaigns. As Mondale before her, Clinton has worked hard to cultivate an aura of inevitability around her campaign.

Clinton has shown the same steely discipline that Mondale was known for on the trail; she sticks closely to her campaign script.

Twenty-four years ago, Mondale locked up union support. Clinton is trying to accomplish the same, although some powerful unions might not endorse a candidate during the primary season.

Last week, Clinton announced the endorsement of the American Federation of Teachers. The International Union of Bricklayers and Allied Craftworkers, the National Association of Letter Carriers, the International Association of Machinists and Aerospace Workers, and the United Transportation Union have also endorsed Clinton.

Clinton has garnered the endorsements of at least 66 members of Congress, according to a tally by The Hill, far more than any other presidential candidate. Sen. Barack Obama (D-Ill.) her chief rival, has 27 endorsements.

Not counting former President Bill Clinton, who is supporting his wife's bid, Mondale is the highest-ranking former government official to formally back a candidate in the Democratic primary. Former President Jimmy Carter, whom Mondale served as vice president from 1977 to 1981, said earlier this year that he would support Al Gore if he decided to run again for president.

As of Thursday evening, Gore had not entered the race, although supporters hope he might change his mind if awarded the Nobel Peace Prize this week.

Until now, former national security adviser Zbigniew Brzezinski had been the highest-ranking member of the Carter administration to weigh in on the race. He endorsed Obama in August.

Former Sen. John Edwards has been endorsed by the Steelworkers, the Mineworkers and the Carpenters. Sen. Chris Dodd has the backing of the Fire Fighters.



Greetings from SAVANNAH

By John Brenton, III, Secretary-Treasurer

Once again, we have arrived at that time of year where we reflect on the things that have transpired. It is also the time to give Thanks to the Almighty for all the things we see as good and bad, as we don't know how they will fit in the master plan that has been divinely put forth. However, we are thankful that we have survived and become stronger.

As most years, it has had its ups and downs. The ITPE lost a good friend, Talmadge Simpkins, as the Lord called him home. Tal, as his friends called him, was very instrumental in getting the Service Contract Act into law and especially 4C of the Act which deals with successor contractors paying the negotiated wages.

We also lost Gwen Rodrigues, but happily we lost her to retirement. Gwen will always be Miss ITPE Hawaii to me. Gwen was one of the original ITPE members in Hawaii and I will always be in her debt for the help and kindness she has always shown me over the years. I wish her all the best in her golden years, I miss her already!

We have made some additions to the ITPE staff. Ms. Tara Woods, a recent college graduate, has joined the team in Washington, D.C. Tara brings youth and enthusiasm to the job and will

be working with Sandra King and Charles Hampton.

We have asked Wilma (Coco) Zimmerman to join the ITPE staff. Wilma was the shop steward at the Cape May Coast Guard Base she was also a member of the Coast Guard. Wilma brings with her experience and a great sense of humor, which she'll need for this job. She will be covering Kentucky and Ohio.

Last but not least, John Brenton IV has joined the team. John brings youth, enthusiasm and he is bilingual, yes he's fluent in Spanish and will be very helpful to our Latino members. He will be servicing the Savannah area contracts relieving Vice President /Organizing Director Dennis R. Arrington allowing him to concentrate on organizing.

Organizing is what the ITPE must do to survive! It is not just one person's job, but a job we must all share. You know when you cut a pie for four (4) people each person gets a quarter of the pie. However, if you cut the pie for eight (8) people the slices get smaller. It's the same with the expense of running a union. The more members the smaller the portion that everyone must contribute.

I'm sure you know somebody who is working on your base or in your area who is working without the benefit of collective bargaining. I believe it becomes everyone's

responsibility and duty to try to help those employees to enjoy the rights and benefits that come with union membership. Not only will you be helping them but, you'll also be helping yourself.

Let's make 2008 a banter year! Let's all get out there and become organizers for the union.

Remember, the larger we become, the stronger we become!

Until that time,

Fraternally,

John Brenton, III



FORT JACKSON, SOUTH CAROLINA JOHNSON FOOD SERVICE, LLC.



Above Left: ITPEU Vice President, Dennis Arrington is all smiles after the signing of the new CBA with President Donald Johnson of Johnson Food Services, LLC at Fort Jackson, South Carolina. The contract provides wage and benefit for increases for 1,300 members.

Above Right (Left to Right): Sandy Squirewell, Chief Shop Steward, Angela Diggs, Ella Mae Odem, Hope Wider, Dennis R. Arrington, Vice President, ITPEU, J.D. Lee, Contract Manager, Johnson Food Services, LLC., Bernadette Gunter, Mr. Donald Johnson, President Johnson Food Services, LLC. Sherri Covington, Eddie Jones and Andora Mitchell, Shop Steward.



Above Left and Right: ITPEU Members at Fort Jackson, South Carolina listen intently as the ITPE Annual Benefit Fund Representative, Roy Boyd explains the benefits provided by the Annual Benefit Plan.



DENNIS R. ARRINGTON

ITPE Vice President/Organizing Director

Dear Fellow Brothers & Sisters,

ITPEU has been making progress since its 2006 Convention. As a result of the internal restructuring the need for additional representatives has resulted in the employment of Ms. Wilma (Coco) Zimmerman, Mr. John Brenton IV and Ms. Tara Moore. Ms. Zimmerman resides in Louisville, KY and has been assigned to the Kentucky and Ohio Area. Mr. Brenton resides in Savannah, GA and is currently providing services in the South-eastern area. Ms. Moore resides in Washington, DC and is providing services for the northeast area.

I have been working with Mr. Brenton and Ms. Zimmerman, familiarizing them with the membership and location of the installations which they will be serving.

ITPEU Representative Mr. Dennis Conley has recently organized a Food Service contract at Pensacola Naval Air Station in Pensacola, FL. This amounted to approximately 230 new members in his area. All of our representatives are currently doing internal organizing increasing the membership of this organization. As Vice President of ITPEU I am extremely proud of the work being done by all of our representatives.

A great milestone has been reached in the ITPE Annual Benefit Fund. I am pleased to announce that an agreement has been negotiated with Johnson Food Service, LLC at Ft. Jackson, SC Food Service Contract, one of the most prominent Food Service Contractors in the industry. This agreement includes the ITPE Health & Welfare Fund, ITPE Pension Fund and now the ITPE Annual Benefit Fund. This agreement will provide the best possible benefits for the Johnson Food Service, LLC employees and the ITPEU membership!

I would like to wish you all health and safety throughout the Holiday Season.

Season's Greetings

Faternally,

Dennis R. Arrington,
ITPE Vice President



Frances Gomez Fort Gordon Dining Facility #13 Senior Cook Recognized



- Ms. Gomez has worked on Fort Gordon for 27 years.
- Worked in numerous Dining Facilities over several years.
- Nominated numerous times as Employee of the Month.
- Nominated several times as Employee of the Quarter.
- Recently received the Department of The Army Achievement Medal for Civilian Service August 2007
- First Fort Gordon Food Service Contract Employee to receive this Award
- Responsible for feeding over 1000 diners per meals.
- Received numerous awards from Unit Commanders.

Ms. Gomez, Thanks for a job well done.



WASHINGTON OFFICE

By Elwood Hampton, Legislative Consultant

It is my belief that one should never forget their past. We the members of the ITPEU should be proud of our accomplishments and work harder to maintain the benefits that we now enjoy.

I suggest that you go to the ITPEU web page and click on to the Convention link, the information contained therein should rejuvenate your spirits, especially the section on Resolutions. The Resolutions were adopted by our actions establishing the unions' position on many issues.

The General Election on November 4, 2008 is approaching and though it may seem that there is plenty of time to engage in the process of voting, this is not the case. The candidates are campaigning now to get your vote.

A President will be elected. A Vice-President will be elected. Congressional delegates will also be elected and/or re-elected.

We must remember who we are. We are members of a Labor Union and must stand up for our position. We are also aware that other issues are being promoted therefore we must double check our efforts. It is particularly important that as voters, we devote time sorting through the issues as we decide which of the candidates will get our vote. We hold the key to several important political races, that is if we can overcome deep-seated apathy and get enough concerned voters to the polls. Many however, will not vote because they feel that their one vote will not make a difference.

If you think labor doesn't make a difference, just ask the opponents of Minimum Wage, Service Contract Act, Davis-Bacon or the Family and Medical Leave Act. Ask the proponents of Fast Track Trade Agreements without labor protections; or environmental standards.

These issues and many others such as affordable prescription drugs, Project Labor Agreements, and stronger labor laws for workers who want to join a union without fear and intimidation are part of Labor's struggle to improve the lives of America's workers. To remain successful and to achieve Labor's goals for the future, we must Vote for officials who support those goals. However, in any election we must prove to be the difference between victory and defeat for many of those seeking elected office. A fact which has been proven to Democrats and Republicans alike.

When thinking about whether or not to go to the polls remember the poem of "The Power of One" which reads as follows:

"I'm only one, but I am one. I can't do everything, but I can do something. What I can do, I ought to do. What I ought to do, with the help of GOD, I will do."

If you're not sure where to VOTE or if you are not sure that you're REGISTERED, then you need to contact your local BOARD OF ELECTIONS and do the following:

- FIND OUT IF YOU'RE REGISTERED.
- LOCATE YOUR POLLING PLACE.
- KNOW WHAT KIND OF ID IS REQUIRED.
- SAVE THE DATE.
- LEARN ABOUT THE CANDIDATES.



Fort Hood, Texas



Nolan Seeuuan



Juanita Jackson



Burnarbine Salter



Sun Hoedecker, Dennis Johnson



Junaita Lee, Robbye JONES, and Katay Mebeth



Travis Martin and Jimmy Hodge

Jennifer Kestler, Shop
Steward and Mitcha Koch



Krugman: 'Union Resurgence' a Vital Part of the 'New New Deal'

Posted by Payson Schwin On October 19, 2007 @ 9:00 am In Economy

This is a cross post from the [2] Firedoglake blog.
Paul Krugman – The Conscience of a Liberal

Last week, The Wall Street Journal reported the "[3] richest Americans' share of national income has its postwar record," and "the rich last had this high a share of total income in the 1920s." The report is the [4] latest evidence of the consistently widening income gap between America's super-rich and working poor.

With impeccable timing, economist Paul Krugman leaps into the debate with [5] *The Conscience of a Liberal*, a necessary book describing the causes of, and possible solutions to, today's growing income inequality.

And in the book, Krugman rightly argues that "revitalizing unions should be a key progressive goal" because a strengthened labor movement will lead to great economic fairness.

Krugman describes the political and economic reasons behind the "current disconnect between overall economic growth and the fortunes of typical Americans," or what he calls the "new Gilded Age." And he has advice for what the new progressive majority in Congress should do with their newfound power:

My answer is that it should, for the nation's sake, pursue an unabashedly liberal program of expanding the social safety net and reducing inequality – a new New Deal. The starting point for that program, the twenty-first century equivalent of Social Security, should be universal health care, something every other advanced country already has.

Krugman, a Princeton economics professor and winner of the John Bates Clark Medal, separates the three eras of income inequality in the United States – the "Long Gilded Age" (the period from the 1870s until the New Deal policies of the 1930s), the "Great Compression" (1940s and 1950s) and the "Great Divergence" (the 1970s to modern day).

Central to Krugman's analysis is the connection between the relative strength of the labor movement and levels of inequality.

The high inequality of the Long Gilded Age, he argues, "partly reflected the weak bargaining position of labor":

For most of the era, large employers were free to set wages and working conditions based on whatever the job market would bear, with little fear of organized opposition. [19]

But as more and more workers joined unions in 1930s and 1940s, the middle class grew. And, Krugman points out, "if there's a single reason blue-collar workers did so much better in the fifties than they had in the twenties, it was the rise of unions." Membership soared during this time:

At the end of the twenties, the American union movement was in retreat...But under the New Deal, unions surged in both membership and power. Union membership tripled from 1933 to 1938, then nearly doubled again by 1947. [49] Everything we know about unions says that their new power was a major factor in the creation of a middle-class society...The known effects of unions on wages are exactly what we see in the Great Compression: a rise in the wages of blue-collar workers compared with managers and professionals, and a narrowing of wage differentials among blue-collar workers themselves. [51]

Not only were blue-collar workers earning more, but unions "acted as a restraint on the incomes of both management and stockholders."

During the period following the Great Compression, the 1950s and 1960s, union continued to thrive because "labor laws were interpreted and enforced in a way that favored unions." "And there was often direct political pressure on large companies and top executives who were seen as stepping over the line," Krugman argues.

Today, that's no longer the case because the "decline of the unions has removed that moderating influence" on income inequality.

Krugman gets to the reasons why lower percentages of working men and women joined unions in the late 20th century:

Business interests, which seemed to have reached an accommodation with the labor movement in the 1960s, went on the offensive against unions beginning in the 1970s. And we're not talking about gentle persuasion, we're talking about hardball tactics, often including the illegal firing of workers who tried to organize or supported union activity. During the late seventies and early eighties at least one in every twenty workers who voted for a union was illegally fired; some estimates put the number as high as one in eight. [150]

But *The Conscience of a Liberal* isn't all doom and gloom for working families. The book also offers a blueprint for turning things around.

Krugman reminds us the "2006 election wasn't an aberration...the U.S. public is actually ready for something different – a new politics of equality." He calls on politicians within the new governing majority to "seize the opportunity" and foster a "union resurgence":

Specific legislation, such as the [6] Employee Free Choice Act, which would reduce the ability of employers to intimidate workers into rejecting a union, is only part of what's needed. It's also crucial to enforce labor laws already on the books. Much if not most of the anti-union activities that led to the sharp decline in American unionization was illegal even under existing law. But employers judged, correctly, that they could get away with it. [263]

News From Around the Labor Movement

AFL-CIO head John Sweeney Sept. 8th called for regulations implemented among employers globally to stop the U.S. from losing jobs because of unfair trade practices. "We know that globalizations are here to stay, but it doesn't have to be called survival," said Sweeney in a speech at the University of Arkansas Clinton School of Public Service. "It doesn't work right when corporations are free to pillage the world for cheaper and cheaper labor, slave labor, child labor." Sweeney singled out China, accusing the communist country of employing environmental practices that are globally unsustainable, routinely violating worker's rights, and manipulating its currency. "We need new global rules to prevent that," he said. "It affects us all when a major economy pulls down standards and we need to use the enormous bargaining power of U.S. trade to prevent that." Leveling the global playing field was one task Sweeney said must be done to "make America work for working people."



American Federation of Government Employees hailed action by Senate to extend collective bargaining rights to United Steelworkers on Aug. 15th reached a four-year agreement with International Paper Co. covering about 8,200 employees at 14 paper mills. This Contract marks first time in 25 years a union has negotiated a master contract for the plants. The Agreement includes wage and benefit increases and successorship language providing job security, USW spokeswoman Barbara White Stack said. The master agreement also establishes numerous joint labor-management committees to address ongoing issues. The pact provides two percent wage increases in two of four years, with \$1,000 lump-sum increases every other year and caps on employee health care premium contributions. USW International President Leo W. Gerard praised settlement as a "clear step forward by both the USW and the largest player in the paper industry."



Labor's "Working Families Vote 2008" campaign is the broadest effort yet to involve working people in the selection of the nation's next president, the AFL-CIO declared last month after hosting the national Presidential Forum in Chicago. In addition to the presidential debate seen on national television, the labor federation said it has held local town hall forums with each candidate and union members over the last four months, and 20,000 people voted on the questions which were asked at the national forum through AFL-CIO's interactive website. AFL-CIO Executive Council, which met in Chicago last month prior to the presidential forum, pledged that unions "will focus on preparations for the greatest involvement ever by working voters in the crucial 2008 elections." The AFL-CIO noted that in 2006, labor's political program mobilized more than 13.6 million voters in 32 states. In recent national elections, one in four voters has been union household members.



International Labor News

Council of Global Unions, a group of 10 international labor federations, announced that a worldwide organizing conference will be held December 10-11 at George Meany Center/National Labor College outside Washington, D.C. According to union leaders, the meeting is the first ever "global organizing summit" and it will be hosted by the AFL-CIO. Guy Ryder, General Secretary of the International Trade Union Confederation, said the conference will look at strategies for both organizing and union recognition "on a global basis." He acknowledged that there is currently some global organizing taking place, but said "we detect a need to work together better." ITUC represents more than 304 affiliated union federations in 153 countries and territories, with a total membership of 168 million workers. AFL-CIO Organizing Director Stewart Acuff said the summit will attempt to reach a consensus on the "crisis" workers all over the world are experiencing because of declining union densities.

IN A FIRST, GAO ANALYSTS VOTE TO JOIN A UNION

By STEPHEN BARR

FRIDAY SEPTEMBER 21, 2007

Analysts at the Government Accountability Office have voted to join a union, a first at the 86-year-old agency.

The analysts voted 897 to 445 to be represented by the International Federation of Professional and Technical Engineers. About 74 percent of eligible employees voted in the election.

The push for unionization began about a year ago after several analysts complained about the fairness of a 2005-06 restructuring of compensation practices at the GAO. As the campaign evolved, other analysts said they thought a union would give them a stronger voice on workplace issues, including the way managers conduct job-performance evaluations.

GAO analysts are dedicated to their jobs, but many think pay and management problems "are impeding their ability to actually do their work," said Paul Shearon, who headed the organizing drive for the union.

"They think the processes are broken, and they would like the opportunity to sit down with management and make a better GAO," he said.

The election was held Wednesday, and the final round of votes was tallied at about 11 p.m.

David M. Walker, the head of GAO, said he was notified of the outcome yesterday morning and called the union's president, Gregory J. Junemann, to extend congratulations and suggest that the two meet and begin "a constructive working relationship."

Walker said he was surprised by the margin of the vote but pleased with the high turnout, saying that was important for the GAO. "As to why people voted the way they voted, I'm not in a position to speculate," he said.

The 2-to-1 show of support was not surprise to the union, Shearon said, adding that young GAO employees had expressed increasing interest in the organizing campaign in recent weeks.

As part of that drive, the union created a "band together" Web site for employees, its theme playing off a controversial 2005 decision by Walker to split a "pay band," or salary range, in two. Some analysts thought they were not treated fairly in the split. Others were

angered when they did not receive a cost-of-living raise, the common practice across most of the government, in 2006.

With the site, the union created an "online picket line," union spokesman Jamie Horwitz said. The site linked viewers to YouTube, where GAO analysts and union members explained why the GAO needed a union to represent analysts. Shearon called the videos "a non-traditional union-organizing campaign" and predicted that "you will see a lot more of this sort of thing."

The GAO is an agency of Congress that audits federal programs and ferrets out waste, fraud and mismanagement in the executive branch. It is widely regarded as a prestigious place to work in Washington and was ranked No. 2 in a "best places to work" index this year.

But Walker's changes to the pay system angered some analysts, who took their complaints to members of Congress. During the dispute, Walker authorized a settlement with 12 employees who had filed grievances over the pay changes. After the union filed a petition in May seeking the election, he hired a law firm to help with legal issues related to the unionizing effort.

The union vote, to some degree, underscores the difficult nature of overhauling pay and personnel rules in the government, especially if employees perceive them as eroding annual raises and reducing credits for retirement.

GAO analysts are not the only white-collar professionals who have turned to a union when uneasy about work changes. Employees at the Federal Aviation Administration headquarters joined the American Federation of State, County and Municipal Employees in 1999 and 2000 after changes were made to pay rules there.

From 2000 to 2004, white-collar professionals at the Securities and Exchange Commission, Office of the Comptroller of the Currency and the National Credit Union Administration brought in the National Treasury Employees Union as their bargaining representative.

Shearon said GAO analysts met yesterday to discuss their next steps, which include electing a council, writing a constitution and making arrangements to negotiate their first contract.

NEWS FROM THE PACIFIC NORTHWEST AREA

I would like to tell all of our members Season's Greetings. One of our members and shop steward Dan Quimette at Fairchild AFB was in a serious motorcycle accident. Our prayers go out to him and his family. We are also mourning the passing of two of our members, Ok Cha Meeker and Chong Gudaitis. Our hearts go out to their families. On another note, we have come to the end of our negotiations for 2007 and we hope that you are pleased with the outcome.

As I have traveled through Washington, Oregon, Montana, Alaska and Hawaii, I have met with the Shop Stewards in each area. I would like to take the opportunity to name each one so that you as the member will know who your shop steward is.

Alaska:

Yolanda Young - Eielson AFB –
Cora Pasion - Kodiak USCG.
Susan Robinson - Bassett Army Hospital
Debbie Smith - Fort Wainwright
Carol Begley - Ketchikan USCG.

Montana:

Stacey Esterby - Malmstrom AFB Food Serv.
Jeff Goodrich - Malmstrom AFB Supplies
Brian Martinez - Malmstrom AFB Commun.
Jan Olson - Malmstrom AFB Commun.

Hawaii:

Jaunique Bell - Hickam AFB
Kevin Witsel - Kaneohe USMC
Ronilo Maganis - Kunia Tunnel HI
Mary Jean Layugan - Kunia Tunnel HI
Merlina Impelido - Pearl Harbor HI
Remedios Lamasao - Pearl Harbor HI
Lien Rusinko - Schofield Barracks HI
Keiko Tucker - Schofield Barracks HI
Marilou Rodriguez - Schofield Barracks HI

Guam:

Mervin Mejia - Camp Covington

Washington:

Anneliese Cooper - McChord AFB Commissary
Chuck Engels - McChord AFB Custodial
Michelle McGhee - McChord AFB Custodial
Scott Lessard - McChord AFB F.M.O
Young Bell - Fort Lewis Food Serv.
Deborah Scheslinger - Fort Lewis Food Serv.
Martina Blakeney - Fort Lewis Food Serv.
Harry Smith - Fort Lewis Food Serv.
Dan Quimette - Fairchild AFB Housing
Tom Curry - Fairchild AFB Housing
RayeAnn Danelson - Fairchild AFB Food Serv.
Julio Herrera - Fairchild AFB Food Serv.

Oregon:

Jordan Williams - Portland Mailrooms
Sharon Albers - Corvallis and Newport OR

I want to thank each and every one of you for the job you are doing and say keep up the good work. You are my eyes and ears on site and without your input my job would be a lot harder. I would like to take this opportunity to thank Ms. Gwen Rodriguez for her many years as chief shop steward at Schofield Barracks in Hawaii. Ms. Rodriguez has retired and she is going to be extremely missed.

Contract Changes:

We would like to welcome our new contractors to our area. Mr. Robert LePera President of AAA Services, Inc. has taken the bid for our Food Service contract at Fairchild AFB. Ms. Leatora Jefferson President of The Avery Group has taken over the contract at Kodiak USCG.

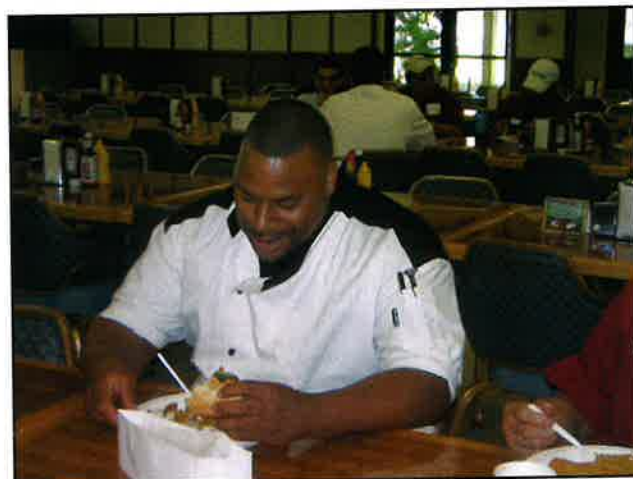
*Wishing you all the joy
of this Holiday Season!*



MARINE CORPS BASE HAWAII



Kevin (Shop Steward) and Ms. United States 2006
Kayla B. Doiwns



Demond Wooley taking a break



William Whitney, Lita Lucas and Ma-
rine Cook Cpl. Diaz



Ben, Perlita Santos, Air Kondo



Top Back is Leone Kaehu & Vivian Greene with Ms.
United States 2006 Kayla B. Doiwns



R to L: Louise Kahawai, Terisita Madamba, Maria
Whitney with Ms. USA 2006, Kayla B. Downs

News from the Pacific Northwest Area



Blue Angels Air Show in October at Marine Corps Base in Hawaii



L to R: Tom Hildebrand, Barb Love and Al Britton



L to R: Marlo Peterson, Cecil Nelson, Larry Lang, Sharon Albers, Monty Spencer, Dale Vickers and Arlene Remington



CERTAIN VICTORY AT FT. LEWIS, WA



Stanley Konecny and Harry Smith, Shop Steward



Sadaku Garrett



Mrs. Leonila Vidal working in pots and pans area



Ms. Emilita Baier, Shift Leader

BASSETT ARMY COMMUNITY HOSPITAL FORT WAINWRIGHT, AK



From Left to Right

Front Row: Ofelia Ramac, Lolita Arca, Incha Shin, Antonio Carreon, Terri Onushak, Carlito Batangan.

Back Row: Villamor Pinpin, Christopher Cox, Arnel Arca, Malinda Glisson, Bayani Caguiat, Galina Carlson, Jacqueline Caraballo, Dionela Rivera, and Dona Stanley

ILO REPORT:

American Workers Are World's Most Productive American workers constitute the world's most prolific labor force

They stay longer in the office, at the factory or on the farm than their counterparts in Europe and most other rich nations, and they produce more per person over the year. American workers also get more done per hour than everyone but the Norwegians, according to a report released Aug. 27 by the United Nations International Labor Organization (ILO). Concisely put, the United States "leads the world in labor productivity," said the report, which was scrutinized by the Associated Press.

The study, "Key Indicators of the Labor Market 2001 – 2002," was based on a research effort led by labor market economist Lawrence Jeff Johnson, who serves as chief of the ILO Employment Trends Team. Findings were based on 2006 figures for many countries, or on the most recent available.

The average U.S. worker produces \$63,885 of wealth per year more than their counterparts in all other countries, the ILO said in the report. Ireland comes in second at \$55,986, followed by Luxembourg at \$55,641, Belgium at \$55,235 and France at \$54,609.

Only part of the U.S. productivity growth, which has outpaced that of many other developed economies, can be explained by the longer hours Americans are putting in, the ILO said. The U.S., according to the report, also beats all 27 nations in the European Union (EU), Japan and Switzerland in the amount of wealth created per hour of work – a second key measure of productivity.

Norway, which is not an EU member, generates the most output per working hour, \$37.99, a figure inflated by the country's billions of dollars in oil exports and high prices for goods at home, according to the report. The U.S. is second at \$35.63 – about a half dollar ahead of third-place France.

The U.S. employee put in an average 1,804 hours of work in 2006, the report said. That compared with 1,407 hours for the Norwegian worker and 1,564 for the French.

It pales, however, in comparison with the annual hours worked per person in Asia, where seven economies – South Korea, Bangladesh, Sri Lanka, Hong Kong, China, Malaysia and Thailand surpassed 2,200 average hours per worker. But those countries had lower productivity rates.

Americans' increased productivity "has to do with the ICT (information and communication technologies) revolution, with the way the U.S. organizes companies, with the high level of competition in the country, with the extension of trade and investment abroad," said Jose Manuel Salazar, the ILO's head of employment.

The ILO report warned that the widening of the gap between leaders such as the U.S. and poorer nations has been even more dramatic. Laborers from regions such as Southeast Asia, Latin America and the Middle East have the potential to create more wealth but are being held back by a lack of investment in training, equipment and technology, the agency said. In sub-Saharan Africa, workers are only about one-twelfth as productive as those in developed countries, the report said.

"The huge gap in productivity and wealth is cause for great concern," ILO Director-General Juan Somavia said, adding that it was important to raise productivity levels of the lowest-paid workers in the world's poorest countries.

China and other East Asian countries are catching up quickest with Western countries. Productivity in the region has doubled in the past decade and is accelerating faster than anywhere else, the report said.

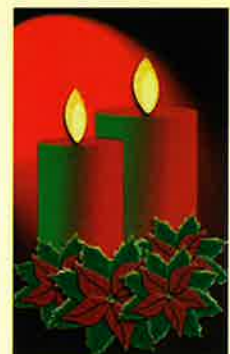
But they still have a long way to go: Workers in East Asia are still only about one-fifth as productive as laborers in industrialized countries.



**REMEMBER.
HONOR.**



Martin Luther King, Jr. Day
January 16, 2006



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.

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