



# 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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Winter 2009



## Report of the PRESIDENT

by J. F. Conley

### ***Dear Brothers and Sisters,***

Another year is now history and once again we should ask, "What kind of year was 2009? I feel sure many of you are undecided.

One sure thing 2009 will go down in history as the year the Country elected its first African American (Barack Obama) as President.

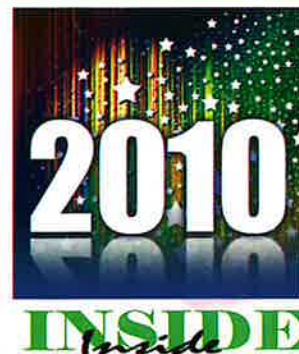
It is also a year when that President inherited the Presidency of a country with trillions of dollars of debt, the highest unemployment rate since the 1930s, 46 million of its citizens without health insurance, a country at war on two fronts, a country whose best paying jobs have been shipped to foreign countries allowing major corporations to profit from cheap labor, a country whose legislatures have approved Trade Agreements that are more favorable to foreign interests than American companies, a country where Corporation CEOs earn 500 to 600 times more

per hour than their hourly workers, a country in which CEOs receive astronomical bonuses, severance pay and stock options even when their Company becomes insolvent under their leadership, a country where its elected legislators are more interested in their party or reelection than the welfare of the nation. The list goes on and on.

We have to ask ourselves, how did this happen? What can I do to turn this country around? One thing we as voters can do is to go to the Polls in 2010. Enough is enough. We must hold our legislators responsible. Working Americans must be united, make your voice heard, "Vote".

On the home front there is some good news. Your Union has experienced a very good year. We have had many successes organizing new bargaining units. We have also seen an increase in our Health & Welfare Plan Benefits. See page 20.

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# Happy New Year!

**PRESIDENT'S REPORT** continued from cover

substantial majority of ITPE contracts were negotiated with increases to members' wages and benefits. Once again it is positive proof "It is to Belong". To quote from Abraham Lincoln, "All that serves Labor serves the nation, that harms is treason." If you are reading this it is because you are an ITPE member and before serving the nation.

In conclusion, I sincerely thank all those that supported "The Team with Experience" in the ITPE election. I can assure you, we will continue to provide our members with representation at the worksites, in the communities and on the hill in Washington, DC. We remain dedicated to build the House of Labor with your help and support we can.

For the 2009 ITPE Election results see page 4.

Lets all make 2010 another year we can be thankful for. You can help.

This concludes my report.

*John F. Conley*

John F. Conley,  
ITPE President



## U.S. NAVAL STATION INGLESIDE, TEXAS Scheduled to Close January, 2010

This location has been on the BRAC list since 2005 and scheduled to close January 2010; this closure is unfortunately putting fourteen more Texans out of work and into the Unemployment lines. Currently in the state of Texas alone there is approximately 62,000 people unemployed. This closure will add fourteen to the astounding list. However these fourteen have been faithful in brotherhood to ITPEU since 1992.

ITPEU appreciates each and everyone of you and wish you success in the future.



Penny Ward is the Shop Steward at Naval Station Ingleside. Penny started working at the gally in Oct. 2000; she became Shop Steward in Feb. 2002



Employees of Austin and Associates at the Master Miners Inn. Front Row: Eric Aguilar, Joycelyn Blanton, Roseeden Wilson, Linda Quarzenski. Back Row: Norma Claypool, Anchita Steinhard, Penny Ward, Emelyn Luis, April Jenkins, Ralph Love, and Angela Aguilar.



## RED SHIRT



If red shirt thing is new to you read below how it went for a man...

Last week, while traveling to Chicago on Business, I noticed a Marine sergeant traveling with a folded flag, but did not put two and two together.

After we boarded our flight, I turned to the sergeant, who'd been invited to sit in First Class (across from me), and inquired if he was heading home.

"No", he responded.

"Heading out?", I asked.

"No, I'm escorting a soldier home."

"Going to pick him?"

"No, he is with me right now. He was killed in Iraq; I'm taking him home to his family."

The realization of what he had been asked to do hit me like a punch to the gut. It was an honor for him. He told me that, although he didn't know the soldier, he had delivered the news of his passing to the soldier's family and felt as if he knew them after many conversations in so few days.

I turned back to him, extended my hand, and said, "Thank you, Thank you for doing what you do so my family and I can do what we do..."

Upon landing in Chicago the pilot stopped short of the gate and made the following announcement over the intercom.

"Ladies and gentlemen, I would like to note that we have had the honor of having Sergeant Steeley of the United States Marine Corps join us on this flight. He is escorting a fallen comrade back home to his family. I ask that you please remain in your seats when we open the forward door to allow Sergeant Steeley to deplane and receive his fellow soldier. We will turn off the seat belt sign."

Without a sound, all went as requested. I noticed the sergeant saluting the casket as it was brought off the plane, and his action made me realize that I am proud to be an American.

So here's a public Thank You to our military Men and Women for what you do so we can live the way we do.

## RED FRIDAYS

Very soon, you will see a great many people wearing Red every Friday. The reason? Americans who support our troops used to be called the "silent majority". We are no longer silent and are voicing our love for God, country and home in record breaking numbers. We are not organized, boisterous or overbearing.

Many Americans, like you, me and all our friends simply want to recognize that the vast majority of Americans support our troops. Our idea of showing solidarity and support for our troops with dignity and respect starts this Friday and continues each and every Friday until the troops all come home, sending a deafening message that every red-blooded American who supports our men and women afar will wear something red.

By word of mouth, press, TV let's make the United States on every Friday a sea of red, much like a homecoming football game in the bleachers. If every one of us who loves this country will share this with acquaintances, co-workers, friends and family it will not be long before the USA is covered in RED and it will let our troops know the once "silent" majority is on their side more than every, certainly more than the media lets on.

The first thing a soldier says when asked "What can we do to make things better of you?" is "We need your support and your prayers." Let's get the word out and lead with class and dignity, by example, and wear something red every Friday.

# ITPE ELECTION RESULTS

As certified by  
**Election Services Solutions**

December 9, 2009

CANDIDATE	NO. VOTES
<b>PRESIDENT</b>	
John F. Conley	1453
David Solomon	188
<b>SECRETARY-TREASURER</b>	
Dennis Arrington	1421
Anthony Marzolla	140
Yuriy Avanesyan	47
<b>VICE PRESIDENT</b>	
Paul Harvey	1432
Michael Reid	194
<b>EXECUTIVE BOARD MEMBERS AT LARGE</b>	
Cindy Diehm	1477
Lena Bailey	1464
T. Ruthie Jones	1452
Dennis Conley	1436
Michael Warzlow	230
Jon Kosier	206



<b>CONVENTION DELEGATES</b>	
Diana Paddy	1484
Jennifer Kester	1483
Sandy Squirewell	1483
Loretta Hemming	1482
Jesse Fisher	1481
Naomi Quinn	1481
Karen Young	1481
Joe Serrano	1480
Nancy Causey	1477
Alex Salas	1477
Trina Campbell	1476
Jean Odom	1476
Charles Engles	1475
Michael Chambers	1474
Rosetta Walker	1474
Wilma Zimmerman	1472
Gerald Johnson	1471
Carter Hardy	1470
Debra Williams	1470
Parker (Sam) Moffitt	1469
Everett Logan	1468
Jerry Williams	1467
Eugene Ratliff	1466
Carolyn Bean	1464
Emma Teddlie	1463
James Gholston	1460
Chuck Carter	1458
Kevin Witsell	1454
Eleasure Johnson	1452
John Brenton IV	1448
Anthony Sinatra	236
Michael Warzlow	221
Leonard Dube	220
Lawrence Frisa	220
Michael Muise	219
David Kober	218

## Election Services Solutions staff at work during the counting of the ballots of the ITPE 2009 Election



### CONGRATULATIONS

to the ITPE President John F. Conley, Sec.-Treas. Dennis Arrington, Vice President Paul Harvey, Executive Board Members at Large Cindy Diehm, Lena Bailey, T. Ruthie Jones, Dennis Conley and all thirty (30) convention delegates that were overwhelmingly elected to their positions in the governance of their Union.

### ITPE ELECTION Credentials and Tally Committee

This committee met on September 22, 2009 to review the eligibility and qualifications of each candidate.



Left to Right: Carmen Dargan, Chris Heery



L-R: ITPE Union Counsel Sidney Kalban responds to questions from Carmen Dargan





## ORGANIZING REPORT

By: Dennis R. Arrington

Vice President/Organizing Director

Greetings Brothers and Sisters,

I am pleased to report that 2009 has been a very productive year for the ITPE in regards to organizing.

The ITPE Representatives have done an outstanding job organizing 13 new contracts throughout the country. I am proud of the ITPE Representatives and members who may have assisted and applaud them for a job well done.

Research is being conducted on many installations for the possibilities of organizing new units. If any of you have friends or relatives working on an unorganized contract and would like for them to enjoy the benefits of being an ITPE Member, please contact your local ITPE Representative.

Have a safe and wonderful Holiday Season and Best Wishes for the New Year. God Bless each and every one of you.

In Solidarity



**Nov. 6, 2009**

**Unemployment worsened to 10.2 percent in October, up from September's 9.8 percent. Officially that's 15.7 million jobless workers.** But combined with the underemployed, that's more than 27 million, and there now are more than six workers for every available job. AFL-CIO President Richard Trumka says this alarming news "should be a wake-up call to sleepy politicians" who need to act now with bold actions to boost job creation.

Follow the  
AFL-CIO at:

[facebook.com/aflcio](https://www.facebook.com/aflcio)



[twitter.com/aflcio](https://twitter.com/aflcio)



[youtube.com/aflcionow](https://www.youtube.com/aflcionow)



Got comments? Post them at [www.aflcio.org/blog](http://www.aflcio.org/blog).

→ **U.S. Jobless Rate Shocking: 15.7 Million Workers**

**Unemployed**

→ **Working Families Deliver 15,000 Letters for Health Care Reform**

→ **Doctors, Seniors Unite Behind House Health Care Bill**

→ **Biden: Strong Unions Needed to Build Middle Class**

→ **Arcane Labor Law Counts the Votes of Non-Voters**

→ **Maine, Washington Defeat Referendums on Tax Extremism**

**Read more important news of the day** on the issues working families care about on **AFL-CIO Now.**



Union members delivered 15,000 letters to Congress demanding health care reform. Meanwhile, AMA, AARP join fight for House bill.

**Visit The Union Shop**



# Greetings from SAVANNAH

By John Brenton, III, Secretary-Treasurer

Another year gone! I don't know about you, but the older I get the faster they go!

This has been a hectic year. For the country and the ITPE. The Government and the Obama Administration have been working on a much needed health care reform legislation. You read the paper, you watch the TV news, Health Care cost is bankrupting the country.

If you are covered by the ITPE Health & Welfare Fund, you probably don't feel the pinch. One hundred percent (100%) employer paid Health Care is becoming a thing of the past. Other Plans are raising deductible and lowering benefits. The

ITPE Health & Welfare Fund, under the chairmanship of President John F. Conley has lowered deductibles and increased benefits.

The Conley Administration has done everything possible to keep cost down and benefits up. When was the last time dues were increased? How much was the increase? The answer is 2003 and the increase was one dollar (\$1.00).

What do you get for your dues monies? You get the most honest and frequent representation I've ever seen. You get pay increases yearly. But there is more, you get the Union Plus Benefits, which can help you get a credit

card, mortgage, rental cars and more. You get a PerksCard, good for discounts on movie theaters, restaurants and many retail and wholesale stores.

Yes it Pays to Belong. It pays to support an organization such as the ITPE. It Pays to have leadership like John F. Conley, President, Dennis R. Arrington, Secretary/Treasurer and Paul Harvey, Vice President to look after your future.

Stay with and Support the ITPE and you shall have a bright future.

Have a great Holiday!

Fraternally,

*John Brenton, III*

Secretary Treasurer

## Address Change

Have you moved? Have you changed your name? Do we have your current address? If not, please complete the name and address form below and give it to your shop steward or Union Representatives. It is very important to you, your Benefit Plans offices, and your Union that we have a current address on file. The Union and the Benefit Plans mail out newsletters, pension statements, BC/BS cards, notices, etc. only to have them returned. This is an unnecessary cost and upsetting to you when you don't receive them. It is also very important to have a Beneficiary card on file as well. Thanks for your cooperation.

### 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 \_\_\_\_\_



# LACKLAND AIR FORCE BASE - SAN ANTONIO, TEXAS



## ALLEN THARP, LLC

Left to right: Mr. John Conley-ITPE President, Laura Gie, Dennis Arrington and Anna Carter



Sylvia Delabosque  
Medina Inn Dining Facility



## ALLEN THARP, LLC

Left to right: Gloria Benie, Roy Boyd, Mae Storm, Lena Bailey, John Conley and Dennis Arrington



## MEDINA DINING FACILITY

Left to Right - Front Row: Roy Boyd, Lena Bailey, Emma Teddlie, Yolanda Hernandez, Sylvia Delabosque, & Pat Bruce  
Left to Right - Back Row: Patty Foley, Andrew Henry, Dennis Arrington and Mr. Conley



Sylvia Trevino - Allen Tharp, LLC



Sylvia Trevino and Jose Martinez  
Allen Tharp, LLC



Pat Bruce  
Medina Inn Dining Facility



Richard Kitchen  
DLI Dining Facility



Mae Storm and  
Dennis Arrington

Allen Tharpe, LLC



## GREETINGS FROM T. RUTHIE JONES - LAS VEGAS AND THE WEST

**GOOD NEWS TO THE ITPE - MEMBERS DRIVERS.** The Taxicab Authority Administrator, Mr. Gordon Walker and Steve Patterson, Traffic Manager for the Las Vegas Convention and Visitors Authority (LVCVA), said the drivers did a very good job of providing service for S.E.M.A. (11/2/09 - 11/6/09) and the Bull Riders Association World Finals (11/5/09-11/8/09). Mr. Patterson said S.E.M.A. exceeded 100,000 participants and the Thomas and Mack said the Bull Riders World Finals held was a sell out. **GREAT JOB!!!!**

**MORE GOOD NEWS!** The Taxicab Authority Administrator said they were not recommending any additional cabs for the opening of CITY CENTER. This gives you the opportunity to make extra money for HAPPIER HOLIDAYS for you and your family. **THE BEST OF THE HOLIDAYS TO ALL!!!**

At the Taxicab Authority Meeting on October 27, 2009, the key item on the agenda: Discussion and Possible Decision Regarding Community Response Expectations. Brook Croy M.E.D. Management Analyst II, for the T.A. presented a very well done powerpoint presentation on the response times and other factors of several different cities: Los Angeles, California, Seattle, Washington and San Francisco, California.

1. Los Angeles: 2,300 taxicabs, serving 4,065,585, an additional 12 million visitors, approximately 8,400,000 taxicab rides annually. Performance standards for responding to calls: 75% of callers to be picked up within 15 minutes.
2. Seattle: 650 taxicabs, serving 586,200 and additional 9.4 million visitors. A wait time of not more than 10 minutes is the target goal.
3. San Francisco: 1,500 taxicabs, approximately 16,425,000 trips annually. They are striving for 70% of the time, response time within 10 minutes; 80% of the time, response time within 15 minutes. 99% of the time wait time is 30 minutes.

Las Vegas: 2,900 taxicabs, approximately 25,056,135 trips in 2008, annual visitors 39,200,000 and population 1,839,333.

### Current Situation for Capturing and Reporting Customer Wait Times in Clark County

Mr. Croy said, they asked four questions of the Companies and owners to determine current capabilities for automatically capture data that would give customer wait time. The results of that survey are listed below:

	Yes	No/NA
1. Does your company currently have GPS in taxicabs?	5	5
2. If applicable, does your GPS have the capability to record customer pick up times for radio dispatched taxicabs?	3	7
3. Does your company use a computerized dispatch system that will record?	1	9
4. Does your company capture data regarding customer waiting time for residential calls for service	2	8

Brook the T.A. Analyst, commented that we are comparing apples to

apples. That those three communities are very different than Las Vegas, with regard to what type of service is being provided, we have a very heavy Tourist industry and the Las Vegas Blvd. corridor is typically where our biggest request for service are originating from. They are all different, but they are all apples, wait time is wait time, taxicabs are taxicabs.

In public comment, Handicab, made their feelings known about the quality of service you are providing to the public. Mr. Robert Martin, one of the owners of Handicab who is appealing the T.A.'s decision before the NTA, of denial of a Certificate of 40 unrestricted 24/7 Medallions. Mr. Martin said Handicab believes there remains a tremendous need for the disabled that is being unmet. They think that community response time is going to show what they are talking about. He said although the cabs do a fairly good job on the Airport and the strip, they do a very poor job with the rest of the town and more importantly, with the disabled.

I wonder if Martin is aware of the fact that the cabs from the last permanent allocation have not been absorbed? The drivers are hanging off cab stands, nowhere to stage, getting tickets for too many cabs on a stand. I wonder just where would you place additional cabs, stack them on top of each other?

The Taxicab Authority has scheduled a workshop on November 17, 2009, at 10:30 to discuss:

***Community Response Expectations and performance standards for Clark County taxicab industry; Requirement relating to information recorded on dispatch logs maintained by certificate holders. Also, the Companies will be asked to discuss their company's ability to record and measure wait/pick-up times for radio dispatched calls for taxicab service.***

The key thing we should keep in mind for Las Vegas is, we are under a regulatory agency, and these places are not. Plus, less construction all over their cities, less congestion, grid lock traffic, etc. **WE CANNOT BE COMPARED.**

### DRIVERS. BE AWARE OF TAKING A LONGER ROUTE THAN NECESSARY!

A driver received four tickets issued for Justice Court with a price tag of \$2,560!!!

### HENDERSON TAXI CONTRACT RATIFICATION

On November 23 and 25, 2009, we held contract votes for Henderson drivers (membership voted). On Monday the 23rd, our Chief Negotiator Kevin Kistler, OPEIU Director of Organizing, presented the proposed agreement to the membership at the meetings and the contract vote followed thereafter. We continued our contract vote on Wednesday the 25th, at 12 p.m. to 7:00 p.m.

Of the membership that attended, 90% voted to approved the contract.

**WE SINCERELY WISH YOU AND YOUR FAMILY THE  
VERY BEST OF THE HOLIDAYS!!!!  
"STAY SAFE"**

**IN SOLIDARITY**

# FORT HOOD



**PCSI FORT HOOD - KILLEEN, TX  
FOOD SERVICE**



Fort Hood PCSI employees Isabella Acevado and Nicole Vaughn are all smiles for the ITPE cameraman



ITPE President John Conley - PCSI Project Manager- Pete Kuthies, Fund Rep. Roy Boyd and Dennis Arrington observing Fort Hood Cook Mr. Sims making the troops scrumptious grilled cheese sandwiches.



Fort Hood Food Service employees L-R: Ri-anna Tutt, Jennifer Kester-Shop Steward, John Conley-President, Jerry Williams-Shop Steward and Lena Bailey ITPE Rep.



Fort Hood employees left to right Nan Post and Tara Jones pose with ITPE President John Conley.



## Housekeeping Employees Darnall Army Hospital Fort Hood, Texas



Anna Ortiz



L-R: Yong Chow, Mr. Conley and Anna Wong



Sharron Chatman and Lt. Col. Hendrix

Sharron works on contract and reported an attempted kidnapping of a newborn from the Hospital. Lt. Col. Hendrix stated Sharron is a "Star Employee"



L-R: Stella Acosta, Mr. Conley and Roy Boyd



Anna Ortiz and Mr. Conley



L-R: Reta Barnum-Shop Steward, Manuela Mangus, Mr. Conley, Lena Bailey

***ITPE Members employed as Housekeepers at Darnall Army Hospital, Fort Hood, Texas***



## CONGRATULATIONS ON YOUR RETIREMENT!

The time has come to say farewell to Jennie Mitchell. Starting at Barksdale Air Force Base in 1977 she has been a dedicated, and working member for over 32 years. Not only has she been an example for her peers, receiving employee of the month recognition multiple times, she has also been an employee advocate throughout her career. Serving as Shop Stewardess for over 15 yers she has worked tirelessly for fair treatment and employee rights for everyone. Her dedication and work ethic will be difficult to replace. Although she will be missed it is time for her to rest, spend time with her family and start a new and exciting chapter in her life.

Thank you, Jennie, for your service!

## PENSACOLA NAS



Left to Right: Lawanda Johnson-Shop Steward, Yolanda Jiongco -Employee; Abigail Jiongco-Yolanda's Daughter; and Nancy Causey-Chief Shop Steward





## FORT GORDON, GEORGIA



ITPE Members at Fort Gordon, GA



Fort Gordon 30 year Food Service employee Geneva Turner with ITPE President John Conley.

**HAPPY  
NEW YEAR**



Fort Gordon Food Service employees L-R: Linda Lopes - 33 years 1st Cook, John Conley-President, Elizabeth Kennedy - 35 years 2nd cook; Dennis Arrington-VP Org. Director



Housekeeping Staff at the Fort Gordon Dwight D. Eisenhower Army Medical Center pose with ITPE President John F. Conley.



# PERKSCARD

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

Your membership in ITPE 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 ITPE 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](http://www.perkscard.com).

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

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

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](http://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!



## NEWS FROM NORTH CAROLINA &amp; WEST VIRGINIA

Representative: Cindy L. Diehm

Written by: Cheryl Lowe, Assistant Representative

**CHANGES AT BRAGG**

The food service contract at Ft. Bragg formerly held by K.C.A. Coporation has changed hands. The government has split the contract and part of it was awarded to Employment Source out of Alexandria, VA President: Janet Samuelson. This company will have dining facilities that only require a staff of Food Sanitation Specialists. North Carolina Food Services, President: Tim Jones, out of Charlotte, NC, will have the full food service dining facilities.

**CHANGES AT RESEARCH TRIANGLE PARK**

The maintenance contract at R.T.P. formerly held by Call Henry has been awarded to MACTEC, President: Allen Kibler, out of Durham, NC.

The animal technician contract at R.T.P. formerly held by New Year Tech and Priority One was awarded to Alpha Omega Bioservices Inc., President: Harry G. Davis, out of Woodbine, Maryland and Priority One Services, President: Jose Figueroa, out of Alexandria, VA.

**CHANGES AT CAMP LEJEUNE**

The HVAC filter technician contract formerly held by Chugach McKinley was awarded to a subsidiary of Chugach, Chugach World Services, Inc. President: Mathew Daggart, out of Anchorage, Alaska.

**PASSING OF UNION ICON**

On Sept. 11, 2009 Crystal Lee Sutton passed away. Known for her sacrifices while trying to organize the textile plant she worked in a Roanoke Rapids, NC in the 1973. She was the subject of the movie Norma Ray which inspired so many in their quest for fair wages, better working conditions, and better enefits. Crystal, then Crystal Lee Jordan, dedicated herself to the cause of organizing her co-workers, hounded by man-

agement when she started showing up for work wearing a union pin and took notes of their every action. Crystal made a copy of a racist flyer management posted in the plant to dissuade white workers from supporting the union and was fired on the spot. When she was asked for a marker form a coworker and made a sign that said UNION it became an iconic moment that was portrayed in the movie Norma Ray. When asked about this moment Crystal explains, "I grabbed it and I took a piece of pasteboard and I worte the word UNION on it and, for some reason, I don't know why I did it, I climbed on the table and I just slowly turned the sign around. Everybody was in a state of shock and the machines started shutting down and everything go quiet. People started giving me the V sign."

Crystal was and still is an inspiration to all who have worked a low paying job wiht no benefits and mistreatment by the management. God bless you Crystal and you will reap your rewards at God's knee. THANK YOU FROM ALL OF US.

**HARD WORK AND DEDICATION TO JOB PAYS OFF**

DeMarcus Ray started working for the food service ocntract at Ft. Bragg at the age of 15 and still in high school. He worked summers at the ROTC tasking that was then at Bragg and when he graduated he started working full itme on the window team and later as a supply clerk. Everyone who has worked with DeMarcus has nothing but good things to say about him including management. At the age

of 33 and the father of four, JaMarcus 12, Jet 6, Natalia 4, and Lily 2, he has just been made the Manager over supply for Employment Source. Not only is he an up and coming hard working young man but has the most beautiful set of dreadlocks we have ever seen. It is with great pride that we say,

**CONGRATULATIONS***continued on page 16*

News From North Carolina & West Virginia *continued*

## WSI GUARD HONORED FOR YEARS OF SERVICE

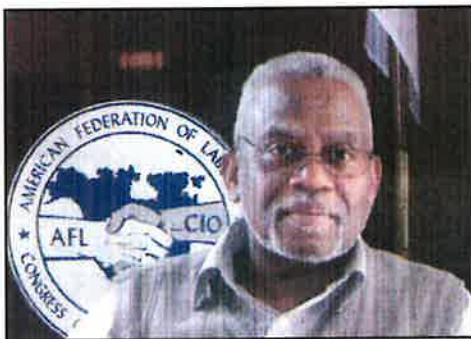


Sgt. Lewis Tawney, shop steward for WSI, was honored on the tenth anniversary of service to WSI. Lew served 26 years with the Baltimore Police Dept. before joining WSI. **CONGRATULATIONS LEW!!**

## New executive board of the North Carolina AFL-CIO



## NORTH CAROLINA AFL-CIO CONVENTION



We were privileged to attend the NC AFL-CIO Convention in Atlantic Beach, NC this year. It was a good convention with lots of information and good fellowship. James Andrews, an ITPE member was reelected to the office of President. Congratulations James, keep up the good work.

Representative Cindy Diehm seconds nomination of James Andrews for president.



Assistant Representative Cheryl Lowe serves on credentials committee.



## WEST VIRGINIA

Our members in West Virginia have been quiet this year. Things must be going good on the contracts there. We do hear from our shop stewards regularly and appreciate their efforts on behalf of the members on their sites.

Jeanne Radford	Food Service
Kevin Gunter	Guards
Susam Royal	Housekeeping
Mike Dempsey	Wellness Center

You stewards do a great job!!!

The Ft. Bragg office wishes all our brothers and sisters a Merry Christmas and the hope and prayer that the New Year will be a peaceful and prosperous one for all of us who are member of the I.T.P.E.U.

Cindy,  
Cheryl,  
& Amanda



Delegates from all the unions in NC attend convention.



## Nancy Wohlforth Retires After 31 Years of OPEIU Service



Nancy Wohlforth

The Officers and Members of ITPE, OPEIU Local 4873 are grateful and extremely thankful to Nancy Wohlforth for her lifetime dedication to the Union Movement and wish her a long, enjoyable retirement. It is also our pleasure to welcome Mary Mahoney as the new OPEIU Secretary Treasurer.

After an OPEIU career spanning more than 31 years, including the past seven as Secretary Treasurer, Nancy Wohlforth announced to the OPEIU Executive Board that she will be retiring effective January 1, 2010.

"Retiring from OPEIU is so hard to do because I've had a love affair with this union since 1978 when I started out with Local 3 in San Francisco," Wohlforth told the Board members. "And, as Secretary Treasurer, I've had the most difficult, most exciting job of my life. I got the chance to help build this union of ours, and to fight for things we believe in."

"I'm feeling sad about leaving this union that's been at the center of my life all these years, but am delighted and very, very relieved that the new Secretary Treasurer will be Mary Mahoney. I can't imagine a better person for the position."

Wohlforth also shared her admiration of President Michael Goodwin, who asked her to step into the role of Secretary Treasurer following the untimely death of Carol Dupuis in 2001.

"Mike is literally one of the very finest union leaders of this generation when it comes to fighting for equality and diversity for all," said Wohlforth. "He really, deeply believes in civil rights, and dignity and fairness for everyone, whether they're LGBT (lesbian, gay, bisexual or transgendered) or straight, whether they're female or male, whether they're black or brown or Asian or white."

"For some union leaders, equality is a nice option. For Mike Goodwin, it's how he runs his union and lives his life."

Wohlforth concluded by telling the Executive Board that "for the last 31 years, I've been the luckiest woman in America. For everything this union has done for me, for the chance it's given me to fight for the things I believe, for the brave, sentimental, generous women and men it's brought into my life, for the lessons about solidarity it's taught me over and over again, for all of my dreams that have come true because of OPEIU, I thank you from the bottom of my heart."



Mary Mahoney

# Trivia Factoids

Do you know the names of the three wise monkeys? They are: Mizaru (See no evil), Mikazaru (Kikazaru - Hear no evil), and Mazaru (Iwazaru - Speak no evil).

The fourth wise monkey is called Shizaru (Do no evil).

An atomic clock is accurate to within 1 second in 1,7 million years.

Barbie was introduced at the New York Toy Fair on 9 March 1959; her real name is Barbie Millicent Roberts and her parents are Ruth and Elliot Handler. Barbie has four sisters: Skipper (1964), Stacie (1992), Kelly (1995) and Krissy (1995).

Ken, Barbie's boyfriend, debuted in 1961. Unfortunately, they split up on Valentine's Day 2004.

Thomas Cook, the world's first travel agency in the world, was founded in 1850.

A fathom is 1,8 metres (6 feet).

There are more TV sets in the US than there are people in the UK.

Before the year 1000, the word "she" did not exist in the English language. The singular female reference was the word "heo", which also was the plural of all genders. The word "she" appeared only in the 12th century, about 400 years after English began to take form. "She" probably derived from the Old English feminine "seo", the Viking word for feminine reference.

There are no letters assigned to the numbers 1 and 0 on a phone keypad. These numbers remain unassigned because they are so-called "flag" numbers, kept for special purposes such as emergency or operator services.

After the French Revolution of 1789 selling sour wine was considered against national interest and the merchant was promptly executed.

For 3000 years, until 1883, hemp was the world's largest agricultural crop, from which the majority of fabric, soap, paper, medicines, and oils were produced.

George Washington and Thomas Jefferson both grew hemp. Ben Franklin owned a mill that made hemp paper. The US Declaration of Independence was written on hemp paper.

The word malaria comes from the words mal and aria, which means bad air. This derives from the old days when it was thought that all diseases are caused by bad, or dirty air.

The names of all the continents end with the letter they start with.

On every continent there is a city called Rome.





The oldest inhabited city is Damascus, Syria.

The first city in the world to have a population of more than one million was Rome.

The most populated city in the world - when major urban areas are included - is Tokyo, with more than 37 million residents. See world's largest cities

Tokyo was once known as Edo.

The pin that holds a hinge together is called a pintle.

The Vatican is the world's smallest country, at 0,44 square km (0,16 square miles).

The US flag displays 13 stripes - for the original 13 states.

To most Americans, the orient is China, Japan, Korea and Vietnam; to Europeans it is the area of India and Pakistan.

Some 190 billion emails are sent daily - more than 2 million per second - by 1,2 billion email senders. About 70% (133 billion emails) are spam and viruses. There are about 1,4 billion registered email addresses.

Eskimos use refrigerators to keep food from freezing.

MasterCard was originally called MasterCharge. More at creditcards

Neil Armstrong stepped on the moon with his left foot first.

The sentence "The quick brown fox jumps over the lazy dog" uses every letter of the alphabet.

Lightning strikes men about seven times more often than it does women.

Women make up 49% of the world population.

About 50% of Americans live within 50 miles of their birthplace. This is called propinquity.

The pleasant feeling of eating chocolate is caused by a chemical called anadamide, a neurotransmitter which also is produced naturally in the brain.

From the Middle Ages until the 18th century the local barber's duties included dentistry, blood letting, minor operations and bone-setting. The barber's striped red pole originates from when patients would grip the pole during an operation.

The US nickname Uncle Sam was derived from Uncle Sam Wilson, a meat inspector in Troy, New York.

The living does not outnumber the dead: since the creation about 60 billion people have died.

The electric chair was invented by a dentist.

## Summary Annual Report for the ITPE Health and Welfare Fund

This is a summary annual report for the ITPE Health and Welfare Fund, EIN 58-1236802, Plan number 501 for the period July 1, 2008 to July 30, 2009. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

### BASIC FINANCIAL STATEMENT

The value of plan assets, after subtracting liabilities of the plan, was \$58,355,245 as of June 30, 2009, compared to \$47,726,056 as of July 1, 2008. During the year the plan experienced an increase or (decrease) in its net assets of \$10,629,189. This increase or (decrease) includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. During the plan year, the plan had total income of \$62,672,274 including employer contributions of \$59,083,993, employee contributions of \$99,943, realized gains or (losses) of \$1,079,460 from the sale of assets, and earnings from investments of \$2,277,538. Plan expenses were \$52,043,085. These expenses included \$5,714,361 in administrative expenses, \$46,328,724 in benefits paid to participants and beneficiaries, and \$0 in other expenses.

### YOUR RIGHTS TO ADDITIONAL INFORMATION

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

- An accountant's report
- Financial information and information on payments to service providers
- Assets held for investment
- Transactions in excess of 5% of plan assets

To obtain a copy of the full annual report, or any part thereof, write or call the office of ITPE Health and Welfare Fund, who is the plan administrator, 24 Oglethorpe Professional Blvd, Savannah, GA, 31406, 800-327-5926. These portions of the report are furnished without a charge.

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

You also have the legally protected right to examine the annual report at the main office of the plan:

ITPE Health and Welfare Fund  
Plan Sponsor  
24 Oglethorpe Professional Blvd  
Savannah, GA 31406  
58-1236802

And at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to:

U.S. Department of Labor  
Employee Benefits Security Administration  
Public Disclosure Room  
200 Constitution Avenue, NW, Room N-1513  
Washington, DC 20210



# THE ITPE HEALTH AND WELFARE PLAN

## Summary of Material Modifications

The Board of Trustees of the ITPE Health and Welfare Plan is pleased to announce the following benefit improvements will be effective January 1, 2010

### Medical Plans - For contribution Rates \$3.55 and above only

- Annual Maximum Medical Plan Payments by the ITPE Health and Welfare Fund:
 

	<u>Hours Worked Weekly</u>
◦ Class IV = \$500,000	30 hours or more
◦ Class III = \$400,000	20 through 29 hours
◦ Class II = \$300,000	12 through 19 hours
◦ Class I = \$200,000	Less than 12 hours

*(All Medical benefits for Contribution Rates below \$3.55 are unchanged)*

### Other Benefits

#### Vision Benefit - For all Contribution Rates

- Up to three benefits can be paid over a 12 month period, instead of over a 24 month period

#### Survivor Death Benefits - For all Contribution Rates

- Survivor Death Benefits shall be increased to the following monthly payments
 

	<u>Hours Worked Weekly</u>
◦ Class IV = \$600 per month for 24 months	30 hours or more
◦ Class III = \$450 per month for 24 months	20 through 29 hours
◦ Class II = \$450 per month for 12 months	12 through 19 hours
◦ Class I = \$300 per month for 12 months	Less than 12 hours

#### Death Benefit after Disability - For all Contribution Rates

The Current Coverage eligibility for death benefits will remain in force for two years after total and permanent disability or for the length of time equal to the Employee's service with his or her employer if such service was for less than two years, without payment of further contributions.

## THE ITPE HEALTH AND WELFARE FUND WEB ACCESS ANNOUNCEMENT

The ITPE Health and Welfare Fund is pleased to announce that Participants can review their demographic or eligibility information, including dependents and beneficiaries, non-medical claims status, and contribution history, on-line through our **NETime Benefits secure web site**. Participants are already able to view medical claim status and history through the Blue Cross and Blue Shield web portal. The links for NETime, Blue Cross and CVS/Caremark websites are found on the **ITPEbenefits.org** website.

Both NETime and Blue Cross websites are real time and up to the minute. Participants will not be allowed to change any information on the NETime Benefits; however, they will be able to download forms to add dependents or beneficiaries and update their address.

In order for participants to have access to the **NETime Benefits** system, the Fund office must have an enrollment card on file. You will have to create a password for both web sites the first time you login. We are sure you will find these web sites useful and appreciate any comments or suggestions you may have.

NEW WIRELESS DISCOUNTS from UNION PLUS and AT&T!

# Savings and Solidarity



Enjoy **special discounts on wireless** devices and **save 10%** on your monthly service charges through AT&T.\*

**N**ow ITPE members can save 10% on any new or renewed service plan with AT&T. While you save, you'll also be supporting the only wireless company that is "Proud to Be Union!"

## Choose AT&T for value and much more!

- **Fewest dropped calls** of any wireless carrier.
- **Unlimited mobile-to-mobile calling** to over 62 million AT&T customers.
- **Roll over your unused Anytime Minutes** for up to 12 months on select plans.

## Save and support union workers.

Not only will you be saving—you'll be supporting union workers and their families. AT&T not only respects the collective bargaining process, it is the only wireless company that is unionized. Some 40,000 AT&T Mobility employees are represented by the Communications Workers of America.

SAVE  
10%

## An Ideal plan for every family!

- **Individual Plans** Never pay domestic long distance or roaming charges!
- **Family Plans** Share minutes between two lines for one low price.
- **Data Plans** Access your e-mail and the Internet.

## Easy Steps will start your savings!

1. **TAKE this ad to your local AT&T store.**  
To find the location nearest you, visit [att.com/find-a-store](http://att.com/find-a-store) and show union identification\*\* (Reference FAN#00113662) or
2. **Online at [UnionPlus.org/ATT](http://UnionPlus.org/ATT) or**
3. **CALL 1-800-897-7046.** Use Discount FAN# 00113662 when you speak to the customer service operator.



\*Credit approval and new two-year service agreement required. The non-3GiPhone, additional lines for family plans, unlimited plans and Unity plans are not eligible. Up to \$36 activation fee may apply. Current AT&T customers can switch to the Union Plus AT&T Wireless discount program between now and June 30, 2010 and avoid the \$36 transfer fee. Other conditions and restrictions apply.

\*\*Appropriate identification includes: union book, Union Plus Mastercard, or receipt showing dues payments.

For more information about other benefits available to ITPE members, visit

# UnionPlus.org/ATT



## 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 you 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 2008 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 therefor excluded). The accountants determined that the chargeable costs were 85.5811% of the ITPE's expenditures for that year (i.e., the nonchargeable costs were 14.4189%).

Applying this percentage to the \$25.00 per month dues paid by full ITPE members, the non-member fee is \$21.40 per month for the period from January 1, 2010, through December 31, 2010. 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 2010 must file that objection no later than January 31, 2010. (An employee who first becomes covered by a union shop clause after December 31, 2009, 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

## ADDRESS SERVICE REQUESTED

### ITPE HEADQUARTERS - ITPE AFL-CIO

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Savannah, GA 31401

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**SAN ANTONIO TX 78245-1406**

## 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

### 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 Clear 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  
240-455-6801 or 6805  
Toll Free: 877-524-4873  
Fax: 240-455-6804

### 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  
1-800-327-5926

### 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  
1-800-874-5977

### 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**