



ITPE NEWS

AFFILIATED AS LOCAL 4873 WITH OPEIU-AFL-CIO

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

Vol. 20, No. 13

www.itpe.org

Winter 2008



Report of the PRESIDENT

by J. F. Conley



Dear Brothers and Sisters,

I am sure you are just as pleased as I to welcome 2009. It is a pleasure to turn on the TV and not hear the political rhetoric we have endured the past 2 years.

Unfortunately, the country is experiencing many problems with the economy in a state of chaos. Unemployment is at it's highest level in fourteen years, home foreclosures and bankruptcy at peak levels. America's young men and women engaged in two wars, Iraq and Afghanistan, 1.2 million jobs have been lost this year and the planet, we inhabit, a victim of global warming. What's next?

We must thank the membership of all Labor Unions for their

tremendous support in electing legislators committed to support American workers and their families. President-Elect Obama has committed to set priorities and put this country on a course to dig us out of this mess, mostly brought on during the last 8 years by the Bush Administration policies.

American voters couldn't have sent a clearer message to this country's legislators than they did in this election. God bless each and every one of you that took the time and voted, regardless of who you voted for. Now is the time for all of us to unite behind our President. Let's not lose our patience and expect quick changes. That is not going to happen, it took eight years to get us into this mess and it's going to take several years or more to get us out. I, for one, am hopeful that I will live long enough to see the day when every American will have the opportunity to live the American Dream and

Continued on page 2



INSIDE

**WHY NATION NEEDS
EMPLOYEE FREE
CHOICE ACT page 3**

**GREETINGS FROM
SAVANNAHpage 4**

**GREETINGS FROM
LAS VEGAS &
THE WEST page 5**

**FORECLOSURE
AND TAXES page 8**

ANDREWS AFB..... page 9

**U.S. NAVAL
ACADEMY..... page 10**

HOLLOMAN AFB..... page 12

FT. BLISS, TX..... page 13

**NEWS FROM NORTH
CAROLINA &
WEST VIRGINIA page 15**

LABOR NEWSpage 17

DO YOU KNOW..... page 19

**ITPE HEALTH &
WELFARE PLAN page 20**

ITPE PERKSCARD page 22

**NOTICE TO EMPLOYEES
COVERED BY UNION
SHOP AGREEMENTS.. page 23**



RESIDENT'S REPORT continued from cover

When this nation will regain the respect of other nations throughout the world that we once had.

As for our Union, I am pleased to report that our Union is ending the year on a high note of great accomplishments.

Kevin Kistler and his negotiating team, after months of negotiations with Yellow, Checker and Star Taxi Companies in Las Vegas, were successful in getting a contract proposal that we could support. The ITPE represents over 1,600 taxi drivers in that unit. The agreement went into effect November 1, 2008.

I am also pleased that the ITPE has had several successful organizing campaigns this year, adding several hundred new members. We welcome those new members to the ITPE family and congratulate the organizers of these contract sites.

On another favorable note, the ITPE Health and Welfare Board of Trustees have approved increases to several Health and Welfare Plan benefits. Along with the benefit increases, they also added a new Hearing Aid Benefit. I would not be surprised to learn that the ITPE Health and Welfare Fund is the only health plan in the country to increase benefits. Most all other health plans, as you know, are reducing benefits and requiring their employees to pay more of the cost. Modifications on pages 20-21.

Yes, our Pension accounts took a small loss this past September and October due to the collapse of the Banking Industry. This is only the second time, since the inception of the Pension Plan, that the Plan has suffered a loss. Even though any loss is unacceptable, we can be thankful that the ITPE Pension Plan losses were in low, single digits, while other Pension Plans have reported losses in double digits and many retirement accounts were wiped out.

All in all, as President of your Union, I am very optimistic about the coming year. I feel we have something to really be thankful for this Thanksgiving and look forward to celebrating Christmas and the New Year.

God bless each of you and please enjoy the holidays.

In Solidarity,

John F. Conley



ITPE SHOP STEWARD MOODY AFB RACHEL ALLEN

Rachel has worked at Moody AFB for 16 years. During her tenure of service she has been a cashier/cook and the union's Chief Shop Steward.

Rachel has always had the interest of the employees at heart. She is thankful to the Union for all her benefits - Health and Pension especially.

ADS EXPLAIN WHY NATION NEEDS EMPLOYEE FREE CHOICE ACT

Big Business Tries to Hoodwink Public with 'Secret Ballot' Claims

On Labor Day, a leading worker advocacy group launched a national television advertising campaign to educate the public on critical issues facing America's middle class.

The ads, which begin airing on Sept. 1, are designed to build on the broad public support for the Employee Free Choice Act (EFCA), a bipartisan bill in Congress that will help workers achieve the American dream by giving them the freedom to choose a union.

In announcing the campaign, American Rights at Work noted it is releasing these ads "in celebration of Labor Day as part of a huge, new coordinated effort among workers' rights advocates, progressives, and labor unions to champion this legislation, which passed the House last year and garnered majority support in the Senate. The effort includes paid advertising through national cable outlets and states throughout the country... As workers' paychecks shrink and health care costs skyrocket out of control, CEOs average \$6,153 an hour and their overall salaries have soared to 180 times that of an average worker. The Employee Free Choice Act will help level the playing field for America's workers by giving them a fair and direct path to form unions. It will also help employees secure a contract in a reasonable period of time and toughen penalties against employers who violate the law."

According to Mary Beth Maxwell, executive director of American Rights at Work, "When workers are free to choose to join a union, our economy can work for everyone again."

The national ad campaign also comes out to set the record straight in response to anti-union, corporate-funded front groups stopping at nothing to mislead the American public about the EFCA. The corporate special interests that are against improving workers' standard of living do not represent a majority of the public. A poll released in late August by the nonpartisan Drum Major Institute found that 68 percent of middle class Americans wish their member of Congress had voted in favor of the bill.

"Despite the millions of dollars already spent to deceive voters on the Employee Free Choice Act, the American public isn't buying it," says Maxwell. "The reality is a majority of Americans want policies like that Employee Free Choice Act that will help restore the middle class. These ads will show viewers the truth."

Publicly, the most common tactic of EFCA opponents

has been to suggest that the legislation somehow would deprive workers of the right to vote by secret ballot in union election. In reality, the bill would require employers to honor an already legal system called majority sign-up or card-check recognition. Under that process, when more than 50 percent of workers sign cards indicating they want to join a union, the employer may honor their wishes without the additional steps involved in an election. But, workers, may still opt for an election.

Pro-labor groups point out that since 2003, more than half a million Americans formed unions through majority sign-up. Although commonly misrepresented by the bill's opposition as a radical proposal, these findings show that majority sign-up is a widely used and proven means of organizing, giving hundreds of thousands of workers free choice and a fair chance to form a union. Further, the EFCA does not eliminate the option of a secret-ballot election.

As noted by a spokeswoman for American Rights at Work, "While anti-union interests claim the National Labor Relations Board election system protects the right to vote, the grim reality remains that our broken system denies an overwhelming number of employees the opportunity to ever have a choice. According to [recent] research, employers engage in such rampant violations of the law to fight the union that in four out of 10 cases, workers never even get a chance to vote for a union. It's not that 40 percent of the time, unions lose. It's that our labor laws are so broken that 40 percent of the time after saying they want a union, workers never get a chance to even have a vote."

Additionally, in 46 percent of elections, workers report that employers interfere with the NLRB-supervised election process by firing pro-union employees, cutting back on workers' hours, making groundless demotions, and using other intimidating tactics. The EFCA fixes these problems by guaranteeing recognition of a union if a majority of workers want one; establishing stronger penalties for employers who break the law; and cutting out employers' delay tactics so that workers can have a straightforward path to securing a contract once they form a union.

As previously reported, many ITPE members have stepped up in support of the AFL-CIO sponsored Million-Member Mobilization, a grassroots campaign to get at least 1 million signatures in support of the EFCA.



Greetings from SAVANNAH

By John Brenton, III, Secretary-Treasurer

It's that time of year, you know, the time we give special thanks to our God and reflect on another year gone by. As I get older these years seem to go by much faster.

I would like to say 2008 was a good year for the ITPE, but, I am writing this article a month before our Presidential elections. Hopefully, everybody got out and voted, and voted for the Right Candidate. When you read this article, we have a Democratic President; it will have been a great year for the ITPE with the possibility of a great future.

I'm still going to say the ITPE had a good year, because, with the coordinated efforts of the two (2) Dennis', Representative Dennis Conley (Big D) and Vice President/ Organizing Director Dennis Arington (Little D), the ITPE has gained some new contracts and new members. Also, less I forget, Ms. Andy Diehm organized three (3) new contracts. That's some of the good news.

We have had some disturbing actions taken against us by a so called Security Officers Union, or as I like to call them, "The Union of Confusion". This so called Union owes to an ITPE contract site, lies to members, makes promises it knows can't keep, confuses the members when tricks the members to sign cards for information. They actually use these cards to call for an LRB election, at which only they can be put on the ballot. After it is certified, it announces it dues structure and where the dues are to

be sent and it's off.

We are constantly getting calls from these sites asking "What Happened?" Don't be taken in by talk or Pie in the Sky! Don't become Confused". If you are contacted by another Union, or if you hear of a fellow employee being contacted by another Union, call your ITPE Representative immediately. You have too much to lose, they don't have a Union co-chaired Health Plan and they don't have a Union co-chaired Pension Plan. Don't wake up tomorrow asking "What Happened?"

The saddest news I have to report, happened in Texas. Mr. Patrick Foley, the retired long time Representative, passed away. I am sure he is in good hands now. Pat was the kind of Representative that we ask our Representatives to mimic. He was about the book, by the book and a great believer in the ITPE and what it does for our members.

Another sad story from Texas was the retirement of Representative Maureen Alsheimer. Ms. Alsheimer started working with Mr. Foley in 1997. He taught her well. Ms. Alsheimer knew the book and lived by the book. Although it saddens me that she is gone, I wish her and Bill the best in their retirement. I bet that grandbaby will really get spoiled now.

We also lost Ms. Lynette Gillebeaux. Lynette had been with us for five (5) years. She left for greener pastures. I told her when she left, "You have the ITPE in your blood, you'll be back."

For every loss there must be a gain.

The San Antonio Office will still have a Pat Foley, actually Patricia Foley. Ms. Foley has been the Secretary in San Antonio since 1987. She has agreed to become the Local Representative for the San Antonio area. She will be teaming with Senior Representative Lena Bailey and Secretary Melissa Foley.

In Savannah, Ms. Gillebeaux has been replaced by Ms. Mei Foley (no relation). Ms. Foley has joined the team, picked up the ball and been running with it since. (We just can't seem to get away from the Foley's).

Speaking of additions and replacements, on April 22, 2008, John Brenton, V entered this world.

Happy Holidays, Everyone.

Till that time,
Fraternally,

John Brenton, III

John Brenton, III
Secretary Treasurer



*Season's
Greetings*

HOLIDAY GREETINGS FROM T. RUTHIE JONES
LAS VEGAS AND THE WEST

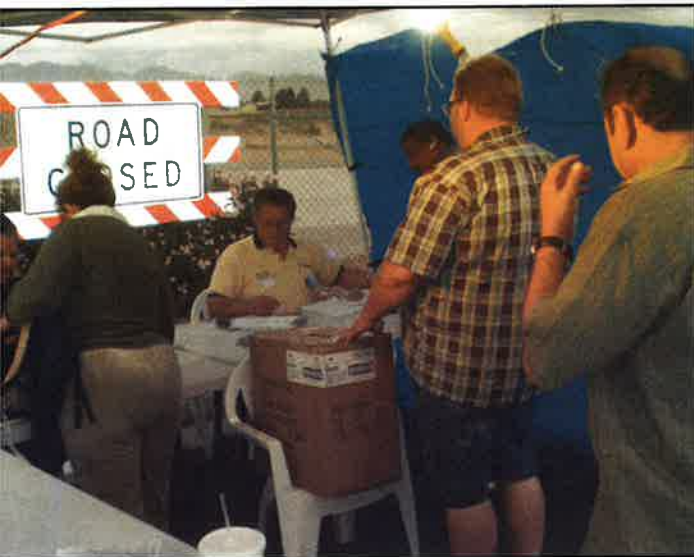
ITPE TAXI DRIVERS, LAS VEGAS, NV

After ten months of negotiations - several rallies and driver demonstrations of Yellow, Checker and Star Companys. A strike scheduled just hours away was prevented when the company offered a contract proposal that the drivers could ratify. The ratification took place outside the company headquarters on Friday, October 31st and Saturday, November 1st.



Members Voting

s Vegas News Continued



ITPE members casting their ballots



Balloting Observers

L-R: Green Lewis, Sam Moffitt, Kevin Kistler,
Karla Hiropoulos, Mike Goodwin, John F. Conley,
Bernie Hostein and Eldon Alvord



ITPE Driver Members counting the ballots

R: Shannon Rerdhel, Dustin Qualls, Mike
Luse, and Green Lewis voting coordinator





Taxi Drivers along with support from the United Steel Workers line the Las Vegas Strip in support of the Yellow-Checker and Star Drivers



L-R: ITPE Shop Steward Sam Moffitt, Cesar Medina and Ruthie Jones



Bill Shranko - Chief Operations Officer drives past the driver demonstrators during a rally at company headquarters



Drivers demonstrate in front of Bally and Paris Casinos on Las Vegas Blvd.

FORECLOSURE AND TAXES

To forgive is divine, except when the thing being forgiven is debt. Then, it's taxable.

The taxability of forgiven debt is set to become a pressing issue as more homeowners fall behind on their mortgages and face foreclosure. As Geraldine Fabrikant reported in *The Times* this week, some foreclosed homeowners face a double whammy. First they lose their homes; then they get billed for taxes on the amount of debt that was presumably wiped away in the foreclosure.

In principle, there is nothing wrong with taxing defaulted debtors on the part of their mortgage that goes uncollected. The law rightly provides that when a borrower fails to repay, the unpaid balance becomes taxable income. Nor is the problem with the Internal Revenue Service. When the I.R.S. sends tax bills to foreclosed borrowers, it is using information provided by lenders.

Nevertheless, problems are rife. One of the biggest occurs when lenders misreport forgiven-debt date to the I.R.A. In general, a lender must report the difference between the mortgage balance and the house's fair market value at the time of foreclosure. But some lenders fail to keep track of recent home appraisals of the ultimate sales prices of foreclosed properties. Instead, they may compute the forgiven debt using an interim distress price that's slapped on a foreclosed house before it's resold, say \$1. The result is a huge - and hugely erroneous - tax liability.

For foreclosed borrowers hit with unexpected tax bills, figuring out if they have been wrongly charged can be an insurmountable burden. They generally need to pay for expert tax advice and may struggle to extract the necessary information from faceless lenders. They're also subject to the unavoidable stress that comes with having a problem with the I.R.S. If a borrower isn't up to the challenges, the result could be payment of taxes that aren't owed, or nonpayment of taxes that have been assessed - either of which could be ruinous for people who are trying to rebound from foreclosure.

Congress needs to pay attention. Lawmakers held hearings this year that exposed the reckless and predatory lending behind many of today's foreclosures, but they have yet to provide any substantial assistance to imperiled homeowners. This lack of urgency stands in stark contrast to the swift government response to mortgage-related woes on Wall Street.

A typical excuse for delay is that legislators must proceed carefully to avoid unintended consequences. But the help that is most needed now is for overwhelmed states, local and nonprofit agencies that counsel beleaguered homeowners on how to renegotiate loans and how to get free or low-cost advice on tax and legal issues. There is no reason for Congress to delay on this.

— Source New York Times



L-R - ITPE President John F. Conley poses with Mark Schriver and OPEIU President Michael Goodwin at a recent OPEIU Executive Board Meeting. Mark is Vice President and Managing Director of the "Save the Children" U.S. Programs.

Andrews AFB



L-R: ITPE President John F. Conley, Milton James - Shop Steward, and OPEIU President Michael Goodwin

Happy Holidays



L-R: ITPE President John F. Conley, June Mathews, Donnie Walker, Milton James - Shop Steward, and OPEIU President Michael Goodwin



L-R: ITPE President John F. Conley, and George Torrance



U. S. Naval Academy Annapolis, MD



Messmen Memorial Dedication and Dinner

*King Hall
United States Naval Academy
September 17, 2008
6:30 p.m.*



On September 17, 2008, the United States Naval Academy dedicated a Messmen Memorial located in the renewly renovated King Hall Dining Room. The memorial is dedicated to all the shipmates, mainly of African and Asian-Pacific ancestry who served as Messmen and Stewards at the Naval Academy's midshipmen's mess. Two employees from the USNA and the two employees from EC Management were asked to represent past messmen and stewards during the dedication. Michael Howe, who has worked here since 1980 and whose grandfather had also worked here for many years; and Rhoda Cabauatan, who has worked here since 1993, represented EC Management.





KING HALL
US NAVAL ACADEMY

L-R; Angela Ragian, Martina Granados, ITPE President, John F. Conley, Amira Dzelatic, Gloria Alfaro, Eler Guab, Esperanza Miranda, Aminta Menjivar Ochoa, Maria Benitez



KING HALL
US NAVAL ACADEMY

L-R Front Row; Juan Moscozo, Esperanza Miranda, Aminta Menjivar Ochoa, ITPE Rep. Sandra King, Gricelda Cordero
L-R Back Row: Lorena Urquilla Calderon, Angela Ragin, Michelle Coleman



KING HALL
US NAVAL ACADEMY

Betty Flores setting up lunch for (4500 cadets). This was Hamburger Day.



Holloman AFB



L-R: Maria Armendariz and TRDI Manager Roseanna Beddingfield



TRDI Employees Tony Bradway and Dale Ligon take time out to pose for the camera



L-R: Crystal Byron, May Doinoff, Dianna Winson, and Cindy Houston in the chow line at Holloman AFB



L-R: Vera Flores, Lucille Miller-Supersivor, Maria Armendariz-Shop Steward, and Beverly Schell-Supervisor prepare to celebrate Ms. Armendariz 25 years.



ITPE members at Holloman AFB with a total of 78 years of service. L-R: Mrs. Cook - 26 years; Maria Armendariz, ITPE Shop Steward celebrates her 25 years and Beauty Graves 27 years.



Fort Bliss, Texas



Congratulations to Ms. Josefina Gutierrez a long time ITPE member. During her years in the Dining facility at Fort Bliss Ms. Gutierrez was awarded Certificates of Achievement and Certificate of Appreciation in 2004-2005 and again in 2008. Ms. Gutierrez has decided to retire. We all wish her a long enjoyable retirement. You have earned it. Thanks for your dedication, your commitment and accomplishments.



L-R: Rebecca Reyes and Manny Ortiz prepare for a mouth watering meal at Fort Bliss



ITPE Members in Building A493 prepare to celebrate the U. S. Army Birthday



ITPE Members in Building 906 pose very proudly after receiving the U. S. Army Connolly Award. Our congratulations go out to them for a job well done.





L-R: Francisco Diaz DeLeon, VP Dennis Arrington, Emanuel Portillo, Moses Luna and Joe Serrano pose at the Fort Bliss Dining Facility



ITPE VP Dennis Arrington and ITPE Representative Joe Serrano pose with Jose Reyna an employee of 40 years and ITPE member since 1973 at Fort Bliss, Texas



L-R: Mara Rojo, Adela Morrisay, April Mendoza, VP Dennis Arrington, Rosalyn Farrar, Rosalla Carrera, and Joe Serrano take time out to provide us with a big smile



ITPE Member Marta Patterson prepares for lunch at the Fort Bliss dining facility



Irine Pino (mixing) and Rosa Orona (holding the pot) prepare for lunch

Pablo Medina 40 year employee and ITPE member since 1973 at Fort Bliss shakes the hand in welcoming VP Dennis Arrington during a recent visit.



NEWS FROM NORTH CAROLINA & WEST VIRGINIA

Representative: Cindy L. Diehm

Written by: Cheryl Lowe, Assistant Representative

What a year it was! As the New Year begins, we at ITPE wish you all well and share in your hopes for a more prosperous 2009.

NEGOTIATIONS

Negotiations went well this year. All of us who know Cindy, know that she does not come out of negotiations with empty hands.

CONTRACT CHANGES

We welcome to our area several new contractors. Alpha Protection Services, Inc. from Thomasville, GA and Omniplex World Services Corporation from Chantilly, VA have replaced Wackenhut Services on the interior guard unit at Ft. Bragg. April Brack of Alpha and Kelly Grems of Omniplex spent quite a bit of time at Ft. Bragg during the transition were successful in making the transition smooth.

Alpha Protection Services also replaced Eagle Technologies on the guard unit at the E.P.A. at Research Triangle Park, NC.

Martin Edwards & Associates replaced Tarheel Specialties the guard unit at N.I.E.H.S. at Research Triangle Park, NC.

Congratulations to these new contractors and welcome to our area.

CAN WE TALK?

We are pleased that the ITPEU membership here in our area call us for information concerning all types of job related problems or benefits.

Such questions as:

What your rights are as an employee covered by a Collective Bargaining Agreement.

How your Collective Bargaining Agreement can assure fairness and equitable treatment for all employees in areas of disagreement brought on by managerial practices.

Questions concerning Health & Welfare Benefits are Pension Benefits are directed to us.

We take pride in providing answers to questions from our Membership! The position taken in this office is that a well-informed member is a happy member.

If you are a member that has not gotten to know your Union Shop Steward and Union Representative, you are short changing yourself. These people can provide you with answers concerning most job questions you may have.

Be an active member. Participate and Communicate.

If you need an answer to any question pertaining to your job or benefits, please don't hesitate to call your Union Representative.

The office staff here hopes you have a Merry Christmas and a Happy New Year.

Cindy &
Cheryl



WHEN COMPANIES GET CHEAP, WORKERS GET UNHAPPY

Unions are good, and cost-cutting management is evil. That seems to be the thesis of David Kusnet's new book, *Love the Work, Hate the Job*.

Kusnet, a former speechwriter for President Clinton, followed four Seattle companies at the turn of the millennium: Kaiser Aluminum, Boeing, Microsoft and Northwest Hospital. Kusnet talked to workers and chronicled union activities at all four companies.

Kusnet treats protests in 1999 at the World Trade Organization summit in Seattle as a seminal moment for unions. Dissatisfied Seattle workers began speaking out.

"Talking to these workers," Kusnet says, "I couldn't help but reach this conclusion: They love their work -- the careers they have chosen, the skills they have learned, the products they make, and the services they provide. But they are beginning to hate their jobs."

Kusnet sees the juxtaposition of workers striving for quality and management focused on short-term profits as an unavoidable source of conflict. The four Seattle firms he studies underscore the point:

***Kaiser Aluminum.** Although making aluminum can be hard work, Henry Kaiser made his workers love their jobs by treating them well. He supported unions. He pioneered prepaid health care and child care for workers. He's the Kaiser in Kaiser Permanente.

Unfortunately for workers, after Kaiser died, the company was sold to Texas financier Charles Hurwitz. Hurwitz cut costs, and once hired workers willing to cross a picket line during a strike. Strikers voiced quality concerns about the metal produced in their absence. Hurwitz was eventually forced to offer a pay raise to get the workers back.

***Northwest Hospital.** The hospital was one of the last non-union health care institutions in Seattle. Former CEO Jim Hart knew all employees by name, gave them Christmas bonuses, and organized moral-raising activities. New management put an end to bonuses, and morale suffered. The hospital hired cost-efficiency consultants who knew nothing about patient care.

Health care administrators "were sounding more like MBAs than MDs," Kusnet says.

Union representatives covertly met with hospital work-

ers in a cemetery next door. The union still has battles, but no longer has to meet in a cemetery.

***Microsoft.** Rather than deal with the expense of a large full-time staff, the software giant used thousands of temporary workers. Bill Gates, never complacent with success, insisted that managers keep down the "headcount" of full-time workers. Full-time workers received perks, but temps who did the same work got no benefits.

To avoid paying freelancers and temps as full-time workers, Microsoft insisted that they apply at local temp agencies, so they would be paid by the agencies.

When temps learned Microsoft was eliminating overtime pay, their group (WashTech) began organizing and agitating for change. Microsoft improved benefits.

***Boeing.** The plane maker was once held up as a "national champion," enabling America to compete in an international market. In the late 1990s, Boeing acquired McDonnell Douglas, but profits began to slip. Unlike previous CEOs who solved problems with product improvements the leaders from McDonnell Douglas, such as Harry Stonecipher, resorted to cost-cutting.

This was a big change for a company once famed for its dedication to quality regardless of expense. Engineers became frustrated at the unwillingness to invest in comprehensive safety testing. Unionized workers won concessions, but engineers without a union walked off the job and refused to certify aircraft until they were offered health insurance.

It may be hard to sympathize with workers earning \$63,000 a year in a tough economy, Kusnet says, but workers want more than money: They want the freedom and resources to do their best work, and they want recognition for doing so.

With many skilled foreign workers coming in on H1-B visas, and many more companies outsourcing to reduce costs, lifetime job security for the average American worker may well be a thing of the past.

Kusnet considers this a sign that the social contract between companies and workers is breaking down.

It may be time for American workers to decide what really matters, and to keep it in mind as they attempt to forge new contracts.

LABOR NEWS

News From the AFL-CIO

Presumptive Democratic presidential nominee Sen. Barak Obama met with the AFL-CIO union leaders June 18 prior to expected AFL-CIO Executive Council endorsement. Among other issues, labor is concerned about Sen. Obama's position on unrestricted international free trade in the wake of the selection of Jason Furman as Obama's top economic advisor. Furman, 37, is a Harvard-trained economist closely associated with Robert Rubin, former Treasury Secretary under President Clinton, who is an advocate of free trade agreements that do not include human or labor rights or environmental standards. "The fact that our country's economic policies have become so dominated by the Wall Street agenda and that it is causing working families real pain is a top issue we will be raising with Senator Obama," said AFL-CIO's Sweeney in criticizing Furman. Labor will ask for an additional economic advisor on Obama's team who supports fair trade agreements.



Union families held rallies at more than 25 cities last month to protest tax giveaways for the oil companies and record-high gas prices. Protests were aimed at Sen. John McCain (R-Az) and President Bush for their support of continued tax breaks for oil companies which are reaping billions in profits from high gas prices. "Record gas prices are choking off the American Dream for millions of working families," said AFL-CIO President John Sweeney. "When gas costs \$4 (or more) a gallon, it defies logic that President Bush and Sen. McCain continue to support massive tax giveaways for Big Oil, while offering no real path to energy independence." According to the AFL-CIO, most events took place at gas stations in the late afternoon or early evening, times when many people were filling up their tanks.



Labor urged Congress to pass extended unemployment benefits in response to surge in higher joblessness. "Our economy is in a free fall," said AFL-CIO head Sweeney. Overall unemployment increased by .5% to 5.5% in May, largest one-month increase in 22 years while May payrolls declined by 49,000 for the fifth month in a row. Sweeney noted that there are now more than two jobless workers searching for every job that is available. In addition, total number of long-term unemployed is higher than it was the last two times that Congress extended unemployment benefits in October 1991 and February 2002. House on June 12 approved three months of extra unemployment checks by veto-proof margin of 274 to 137. Future of measure in Senate is uncertain where 60 votes are needed to overcome expected GOP filibuster.



LABOR NEWS

New trade legislation that would provide "strategic" pause on trade agreements and comprehensive review of U.S. trade policy received strong labor endorsement. Trade Reform, Accountability, Development and Employment (TRADE) Act was introduced June 4 by Sen. Sherrod Brown (D-Ohio) and Rep. Michael Michaud (D-Maine). Among other highlights, bill would set new U.S. trade priority on interests of working families, farmers, environment and domestic manufacturers instead of just multi-national corporations. AFL-CIO's Sweeney said measure was needed to "reform our flawed trade policies to put good jobs and domestic growth at the center of a meaningful global economic strategy." He said American workers are "struggling" and U.S. economy is in "a downturn." "The AFL-CIO is proud to support the TRADE Act. It is past time to restructure U.S. trade policy to work for working families here at home and around the world," he said.



"U. S. labor law must be changed to ensure that workers can freely join unions, that large categories of workers currently excluded be protected, and that our laws effectively promote collective bargaining," said Federation head Sweeney in remarks to the International Labor Organization meeting on June 10. He noted that the U.S. has failed to ratify two core ILO statements on freedom of association and the right to organize freely and independently. "The fact that the U.S. has not ratified either Convention 87 or 98 while the other ILO member countries in the Americas are at 94% ratification of Convention 87 and 91% ratification of Convention 98 is clearly shameful," he said. Sweeney pledged that labor would do something about "that this year." "The U.S. elections this November will give working families in America the opportunity to make the changes our nation so badly needs," he said.



NLRB Rulings and Significant Court Decisions

National Labor Relations Board ruled Wal-Mart illegally threatened to freeze merit wage increases if tire and lube employees at a supercenter in Kingman, AZ., voted for representation by the United Food and Commercial Workers. Board upheld administrative law judge's finding that Wal-Mart could not threaten to discontinue unilaterally past practice of granting merit increases. NLRB ordered Wal-Mart to prevent no-harassment policies being enforced to the detriment of union supporters and rehire with back pay Brad Jones who was fired for union activity. Wal-Mart still faces more than 80 class action lawsuits filed by current and former employees, most of whom allege the retailer required them to work off the clock



Do You Know?

The Office & Professional Employees International Union also has available to ITPE-Local 4873 members the following **Additional Benefits**:

HOWARD COUGHLIN MEMORIAL SCHOLARSHIP FUND

Full-time Scholarships - Twelve (12) full-time scholarships awarded on the basis of at least one (1) per region. Each scholarship is **\$3,000.00** per year for a total maximum value of **\$6,000.00**

Part-time Scholarships - Six (6) part-time scholarships awarded on the basis of at least one (1) per region. Each part-time scholarship is **\$1,200.00** per year for a total maximum value of **\$2,400.00**

JOHN KELLY LABOR STUDIES SCHOLARSHIP FUND

Ten (10) scholarships per year awarded on the basis of at least one (1) per region. Each scholarship has a total maximum value of **\$3,000.00**.

OPEIU ROMEO CORBEIL MEMORIAL FUND

The OPEIU Romeo Corbeil Memorial Fund offers an opportunity for children of OPEIU members to attend a summer camp for a week and learn about union and issues such as sex discrimination and racism while having fun.

Twenty (20) scholarships are offered each year; each scholarship has a total maximum value of **\$2,000.00**; applications are open to children between the ages of thirteen (13) and sixteen (16) only of OPEIU members.

As a participant in the Health & Welfare Fund, you and your dependents may qualify for an **ITPE Health & Welfare Fund Scholarship**.

- ✓ Five (5) four-year scholarships for study at a college or university in amounts up to **\$15,000** each year.
- ✓ Two (2) two-year vocational/technical scholarship awards in an amount up to **\$7,500.00** each year.

Applications are available from your Union Representative, the ITPE Health & Welfare office and your employer. Scholarship candidates must submit their application by December 1st to the Princeton Educational Testing Service, P.O. Box #6730, Princeton, NJ 08541.



As a participant in the Annual Benefit Fund you and your dependent children may qualify for one of the following **ABF Scholarships**:

- ✓ Five (5) four-year scholarship awards for study at an undergraduate or graduate school in amounts up to **\$10,000.00** each year.
- ✓ Two (2) two-year scholarship awards for study at a community or junior college in amounts up to **\$5,000.00** each year.
- ✓ Eight (8) two-year vocational/technical school scholarship awards in amounts up to **\$5,000.00** each year.

Applications and letters of instruction are available from your Annual Benefit Fund participating employer, the ITPE Union Representative, the ITPE Benefits website (www.itpebenefits.org) and the ITPE Annual Benefits Fund office. Scholarship applications must be filed by February 1st.



ITPE HEALTH AND WELFARE PLAN

The Board of Trustees of the ITPE Health and Welfare Plan are pleased to announce the following benefit improvements will be effective January 1, 2009.

Medical Plan - For Contribution Rates of \$3.24 and above only.
(All medical benefits for Contribution Rates below \$3.24 are unchanged.)

In-Network Only: The Physician Services that follow are provided before you have to meet your annual deductible.

- **Physician Visits: Primary Care Physicians** - Participant pays \$20 per visit then the Plan pays 100%. Tests performed in the physician's office are included. The term Primary Care Physician means: General Practitioner, Internist, Family Practice Physician, and Pediatrician
- **Physician Visits: Specialists** - Participant pays \$35 per visit then the Plan pays 100%. Tests performed in the physician's office are included.

In and Out of Network

- **Deductible:** \$200 per Participant per Year, for All Services not performed in a Physician's office when In-Network, and All Services provided outside of the Blue Cross Preferred Provider Network
- **Coinsurance and Out of Pocket Maximum Expense:** Participants will pay 25% of allowable expenses In-Network, and 35% of expenses Out of Network up to an Annual Maximum of \$2,000, In or Out of Network.
- **Annual Maximum Payments by the ITPE Health and Welfare Fund:**
 - Class IV = \$300,000
 - Class III = \$250,000
 - Class II = \$200,000
 - Class I = \$140,000

NEW

- **Hearing Aid Benefit:** Up to \$2,000 over a 24 month period, paid like any other medical benefit after your deductible and coinsurance

The following **Medical Plan** Improvement applies to All Contribution Rates

- **Mental Health Benefit:** Will also include coverage for Autism and Attention Deficit Disorder

Other Benefits

Prescription Drug Benefit - For all Contribution Rates except \$1.63

- The Current Benefit, reimbursed at 75% by the Fund Administrator will have the Annual Family Maximum Benefit will be increased to the following amounts
 - Class III and IV = \$10,000
 - Class I and II = \$ 7,000

Birth Control Benefit - For all Contribution Rates

- The Current Coverage, reimbursed at 100% by the Fund Administrator will be increased to \$300 per year for female employees and female spouses of employees.

Dental Benefit - For all Contribution Rates

- The Current Coverage, reimbursed at 75% by the Fund Administrator will have the Annual Maximum Benefit increased to the following amounts
 - Employee = \$2,000
 - Dependent = \$1,000

Vision Benefit - For all Contribution Rates

- The current allowance for an exam will be increased to \$60 per Participant

Weekly Accident and Sickness Benefit - For all Contribution Rates

- The Current Weekly Coverage 26 Week Allowance, reimbursed by the Fund Administrator will be increased to the following weekly rates
 - Class IV = \$200
 - Class III = \$150
 - Class II = \$ 90
 - Class I = \$ 70

Address Change

It is very important to you and your Union and it's benefit plans that you provide us your current address. We send out newsletters and other notices, only to have many returned. The Benefit Plans do the same, Pension statements, BC/BS cards, etc. only to have many returned. You get upset when you don't receive a notice, etc. in addition - it is costing the Union and the Benefit Funds hundreds of dollars only to have them returned. Please provide, through your Shop Steward or Union Representatives, your current address.

**INDUSTRIAL, TECHNICAL AND PROFESSIONAL EMPLOYEES UNION
(OPEIU Local 4873)**

MEMBERS ADDRESS CHANGE FORM

Name _____ Social Sec # _____ (optional)

Address _____

City _____ State _____ Zip Code _____

Company _____ Contract Site _____

Phone # _____ Hire Date _____

Member's Signature _____ Date _____



PERKSCARD

Welcome to your PerksCard® program sponsored by Alliance - a new addition to the benefits of being a union member.

Your membership in Alliance works for you both at work and home. At work, you are protected by your union contract which provides for dignity, respect and fairness in the workplace. At home, your membership benefits program gives you and your family increased purchasing power in the marketplace.

With the addition of your PerksCard® program, being a member of Alliance makes even greater dollars and sense. This new program allows you to save hundreds of dollars in your community and at thousands of retailers across the United States.

The concept behind the union's membership benefit program is to provide benefits to you and your family providing value that will clearly exceed membership dues. To start saving money today, you need to use your new PerksCard®, so register today at www.perkscard.com.

Register your OPEIU-ITPE PerksCard online to access great on-line offers and discounts for:

- | | |
|------------------|---------------------|
| • Dining | • Theme Parks |
| • Movie Theaters | • Computers |
| • Clothing | • Flowers & Gifts |
| • Travel Offers | • Gift Card Savings |
| -Hotels | on coffee, video |
| -Car Rentals | rentals & More! |
| -Air Fare | |

Also be sure to recommend any of your favorite merchants!



As an ITPE Member, you should have received your PerksCard in the mail! This membership benefit enables members to save hundreds of dollars annually on items you buy every day, such as movie tickets, video rentals, dining out, health care, car repairs, home improvements and much more! Plus, you will receive discounts on all of your special occasion purchases including gifts, travel and entertainment.

Ways you can save with the ITPE PerksCard!

- Dining: Gift Cards and Dining Certificates
- Vacation: Theme Parks, Hotels, Car Rentals
- Home Improvement: Gift Cards, Furniture, Flooring
- Entertainment: Video Rentals, Movie Tickets, Golf
- Automotive: Repairs, Purchases, Oil Changes
- Home and Living: Internet, Flowers and Gifts, Home Security

To begin using your ITPE PerksCard, please to www.perkscard.com and follow the registration instructions in the "New Card Member" section. Registration will give you access to discounts and promotions. We encourage you to register as soon as possible and log-on frequently to maximize your savings!

NOTICE TO EMPLOYEES COVERED BY UNION SHOP AGREEMENTS

The Industrial Technical & Professional Employees Union, AFL-CLO ("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, a 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 of 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 2007 and determine the percentage of those expenses which are chargeable to non-members (and, thus, included in the fee) and which are non-chargeable (and therefore excluded). The accountants determined that the chargeable costs were 87.7279% of the ITPE's expenditures for that year (i.e., the nonchargeable costs were 12.2721%).

Applying this percentage to the \$25.00 per month dues paid by full ITPE members, the non-member fee is \$21.90 per month for the period from January 1, 2009, through December 31, 2009. 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 2009 must file that objection no later than January 31, 2009. (An employee who first becomes covered by a union shop clause after December 31, 2008, 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

Take A Look

ITPE HEADQUARTERS - ITPE AFL-CIO

2222 Bull St., Suite 200
Savannah, GA 31401
912-232-6181 / 6182 • Fax: 912-232-5982
1-877-550-4873

Mailing Address:
P.O. Box 22699 • Savannah, GA 31403
President: John F. Conley
Sec.-Treas.: John Brenton, III
Vice President: Dennis R. Arrington
Representative: Dennis Conley
Representative: John Brenton, IV
Representative: Mei Foley

FRESNO, CA 93721-2111

2100 Tulare St., Suite 524-525
559-237-3029 • Fax: 559-237-3439
1-877-553-4873
Representative: Paul Harvey

FORT BRAGG - ITPE AFL-CIO

P.O. Box 370 • Spring Lake, NC 28390
Representative: Cindy Diehm
Asst. Representative: Cheryl Lowe
910-497-1661 • Fax: 910-497-1661
1-877-704-4873

LOUISVILLE, KY 40223

1301 Clean Springs Trace / Suite 105
Louisville, KY 40223
Representative: Wilma (Coco) Zimmerman
502-618-3305 • Fax: 502-618-3306

UNIVERSITY PLACE, WA 98466

2607 Bridgeport Way West., Suite 2J2
Representative: Trina Campbell
253-474-2163 • Fax: 253-474-6321
1-877-526-4873

LAS VEGAS, NV 89109

3281 S. Highland Dr. / Ste. 807
Las Vegas, NV 89109
Representative: T. (Ruthie) Jones
Organizer/Rep: Thomas Krueger
702-384-7171 • Fax: 702-384-4939
1-877-532-4873

SAN ANTONIO, TX 78230

3201 Cherry Ridge, Suite A-109
Representatives: Lena Bailey
Asst. Representative: Patricia Foley
210-366-1951 • Fax: 210-366-3861
1-877-508-4873

EL PASO, TX 79905

6070 Gateway East
Reddington Bldg., Suite 500U
Representative: Joe Serrano, Jr.
915-783-0110 • Fax: 915-881-0700
1-866-919-4873

CAMP SPRINGS, MD • WASHINGTON, D.C., VIRGINIA AREA

5625 Allentown Road., Suite 104
Camp Springs, MD 20746
Representatives: Sandra King
Asst. Rep./Organizer: Denise Moore
202-628-5770 • Nights & Weekends: 856-423-7268
Fax: 202-628-5774

PAULSBORO, NJ 08068

318 Morton Avenue
Representative: Charles Hampton
856-520-0186 • Fax: 856-224-8750
1-877-250-4873

ITPE COUNSEL

80 8th Avenue, Room 1806 • New York, NY 10011
Sidney H. Kalban, Esq.
212-868-5867

ITPE HEALTH AND WELFARE PLAN

24 Oglethorpe Professional Boulevard
Savannah, GA 31406
P.O. Box 13817 • Savannah, GA 31416
Kathy Heery, Administrator
912-352-7169

ITPE PENSION PLAN

ITPE ANNUAL BENEFIT PLAN, ERISA SYSTEMS

216 North Ave. East, 2nd Floor • Cranford, NJ 07016
Enzo LaVecchia
Administrator
908-276-0800
Fax: 908-276-0810

ITPE FUNDS REPRESENTATIVE

365 Bull Island Road • Brunswick, GA 31525
Roy Boyd
912-267-9249
Fax 912-280-0992

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.

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

ADDRESS SERVICE REQUESTED

ITPE HEADQUARTERS - ITPE AFL-CIO

2222 Bull St., Suite 200
Savannah, GA 31401

NONPROFIT ORG
US POSTAGE
PAID
SAVANNAH, GA
PERMIT NO 1628