



# ITPE NEWS

**AFFILIATED AS LOCAL 4873 WITH OPEIU-AFL-CIO**

President John F. Conley ■ Secretary-Treasurer Dennis R. Arrington ■ Vice President Paul Harvey

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Spring 2010



## Report of the PRESIDENT

by J. F. Conley

**Dear Brothers and Sisters,**

I am very pleased to report the ITPE 2010 Convention held from March 20th thru the 24th was a tremendous success.

Much of that success came as a result of the hard work of the Headquarters staff in making arrangements for the Convention and making sure that all the needed documents and supplies were available in accordance with the Program/Agenda. We must also give credit to the Delegates who had been elected to represent the Union membership. Those on the committees worked diligently to review proposed amendments to the ITPE Constitution, proposed Resolutions and an appeal involving the 2009 election of ITPE Officers and Delegates. During the full Convention sessions, all Delegates were very attentive to the speakers, the readings of the 9 pages of Constitutional amendments and the proposed Resolutions. Yes, they enjoyed the evening activities, but they were all there, working hard, the next morning. I cannot say enough to thank the Delegates for their time and dedication to the success of our Convention.

During the first afternoon work-

shop, which all attended, there was a presentation by Arthur Matthews. Mr. Matthews is a consultant to the Cornell School of Industrial and Labor Relations. His topic was "Union Leaders as Conflict Resolvers, the Rules of Engagement". The second afternoon presentation, also attended by all Delegates, was provided by Paul McCarthy. Mr. McCarthy's topic was "What Every Union Shop Steward Needs to Know About Being a Leader and Keeping the Union Strong." Both presentations were excellent and the workshops were very informative. The Delegates expressed their appreciation for the knowledge they gained.

I feel that the most important Constitutional amendment, approved unanimously by the Delegates, was to increase the Convention Delegates from thirty to thirty-five, plus adding five alternate Delegates. This amendment will provide greater representation for the membership on the Union's governing body.

Resolutions passed were: 1. Supporting Candidates Who Stand for the Values of Working Families, 2. Contracting Out, 3. Responsible Bidders, 4. Due Process, 5. Service

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Contract Security Officers, 6. Air Force Transformation Effort, 7. Las Vegas Taxi Industry, 8. Retirement Instability, 9. Health Care, 10. National Jobs Policy, 11. Employee Free Choice Act, and 12. Organizing.

The centerfold of this newsletter displays a number of photos which highlight the 2010 Convention.

The amended Constitution is available at all ITPE offices.

For our members in California, the Fresno branch has relocated to 12598 Central Avenue, Suite 204; Chino, CA 91710-3530, telephone number (909) 590-2200, fax number (909) 590-2207. The office will continue to be staffed by Vice President Paul Harvey and Administrative Assistant Patti Moore. This move will allow greater access to most of our California membership.

Be advised under the provisions of the OPEIU Constitution, the dues of all OPEIU Locals are subject to action by the OPEIU Convention Delegates. It had been determined by past OPEIU Conventions that your Local 4873, the ITPE, should have increased member's dues every year for the past

seven years. However, your Union, OPEIU Local 4873, had requested a waiver of those increases. Although you, our members, received wage and fringe benefit increases each year, your Union has not. The last dues increase was April 2003. Inflation has risen 17.94% since 2003. An example, if you purchased something costing \$25.00 in 2003 that same item would now cost \$29.62 or more.

As a result of inflation and the resulting increases in costs to provide you with the best representation in your industries, it has now become necessary for Local 4873 to comply with the OPEIU Constitution. Therefore, effective October 2010, there will be a moderate dues increase as mandated by the OPEIU Convention held in June 2010. See page 20 for more details.

This concludes my report.

Please enjoy your summer.

*John F. Conley*

John F. Conley,  
ITPE President

## **Conley Re-Elected as President of ITPE**

Members of the Industrial, Technical and Professional Employees Union (ITPE/OPEIU Local 4873) voted overwhelmingly to re-elect John Conley for another term as president. Also elected were Secretary-Treasurer Dennis Arrington, Vice President Paul Harvey and other officers on the administration's slate.

"Their victory is a mandate for ITPE to continue its great work representing its members, whether they

be Service Contract Act employees, taxi drivers in Las Vegas or other occupations in the private sector," said OPEIU International President Michael Goodwin. "We look forward to working with the ITPE officers and staff to continue to advocate for all ITPE members."

At the ITPE Annual Benefit Fund meeting, held February 1-4, 2010. President Goodwin administered the oath of office to the newly elected officers.



President Michael Goodwin administers the oath of office to the newly elected officers of ITPE/OPEIU Local 4873 at the ITPE Annual Benefit Fund meeting on February 4, 2010. From left to right are President Goodwin, Executive Board Member-at-Large Lena Bailey, Vice President Paul Harvey, President John Conley, Secretary-Treasurer Dennis Arrington, ITPE Representative and Executive Board Member-at-Large Cindy Diehm, Executive Board Member-at-Large Dennis Conley, and Executive Board Member-at-Large T. Ruthie Jones.





*AFL-CIO President Richard Trumka says among other key steps, the nation's manufacturing capabilities must be restored.*

# AFL-CIO President Discusses Efforts, Vision of Labor Movement

AFL-CIO President Richard Trumka earlier this year told a National Press Club audience that nothing less than America's national identity is at stake as the labor movement fights to maintain and rebuild the middle class.

In a wide-ranging speech, he also described organized labor's key activities and goals.

"We built our middle class in the 20th century through hard work, struggle and visionary political leadership," Trumka said during the mid-January address. "But a generation of destructive, greed-driven economic policies has eroded that progress and now threatens our very identity as a nation.... A dead-end job with no benefits is not the best our country can do for its citizens."

The federation president said he recently travelled across the country and was dismayed by the mood and outlook of so many citizens – especially those who can't find work.

"Everywhere I went, people asked me, why do so many of the people we elect seem to care only about Wall Street?" stated Trumka. "Why is helping banks a matter of urgency, but unemployment is something we just have to live with? Why don't we make anything in America anymore?

And why is it so hard to pass a health care bill that guarantees Americans healthy lives instead of guaranteeing insurance companies healthy profits?

"As I travelled from city to city," he continued, "I heard a new sense of resignation from middle class Americans – people laid off for the first time in their lives asking, 'What did I do wrong?' I came away shaken by the sense that the very things that make America great are in danger."

Trumka, who last year was elected to head the federation as AFL-CIO President John Sweeney retired, said political action will be vital to the resurgence of the middle class. He said that starting immediately, "Our elected political leaders must choose between continuing the policies of the past or striking out on a new economic course for America – a course that will reverse the damaging trend toward greater inequality that is crippling our nation. At this moment, the voices of America's working women and men must be heard in Washington – not the voices of bankers and speculators for whom it always seems to be the best of times, but the voices of those for whom the New Year brings pink slips and givebacks, hollowed-out health care, foreclosures and pension freezes – the roll call of an economy that long ago stopped working for most of us."

He said that the labor movement's vision for our country includes a national economy that "creates good jobs, where wealth is fairly shared.... But despite our best efforts, we have endured a generation of stagnant wages and collapsing benefits – a generation where the labor movement has been much more about defense than about offense."

Recalling his upbringing, Trumka

said he believes the union movement once again can serve as a catalyst for good jobs and a better way of life. "I grew up in a small town in western Pennsylvania, and I was surrounded by the legacy of my parents and grandparents," he said. "My grandfather and my father and their fellow workers went into mines that were death traps, to work for wages that weren't enough to buy food and clothes for their families. They and the union they built made those jobs into middle class jobs. When I went into the mine, it was a good job. A good job meant possibilities for me – possibilities that my mother moved heaven and earth to make real – that took me to Penn State and to law school and to this podium."

Among numerous specific steps he outlined that would help improve things for working families, Trumka mentioned the AFL-CIO's five-point program to create more than 4 million jobs.

That plan calls for extending unemployment benefits, including COBRA; expanding federal infrastructure and green jobs investments; dramatically increasing federal aid to state and local governments facing fiscal disaster; direct job creation where feasible; and finally, direct lending of TARP money to small- and medium-sized businesses that can't get credit because of the financial crisis.

He added, "Beyond the short-term jobs crisis, we must have an agenda for restoring American manufacturing – a combination of fair trade and currency policies, worker training, infrastructure investment and regional development policies targeted to help economically distressed areas. We cannot be a prosperous middle class society in a dynamic global economy without a healthy manufacturing sector."

## CONGRATULATIONS ON YOUR RETIREMENT!



ITPE Representative, Denise Moore presenting a plaque of appreciation to Thomas Evans for his service as an ITPE Shop Steward at USA Fort Belvoir.



The time has come to say farewell to Jennie Mitchell. Starting at Barksdale Air Force Base in 1977 she has been a dedicated, hard-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 years 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!



Elwood & Elena Hampton pose with a friend of Labor, Congressman Frank A. LoBiondo of New Jersey. Mr. Hampton retired from the ITPE in 2007.

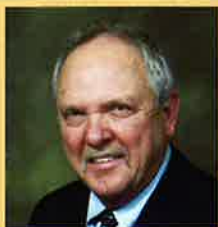


ITPE President John F. Conley was awarded the Ellis Island Medal of Honor. Presented on Ellis Island, New York - May 8, 2010



ITPE President John F. Conley poses with Major General Michael S. Repass, Commanding General U.S. Army Special Forces, Fort Bragg, SC.





# From **DENNIS R. ARRINGTON**

ITPE Secretary Treasurer

Greeting Brothers & Sisters,

The ITPEU Convention was conducted in March of this year in Savannah, GA. ITPEU Officers and Delegates were assembled from throughout the country. ITPEU President John F. Conley arranged to have speakers from all areas of the country give presentations during this three day event. These speakers were very informative and inspirational. Many of them are or have been in the labor movement for many years. They discussed and provided information on various issues that the working families of America are presently facing in everyday life or will be confronted with in the future.

An example of this would be the Employee Free Choice Act. This is a proposed bill that would restore the freedom of the workers to make decisions about joining together to bargain for better wages and benefits.

Working families are struggling to make ends meet. Wages are dropping, health costs are rising and pensions are disappearing. Workers need new laws that level the playing field and ensure the freedom to form unions and bargain for better wages and benefits. Call or write your Senators today and urge them to support the Employee Free Choice Act.

The job description of the ITPEU Secretary/Treasurer was amended at this Convention giving my position the responsibility to oversee the organizing of new bargaining units.

Therefore it is my desire, as your newly elected ITPEU Secretary/Treasurer, to work closely with ITPEU President John F. Conley, ITPEU Representatives and OPEIU Director of Organizing and Field Operations, Mr. Kevin Kistler in coordinating our efforts on a national level to achieve the best results organizing the unorganized.

I would like to take this opportunity to thank the membership for expressing their confidence in President John F. Conley and his experienced team during the ITPEU election of officers and delegates last November.

Our Team is looking forward to providing a productive and successful future for the ITPEU members.

In Solidarity,

Dennis R. Arrington  
Secretary/Treasurer

## Keesler AFB Food Servers Biloxi, Mississippi





## PRESIDENT: HEALTH CARE BILL MEANS SECURITY FOR AMERICANS *AFL-CIO President Calls Measure 'Good First Step'*

When President Obama signed into law the Health Care and Education Reconciliation Act of 2010, he pointed out that the measure preserves the core principle that everybody should have some basic security when it comes to their health care.

"The bill I'm signing will set in motion reforms that generations of Americans have fought for and marched for and hungered to see," he said March 30 at the Northern Virginia Community College in Alexandria, Va. "Today we are affirming that essential truth, a truth every generation is called to rediscover for itself, that we are not a nation that scales back its aspirations."

The new law, which ended some 14 months of oftentimes bitter debate on Capitol Hill and around the country, will extend health insurance to 32 million Americans who are currently uninsured. It carries a price tag of \$940 billion over 10 years but is projected to reduce the country's soaring budget deficit by \$143 billion by 2019 and by another \$1.2 trillion by 2029, according to the non-partisan Congressional Budget Office.

Labor leaders including AFL-CIO President Rich Trumka have stated that although the bill isn't perfect, it contains a number of important provisions backed by unions. The legislation is "a good first step" Trumka said. "This health care bill is good for working families—now and even more in the future."

Although many of the new measure's provisions will take effect over several years, some became effective immediately and others will go into effect within roughly six months. Among the provisions falling into the latter two categories are:

- Provides \$250 rebate for Medicare beneficiaries who fall in the doughnut hole (a gap in prescription drug coverage that makes it harder for millions of Medicare beneficia-

ries to pay for the medication they need) in 2010. A 50 percent discount on drugs goes into effect in 2011 for individuals in the doughnut hole.

- In 2011, seniors in Medicare will receive free annual check-ups and will not have to pay a co-payment for mammograms, colonoscopies and other preventive screenings

- Creates a \$5 billion reinsurance fund to help employers who provide health benefits to early retirees ages 55 to 64 (goes into effect 90 days following the day President Obama signed the bill).

- Eliminates denial of coverage for pre-existing conditions for non-dependent children up to age 26

- Prohibits insurers from placing lifetime limits on coverage

- Restricts new plan's use of annual limits on coverage

- Prohibits rescission or dropping coverage when individuals become sick

- Provides \$5 billion to states to create a high-risk insurance pool for individuals denied insurance due to pre-existing condition and for those who have been without insurance for six months (goes into effect in 90 days)

- Creates a public health and wellness fund and requires new private insurance plans to offer preventive services without co-payments • Provides up to a 35 percent tax credit to small businesses that offer health care coverage to their employees

- Creates new and independent appeal process by which consumers can appeal decisions by their health insurance plans

- By 2011, requires plans in the individual and small group market to spend 80 percent of premium dollars on medical services, and plans in the large group market

to spend 85 percent

- Requires payment to primary care physicians under Medicaid to be 100 percent of Medicare rates (begins in 2013) Effective in 2014, the following provisions will take effect:

- Prohibits annual limits on coverage on all plans

- Provides up to a 50 percent tax credit to small businesses that provide insurance to their employees through the exchange. Exchanges are organized marketplaces that offer anyone the choice of public or private insurance plans, and provide oversight of insurers beyond current insurance regulations.

- Creates state insurance exchange where uninsured individuals and small employers can purchase insurance

- Provides subsidies for individuals with incomes up to 400 percent of federal poverty level (\$88,000 for a family of four) to purchase insurance

- Expands Medicaid to cover individuals under 65 up to 133 percent of federal poverty level (\$29,326 for family of four) Officials at the AFL-CIO strongly have suggested that, given the magnitude of misinformation that purposely has been circulated about the new health care package, working Americans should take every opportunity to familiarize themselves with the act's true provisions. Further, they urged union members to remember the following two important points:

- Individuals will continue to have the employer-sponsored health coverage they secure at the bargaining table, and

- The proposed excise tax on so-called "Cadillac" high-end insurance plans worth more than \$27,500 for families (\$10,200 for individuals) has been put off until 2018 and the dollar impact will be reduced to 85 percent.



## AFL-CIO President Richard Trumka on Employee Misclassification Protection Act April 22, 2010

We applaud today's filing of the Employee Misclassification Protection Act by Sen. Sherrod Brown and Rep. Lynn Woolsey. It is welcome news to many millions of workers who are misclassified by their employers as independent contractors, often as an excuse to avoid paying federal and state payroll taxes. This scheme allows unscrupulous employers' to cut cost by as much as 30 percent—and gives them an unfair advantage over law-abiding competitors, driving down labor standards for all workers.

For workers affected by this practice—construction workers, hospitality workers, broadcast technicians, stage hands, musicians, home health care workers and day laborers, among many others—this bill offers a pathway to receiving labor protections that most Americans take for granted, like being paid the minimum wage and receiving overtime pay after 40 hours of work, or workers' compensation when they are hurt on the job. Workers wrongly classified as independent contractors also are denied pension or and health benefits, and are told they aren't protected by civil rights laws.

The bill would require employers to classify workers as employees, using a well-defined test that has existed since 1947, and it establishes a penalty for failing to do so. It applies common sense to the workplace, requiring that employers tell workers if they have been classified as independent contractors and how they can challenge that classification. The bill also protects workers who do challenge

misclassification from retaliation.

Workers should be paid what the law says they are due. Misclassification has cost workers untold millions in wages and has cost the federal and state governments many millions in unpaid income, Social Security, unemployment and workers compensation taxes and premiums. New York City construction industry losses in payroll taxes and social insurance premiums due to misclassification are estimated at \$170 million a year. In Ohio, the attorney general estimates annual costs from worker misclassification may be \$100 million for unemployment insurance, more than \$510 million in workers compensation premiums and almost \$180 million in forgone state income tax revenues. Misclassification, he says, cost cities and villages more than \$100 million in local income tax revenues in 2006, and cost school districts \$7.8 million in 2008. Many other states report a similar impact. In fact, the Internal Revenue Service reported that in 1984, almost 20 percent of construction industry employers misclassified workers; a number that has surely grown.

This bill is a step in the right direction to protect workers, make sure that the country's labor standards are upheld and place all employers on a level playing field. We look forward to working with Senator Brown and Representative Woolsey and their colleagues on this important piece of legislation. It is a crucial component in our ongoing campaign to ensure that all jobs are good jobs.

## NOTICE OFFICE RELOCATION

From  
**Paul Harvey,**  
**ITPE Vice President**

**Effective April 22, 2010**  
**our Fresno, California**  
**office is moving!**

**Our new address is**  
**ITPEU, AFL-CIO**  
**12598 CENTRAL AVE**  
**#204B**  
**CHINO, CA 91710-3530**

**telephone number**  
**(909) 590-2200**  
**fax number**  
**(909) 590-2207**

**ALL correspondence,**  
**enrollments, and**  
**other documents from**  
**our California members**  
**should be sent to this**  
**office.**

## NOTICE

## NAS Pensacola: 'THEY HAVE WORKED VERY HARD'



Rudy Tejada, a DEW Services employee, takes potatoes out an oven at NASP's Jet Port Café. The French "fries" are baked in special ovens and are never deep fat fried. NASP was recently awarded the coveted 2010 Capt. Edward F. Ney Memorial Food Service award for haing the best galley ashore in the Navy.



Ivy Marshall



Adidas Dixon (front) and Pablito Javalen make sure the galley has enough clean silverware and trays. Food Service Paul Poling says extra effort was placed on teamwork this year and that may have made a difference in receiving the top award.



Lawanda Johnson serves up lunch to Sailors. The Jet Port Café is the largest free standing galley in the Navy serving about 3,300 lunches daily. Popular food at the cafe includes hamburger patties, 287,520 pounds annually, and French "fries", 224,532 pounds annually. Another popular item is bacon. Food service officials calculate that about 1.3 million strips of bacon are eaten every year at the galley at NASP.



Socorro Valencia wipes down tables at the Jet Port Café. Sailors often mention how clean the galley is and how polite the workers are when asked about the dining facility.



ABE2 Cedric Parks picks up bag lunches for officials at the NATTC.



Most of the Sailors and Marines who eat at the Jet Port Café are from the nearby Naval Air Technical Training Center. The facility serves three meals a day.



## MS ADMINISTRATORS LADIES SOFTBALL COMPANY TEAM FUN, EXERCISE AND COMARADERIE FOR OUR STAFF



Spring of 2009 kicked off our first year of the MS Administrator's Ladies Softball Team. The team was sponsored and Coached by Contract Administrator Enzo LaVecchia from the Cranford, NJ office. Team Captain Jeannine Nieves (Annual Benefit Fund Supervisor) and Staff Members Christie Dillon, Debbie Garber, Wendy Adorno, Shannon Kelly, Lea Catino, Beth Delguercio and Lori Larmore, along with family members and friends took part in our first company team. Fans Maria Surriel (Pension Dept. Supervisor), family, kids and friends were excited to support the team and show off their

team shirts. Our season was filled with a lot of laughs, baseball bloopers which our company photographer Alex Shteynberg (IT Manager) caught on film. Most of all it was nice to see our staff cheering each other on and bonding with each other. The program was made possible by Clark Recreation department. Fans are looking forward to a great 2010 season.

## MS ADMINISTRATORS PROUD TO BE PART OF BETHEL RIDGE EMPLOYMENT PROGRAM



NICK CODELLA is given a graduation gift presented by Contract Administrator Enzo La Vecchia head of the Cranford, NJ office who manages the Annual Benefit Fund and Pension Fund and by Jeanine Nieves, Office Supervisor. Nick came to us through Rhonda Jones, an employment specialist who works for Bethel Ridge Employment Program for adults with development disabilities. We are proud to be part of a program who offers adults with disabilities an opportunity to obtain community based work experience that is suited to their goals and interest. Nick is currently doing a wonderful job at our office helping us with various administrative tasks, such as entering data, scanning labeling, attaching documents, etc. He is very good on the computer and has proven to be very proficient in data entry. He started working at our office as a volunteer for a few hours a week to gain office experience while finishing up his high school education. He has now graduated from his high

school in Cranford, NJ and since he has done such a good job, Enzo has hired Nick to be part of our staff here MS Administrators Inc./Erisa Systems. Congratulations to Nick Codella who doesn't let anything stand in his way and has been an asset to our office.

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

### CONGRATULATIONS TO OPEIU FOR ORGANIZING THE MINOR LEAGUE UMPIRES

The Alliance celebrated with the OPEIU, the international union of the ITPE, who organized the Minor League umpires who work in all ballparks across the United States. The President of the Union (AMLU), now known as OPEIU, Guild 322 (three balls, two strikes, two outs), umpired behind the plate here in Las Vegas on Saturday, April 10, 2010.

OPEIU President, Mike Goodwin, wanted this to be one of the greatest events of celebration and support to the umpires and it was. No one can do it like Mike. Some of the officials of the Alliance in attendance at this fabulous celebration were: ITPE President, John Conley, ITPE Secretary/Treasurer Dennis Arrington, OPEIU Director of Organization, Kevin Kistler, USW Assistant to the President Bernie Hostein, USW President, Gene Brady, 711A, Paul Huertas, OPEIU International Representative, who also oversees the Alliance office, and a host of our drivers (union members) from the ITPE and USW Alliance. OPEIU President, Goodwin arranged for great food and refreshments which we enjoyed with a spectacular view overlooking the ballpark. Everyone in attendance had a fun time.

To the umpires of 322 - The Alliance members welcome you!!

### LAS VEGAS TAXICAB AUTHORITY REGULATE CREDIT CARD FEES

Eventually all of the taxicabs in Las Vegas will be equipped for credit or debit card use. On April 6, 2010, a special Taxicab Authority hearing was held on the Application of Frias for Approval of Charge for Credit Card and Debit Card Transactions for Payment of Charges on Taximeter and Setting Maximum Allowable Such Charge. The Taxicab Authority Board approved this Application Request. Yellow, Checker and Star Cab Companies supported it orally at the last moment at this April 6 T.A. hearing.

The Chairman, Stacie Truesdell Michaels, Esq., did not support this

application. It was 4 to 1 in support of Frias Application.

The ITPE position is that if the Taxicab Authority is going to regulate credit card processing fees that any profit from the credit or debit card transaction fees be equally shared with the drivers as the primary providers of that service.

In addition, now that credit cards are to be regulated by the Taxicab Authority, we are urging the T.A. to enact safeguards to protect the drivers from any penalties relating to this practice. For example, a driver should not lose his or her share of the fare as a result of a "bad" credit card used by a customer; drivers should not be responsible for processing the credit cards at all; or any other incidents that may occur due to the processing of credit card transactions. Drivers hands should not touch the credit or debit cards in any manner.

As it stands now, FRIAS and YCS Cab Companies are the only cab companies whose credit card transactions will come under the agency of the Taxicab Authority for any Credit Card and Debit Card processing fees in their taxicab. The other cab companies are using a vendor to provide credit card and debit card services, known as Taxipass. It appears that Taxipass has agreed to comply with a uniform fee set by the State.

### ANTHONY MARZOLLA'S ARBITRATION

Anthony "Tony" Marzolla was ter-



minated by Yellow Cab Company on March 5, 2009. The Union took the matter to Arbitration and won. We re-

ceived the decision on April 20, 2010 awarding Mr. Marzolla with full back-pay, reinstatement of seniority and benefits. Welcome back Tony.

Representing the Union in this Arbitration was local Attorney, Richard Sagerblom, who did a great job. The Union thanks you - It Pays To Belong.

### HANDICAB LOSES BEFORE THE N.T.A.

On May 13, 2010, the Nevada Transportation Authority (NTA) upheld the Taxicab Authority decision to deny Handicab a Certificate of ownership in the industry, and the request of 40 cabs. The NTA did not hear arguments again; they reviewed the case to see if the T.A. followed the law, if it made any errors of law? NTA found the T.A.'s decision was proper and appropriate, that it made no errors and that the T.A. did follow the law. Handicab said if it was denied by the NTA, it would appeal the decision. Well, I guess they will appeal that decision. Since Handicab referred to the T.A. as a kangaroo court, one would assume it will also put the NTA on that list now. It appears Handicab will be around, and is not going away any time soon.

### TAXICAB AUTHORITY UPCOMING MEETING ON LONG HAULING

On the Taxicab Authority Agenda discussion and possible direction to staff regarding the issue of long hauling. When this Article hit the street, this meeting will have come and gone. If you have concerns about long hauling, we hope you attended this meeting and express those concerns before the T.A. Board

### CONTRACT NEGOTIATIONS

The ITPE has two EPA contracts at UNLV.

Both are close to being finalized. An agreement for the Shipping and Receiving Clerk/Warehouse Specialists has been reached. I am close to finalizing contract negotiations for the Electrical Engineers.

**STAY SAFE, IN SOLIDARITY**



# CONGRATULATIONS

## Professional Minor League Umpires Vote Overwhelmingly to Affiliate with OPEIU

The union representing professional minor league baseball umpires has voted overwhelmingly to affiliate with the Office and Professional Employees International Union (OPEIU), AFL-CIO.

The 215 members of the Association of Minor League Umpires (AMLU) voted by 91 percent in favor of affiliation with OPEIU. The AMLU will now be known as AMLU/OPEIU Guild 322 (3 balls, 2 strikes, 2 outs!)

"Our affiliation with OPEIU is the next step in a progression toward improving the lives and working conditions of some of the hardest working and most underappreciated people in the game," said AMLU President Shaun Francis. "We evaluated the pros and cons of affiliation with a variety of different unions and OPEIU was head and shoulders above the rest. OPEIU's size, diversity of membership in a wide range of industries, as well as the quality of staff made them a perfect fit for our group."

"During the affiliation process, OPEIU President Michael Goodwin and Director of Organization and Field Services Kevin Kistler represented OPEIU extremely well," continued Francis. "They strongly believe in the labor movement and understand our goals for the future, and presented the benefits of OPEIU membership to me, my executive board and my members in a way that made it clear we should join forces with OPEIU."

"Members of the AMLU recognized that OPEIU is the right organization to help them achieve the benefits and protections they need," said Goodwin. "We look forward to working with them to negotiate a strong contract that will afford them the respect they deserve and the salary and benefits they've earned."

Prior to AMLU's formation in 2000, minor league umpires had been working with no representation. The goals of the AMLU's organizers was to secure health insurance, a benefit they were able to acquire for their members after several years of employment, as well as a ranking and promotion system to standardize movement up through the various leagues. Despite these changes and a strike that was honored by 100 percent of the minor league umpires in 2006, some key goals were not obtained.

Minor league umpires also work regularly in Major League Baseball, filling in for sick, injured or vacationing full-time umpires. More than 1,300 regular season MLB games had at least one AMLU member on the field in the 2009 season. In addition, all MLB umpires are recruited from the minor league system.

The life of a minor league umpire is difficult, with low pay, no vacation or sick time, as well as the inability to return home during the long season, which lasts from Spring Training in March to mid-late September. Salary for a minor league umpire starts at a mere \$1,800 per month, and is only paid during the season, forcing the umpires to work a second or third job during the off-season.

"We're now looking to take the umpires to another level and secure rights and benefits afforded to other baseball professionals, including wage improvements, job security and better working conditions," said Francis. "We look forward to bringing OPEIU's talents and resources into the world of professional umpiring to make these goals possible."

Professional employees in the areas of health care, education and aviation have been attracted to OPEIU and sought its representation in recent years.

### ABOUT OPEIU

The Office and Professional Employees International Union represents more than 125,000 members in the United States, Puerto Rico and Canada. OPEIU represents employees and independent contractors in banking and credit unions, insurance, higher education, shipping, hospitals, medical clinics, utilities, transportation, hotels, administrative offices and more.

Professional organizations and Guilds affiliated with OPEIU are a diverse group that includes physicians, pharmacists, chiropractors, appraisers, podiatrists, dentists, clinical social workers, hypnotists, teachers and helicopter pilots.



Association of Minor League Umpires (AMLU) President Shaun Francis (seated, second from left) and Office and Professional Employees International Union (OPEIU) International President Michael Goodwin (seated, second from right) sign the affiliation agreement. AMLU will now be known as AMLU/OPEIU Guild 322. Also pictured are (standing left to right) Tom Clarke, AMLU Recording Secretary and Justin Vogel, AMLU Vice President; (seated, far left) Jeffrey Klinghoffer, AMLU Secretary-Treasurer; and (seated, far right) Kevin Kistler, OPEIU Director of Organization and Field Services.

## The Hawaii Nurses' Association Announces Affiliation with The Office and Professional Employees International Union, AFL-CIO

The Hawaii Nurses' Association (HNA) announced its affiliation with the Office and Professional Employees International Union (OPEIU), AFL-CIO today. "Our affiliation with OPEIU is a landmark decision for us and signals our intention to take our place in organized labor," said HNA President Joan Craft, RN.

The OPEIU was chartered in 1945 with more than 125,000 members and is one of the larger unions of the AFL-

CIO. They have locals in every state, Puerto Rico and Canada. HNA was given the official local number, "OPEIU Local 50" because Hawaii is the 50th state.

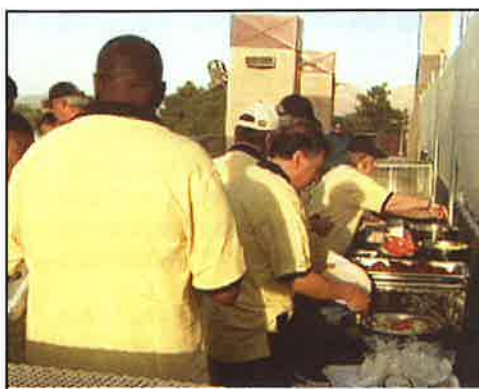
Leaders of the Hawaii Nurses' Association attended the OPEIU National Convention in June 2010 for an official charter ceremony.

HNA was founded in 1917 and is the largest union representing Hawaii's private sector RNs and health care workers.

# C O N G R A T U L A T I O N S



In celebration of the OPEIU affiliation of the Minor League Umpires, ITPE & USW show their support by attending a game of the 51s in Las Vegas. Three of the newest affiliated members were umpiring, that game. The president of the AMLU, Shawn Francis, umpired behind the plate. Unfortunately the 51s lost to a team from Utah.





# CONVENTION HIGHLIGHTS



















## 'Living Wage' Could Be Factor in Govt. Contracts

The White House is looking at a new policy that would give an advantage in bidding on government contracts to companies that offer and generous benefits and good pay.

But business groups opposing the idea maintain it would shut out smaller businesses from competing for more than \$500 billion a year in federal contracts and increase government procurement costs.

The policy is known as "high road" contracting and could draw the Obama administration into a larger debate over whether the government should use public purse strings to strengthen the middle class and promote higher labor standards.

Advocates of the plan include unions. They say too many jobs financed by government contracts come with low wages and limited benefits and support companies that violate employment laws.

The Economic Policy Institute, a liberal think tank, estimates that nearly 20 percent of the 2 million federal contract workers in the U.S. earn less than the poverty threshold wage of \$9.91 per hour. As many as 22 million workers are employed by federal contractors.

Documents obtained by The Associated Press show the plan under consideration would examine the wages and benefits — such as health insurance, retirement benefits and paid leave — a company pays its employees as a factor in the contract award process.

Another factor would be whether a contract bidder is a repeat violator of labor and employment laws. Businesses with legal violations are already supposed to be restricted under current contracting rules, but the new policy would create a better system for tracking those companies.

A Labor Department compliance office would compile a score on contract bidders based on the new criteria.

White House consideration of the new policy was first reported earlier this month on the political Web site Daily Caller.

Earlier this month, a group of four Republican senators led by Sen. Susan Collins of Maine wrote a letter to Budget Director Peter Orszag arguing that imposing such a policy could increase the cost of federal contracting and hurt small businesses.

"These small businesses could choose not to compete for federal contracts, undermining the diversity of the federal contracting base and lessening competitive pressure on larger federal contractors," the lawmakers wrote.

The U.S. Chamber of Commerce goes further, calling the policy a payback to labor unions. Unionized companies that already pay workers higher average wages and offer better health and retirement benefits would be in a better position to compete with nonunion contractors.

"This is an attempt by the unions to force their policy agenda on a wide swath of the economy by rigging the government procurement process," said Glenn Spencer, executive director of the Chamber's Workforce Freedom Initiative.

David Madland, director of the American Worker Project at the Center for American Progress, a liberal think tank, said there is evidence that better-paid workers are more efficient and productive. Local governments with similar plans found raising standards increased competition because more companies are willing to bid on government contracts, he said.

Madland said raising labor standards and wages also saves taxpayers from hidden costs when employers pay so little that their workers rely on publicly funded health insurance and other safety net programs.

In 2007, Maryland became the first state to adopt a living wage law that requires state contractors to pay a minimum salary to workers. More than 100 other cities and counties have adopted similar mandates. By contrast, the federal "high road" policy would not require the government to prefer companies with higher wages — it would be one factor among other criteria.



## NEWS FROM THE SAN ANTONIO, TEXAS BRANCH

Representatives: Lena Bailey & Patty Foley • Secretary: Melissa Foley

### KEEP KILLEEN BEAUTIFUL

After being motivated at the S2010 ITPE Convention, our members working for PCSI, Inc. at Fort Hood, Texas participated in the KEEP KILLEEN BEAUTIFUL on April 10, 2010 showing support and proudly wearing their ITPEU hats and t-shirts.



Keep Killeen Beautiful Chairman Colen Wilson, right, thanks members of the Industrial Technical Professional Employees Union from Fort Hood for participating in the annual Trash-Off. Each group and individual participating received a certificate of appreciation

First Row R to L - Juanita Jackson, Jerry Williams (Shop Steward), Jennifer Kester (Shop Steward), Evelyn Adams, Nhan-Van Bui

Second Row R to L - James Spaulding, William Collier, John Strother, Edwin Bolicki



From L to R: Juanita Jackson, John Strother, William Collier and Evelyn Adams



From L to R: Jerry Williams, Shop Steward, Jennifer Kester, Shop Steward, Hnah-Van Bui, Juanita Jackson, Evelyn Adams, Edwin Bolicki, James Spaulding, William Collier, and John Strother

### CONGRATULATIONS TO GOTT DINING FACILITY

In February, 2010 the GOTT Dining Facility at Lackland AFB, San Antonio, Texas which is run by Mr. Anthony Kelly, Dining Facility Manager working for Allen Tharp, LLC was presented the Public Health Award on behalf of the ITPEU members working in that facility. This award is given based on the sanitation inspector's ratings of the facilities and Gott dining facility received an excellent for the year. This award has not been given to anyone in 2 years and Lackland AFB has not received the honor in approximately 8 years. GREAT JOB!!!!



From L to R: Richard Rodriguez, Supervisor, Anthony Kelly, Manager, James Hannan, Supervisor



### BASE CLOSURE

On January 31, 2010 Ingleside, NAS, Texas officially closed down. We had 20 members that lost their jobs. We would like to thank them for their continued dedication to the ITPE Union and wish them well in all their endeavors.

### TAFT HARTLEY ACT

This year has been a tough year for our security guard contracts because of the Taft Hartley Act. The San Antonio office has lost the GSA San Antonio guards because of this act, a group that has been with the ITPEU for over 25 years as well as the Eagle Pass Border Security guards. People have the right to have whomever they want to represent them and not be restricted just because it is not a security union. We all need to get involved and let's fight for the freedom to choose. (SUPPORT THE EMPLOYEE'S FREE CHOICE ACT)

## Real Issue Behind Immigration: Corporate Race to the Bottom

by James Parks, May 20, 2010

The ongoing debate about immigration never seems to effectively address the real problem—our collective national addiction to cheap labor and low wages, says Mark Ayers, president of the AFL-CIO Building and Construction Trades Department (BCTD).

In a column on BCTD's website, Ayers says the enactment of Arizona's anti-immigrant law has revived efforts to pass comprehensive immigration reform at the national level. But before Congress rushes to pass immigration legislation, it must take into account that "in America today, it's all about next quarter's profits and the bottom line."

While exploitative businesses and their apologists hide behind empty slogans like "free markets," we know the only freedom they are fighting for is the freedom to exploit workers, steal wages and cut corners.

Ayers points out that certain industries, such as construction, rely heavily on undocumented labor. In recent years, according to the Pew Hispanic Center, undocumented workers accounted for as much as 25 percent of the entire U.S. construction workforce. And in the residential construction sector, that number is even higher.

The construction industry's business model is a "race to the bottom" predicated on exploitation of undocumented workers, Ayers says. That model has devastated construction workers' wages. In fact, Ayers says, real wages for construction workers were 17 percent lower in 2006 than in 1973, adjusted for inflation.

Even when contractors are making money, workers are not seeing the gains. According to the federal government's economic census, contractors' profits grew between 1977 and 2002. However, the proportion of construction receipts spent for payroll and benefits actually declined by almost 14 percent during the same period, Ayers says.

With those types of statistics in mind, he says:

it is simply idiotic for us, as a nation, to pass law after law—like the one in Arizona—and arrest someone with brown skin who can't produce an ID when we don't have the sense or the courage to address the real issue—companies maximizing profits at the expense of workers, using a business model that relies on the lowering of standards and wages industry-wide by exploiting a workforce without the legal standing to demand justice.

Instead of demagoguery and divisiveness, we need comprehensive immigration reform that stops this exploitation. America's building trades unions and this great country were built by immigrants seeking a better life for themselves and their families. Whether it's a temporary worker program that denies full rights and wages to those working in this country or the "Show Me Your Papers" law, anytime we treat immigrants like second-class citizens, we undermine our core values as Americans, and undermine the American Dream for all of us.

### DUES INCREASE THIRTY-SEVEN (.037) CENTS WEEKLY; BENEFIT IMPROVEMENTS ANNOUNCED

Effective with the month of October, 2010, the regular dues rate for Local 4873 members will increase by thirty-seven (0.37) cents per member per week (\$1.50 per month), announced President John F. Conley.

This increase was mandated by the OPEIU Convention held in June 2010.

Along with the dues increase, the Local 4873 Executive Board approved a new benefit to be provided by OPEIU, effective October 1, 2010, to all Local 4873 members of a towing/service call benefit of up to 2 calls per year valued at \$100 each. The benefit covers the member and his/her family living in the same household, limited to a total of 2 calls per family per year.

Each Local 4873 member will be sent a benefit card indicating the individual membership number, along with a producer code and plan category. The benefit cards will be mailed out around the third week in September, 2010. The new benefit is added to the PerksCard benefit currently provided to all Local 4873 members.

If you do not receive your card by October 1, 2010, please call the ITPE office at (912) 232-6181, ext. 107.



# THE FACTS

## What the Freedom to Join Unions Means to America's Workers and the Middle Class

America cannot be a successful low-wage consumer society. The Bush administration tried to make up for stagnant wages with consumer debt—a choice that has proven disastrous. Our country needs more money to go to America's workers and less to Wall Street speculators and CEOs. That is why a key element of our nation's economic recovery must be to restore workers' freedom to form unions, speak for themselves and negotiate a fair share of the wealth they create. Rising income, not more debt, is the only way out of the economic crisis.

America became the greatest middle class society in the world when our country respected workers' fundamental human right to represent themselves and bargain for better wages and benefits. Through bargaining, workers transform bad, dead-end jobs into living-wage jobs with opportunities for training and upgrading. The longterm decline in collective bargaining coverage is a significant cause not only of wage stagnation but also of the nation's health care and retirement income security crises—crises that grow worse by the day.

But the law that protects workers' freedom to bargain has been perverted. Companies routinely fire workers who stand up for themselves. Workers who want to form unions are threatened with plant closings, interrogated, offered bribes, spied on and intimidated. The result? Only 8 percent of private-sector workers actually belong to unions, even though independent surveys by a leading national survey firm show that 58 percent of U.S. workers say they want a union in their workplace—the highest percentage in 25 years.

Denying Americans the freedom to form unions at their place of work is not just unfair, it is destructive economic policy. Taking away workers' rights on the job has hurt the American middle class, increased economic inequality and destabilized our economy. With deunionization, we have set off a long-term downward spiral of lower wages and fewer benefits. Pockets of workers with good jobs try to hold on to a middle class standard of living, even as more and more people suffer lower wages, less health care and no retirement security. As companies fight to cut costs, consumer demand falls, breeding recession and instability.

Over the past 35 years, workers' productivity has risen by more than 75 percent, but inflation-adjusted wages of America's workers—as published by the President's Council

of Economic Advisors—are lower than in 1973. The reality today for America's workers is:

1. Stagnant wages and rising economic inequality.
2. Pessimism and deepening worker dissatisfaction with their economic prospects.

A multitude of published studies by respected and prominent economists have found that when workers have the right to come together and form unions, their lives improve and the larger economy is healthier: Productivity rises, product and service quality improves, economic inequality is reduced and wages are boosted substantially for all workers—but especially for low-wage workers and workers of color. Unions and collective bargaining have been especially important in giving workers access to health insurance and defined-benefit pensions.

During the 1950s and 1960s, when America's economy grew at the fastest rate since World War II, the percentage of workers who had unions was at its highest point in U.S. history. Conversely, on the eve of the worst economic crisis of the 20th century, the Great Depression, union membership had been declining for more than a decade, just as it is today. The times in our history when workers have been able to come together to speak for themselves in the workplace have been times of rising real wages, economic and financial stability, rising health care coverage, rising pension coverage and rising productivity. But when workers' rights are repressed, the American economy produces gross inequality and financial instability.

Some responsible and profitable major corporations have adopted majority sign-up as standard practice and an important element of their corporations' successful highroad business plans. The result for companies like AT&T and Kaiser Permanente has been workplaces with better labor-management relations, less tension, more respect for employees and a positive impact on employee morale. Of course, there are employers that want America to be a low-wage economy. The U.S. Chamber of Commerce has issued white papers attacking workers' freedom to organize, relying on writings by a handful of far right-wing economists. What the Chamber doesn't want policymakers to know is that union membership is the route out of poverty for workers in low-wage occupations. For example, union cashiers earn 30 percent more than nonunion cashiers, union

dining room and cafeteria attendants earn 49 percent more than nonunion dining room and cafeteria attendants, and union janitors earn 31 percent more than nonunion janitors. Today, states with the highest union density enjoy higher wages, higher family incomes, lower poverty rates and smaller percentages of people without health insurance than states with the lowest union density. When workers can form unions, rising wages set off a positive, upward cycle. States with the highest union density spend more per pupil on public education; pay teachers higher salaries; have more doctors per capita, lower infant mortality and lower death rates; have a lower incidence of workplace fatalities; and have better worker safety net programs such as unemployment insurance and workers' compensation than states with the lowest union density. Unions not only improve the quality of worker protection programs at state and federal levels—they inform and educate workers about these programs and help them gain access to their benefits and protections. Unions also have a large positive impact on civic participation by America's workers. It comes as no surprise that the states with the highest union density have higher voter participation rates than states with the lowest union density. Unions and collective bargaining are vital not only in the workplace but also in society at large. Half a century ago, the groundbreaking economist John Kenneth Galbraith identified unions as a vital source of countervailing power in an economy dominated by large corporations. That remains true today.

The Employee Free Choice Act is part of a strategy for American economic revival—for a high-wage, high-skill economy. Increasing incomes and respecting workers' rights on the job must be a central part of that strategy.

What is the plan proposed by the anti-worker voices in the business community? More consumer debt? More subprime mortgages? More jobs without pensions and health care? A vain effort to compete with low-wage countries by cutting our standard of living to their levels for all but the wealthiest Americans?

America deserves better than economic inequality and economic decline. That's why America needs to restore the freedom for all of its workers to bargain for a better life by passing the Employee Free Choice Act.

## ITPE Union SAFE Helps Members Facing Financial Harship



ITPE members who are facing financial hardship may be able to find help through the Union SAFE program.

Union SAFE -- which stands for Security, Assistance, and Financial Education -- offers a wide array of benefits that have helped members like Michelle Mack-Simpson.

Ms. Simpson, of OPEIU Local 153, found herself out of work for months because of an injury. The health insurance she enjoyed as a union member covered her medical expenses. It was other expenses that were causing a financial hardship. She started to worry about making her rent. Money kept getting tighter and tighter.

Then she learned about the Disability Grant offered through her Union Plus Credit Card. The grant provides money to cardholders who experience a significant loss of household income due to a recent long-term illness or prolonged disability. Ms. Simpson applied and received a \$1,750 grant.

"From beginning to end, the grant process was easy and the people were nice. The money was a real lifesaver," says Mrs. Simpson of Brooklyn, NY.

And, there's more. Whether it's help with a layoff, disability, disaster or assistance in managing a budget in debt, no other credit card in the country offers Union SAFE benefits.

### Securing Your Finances

Union SAFE provides financial assistance during difficult times, including:

- **Job Loss Grants** of \$250 to help eligible Union Plus Credit Card holders who have recently been laid off or who have lost their jobs. Apply at [UnionPlus.org/JobLoss](http://UnionPlus.org/JobLoss).
- **Free Budget, credit and debt Counseling** from experienced counselors is available to help all ITPE members with a complete financial review and a written action plan. No-fee debt management plans and bankruptcy counseling available. Call 1-877-833-1745.

### Helping With Health Care

Union SAFE provides help for members facing rising health care costs, including:

- **Hospital Care Grants** of \$1,000 for qualified members who have a Union Plus Credit Card, Mortgage or insurance policy facing recent large, unreimbursed out-of-pocket hospital expenses. Apply at [UnionPlus.org/HospitalGrant](http://UnionPlus.org/HospitalGrant).
- **Medical bill Negotiation Service** can help negotiate significant savings for ITPE members with large out-of-pocket medical costs. Apply at [UnionPlus.org/BillNegotiator](http://UnionPlus.org/BillNegotiator).

### Protecting Your Home

Union SAFE offers help for homeowners facing problems making their mortgage payments.

- **Save My Home Hotline** provides free, confidential counseling from HUD-certified counselors to help union members avoid home foreclosure. Call 1-866-490-5361.

The Union SAFE benefits expand the Union Plus Safety Net to help support union members facing financial hardship.

For more information about all of the help available visit: [UnionPlus.org/UnionSAFE](http://UnionPlus.org/UnionSAFE)





FAA Oberlin Guards (l-r) Randy Hoover Manager, Lenny Rumph, Rita Varner and Cletus Summerfield. They received the Achievement Excellence Awards



FAA Oberlin Guards with presenters: District Manager Robert Scarbrough, Larry Amacher, Eastern GNAS Manager and Wilberto Torres, CLE GNAS Manager



Clarence Mitchell presenting the winner of the year attendance award to Ms. Ricki Doan - a \$500.00 gift card.



## Allen Tharp, LLC

L - R: First Row: Maritza Smith, Giselle Martinez, Betty Flores, Pagricia Cervantes

Second Row: Martinos Grandes, Roxanne Hernandez, Delma Lizama, Ana Reyes, Irma Velasquez, Rita Perkins, Vicki Garcia, Paulina Benitz

Third Row: Leonard Floyd, Silvia Alford, Maria Guzman, Nelly Molina, Michelle Johnson



### NAS PENSACOLA GALLEY 2010 NEY AWARD WINNERS

Sitting: -R Monnie Dimilanta, FSI Duyne Martinez, Asst. Contract Manager Dawn Rupert, CSC Michael Muller, FSO Paul Poling, CS1 Bogan Burnett, CS1 Dominique Birch, CS1 Charles VAughn, LS2 Nayquinte White

Standing Row 1 L-R: CS1 Stephen Rollins, Bldg. Mgr. (39000) Marilu Tarbox, Dolores Pineda, Helen Dela Pax, Lizzie Saulsberry, Catrina Thomsa, Norma Williams, Villa Outlaw, Lucy Compeau, Nancy Pressley, Alicia Keirn, Adela Stewart, Rebecca Stancil, Christina Spencer, Christopher Wermers.

Row 2: Bldg. Mgr. (Corry) Veeda Grice, Mrs. Helen Hayes, Nancy Causey, Tita Banares, Janas Marlow, Taeson Gulley, Que Ngo, Pamela Mosley, Brenda Coleman, Felecia Pressley, Stephanie Blankenship, Ronnie Edilon, Felecia Harris, Ireneo Kaibigan, Ingrid Phillips, Alma Teague

Row 3: Asst. Bldg. Mgr. John Green, Vickie Cesarini, Darius Williams, Brenda Heath, Tim Cobb, Gwen Sparrow, Kitchen Mgr. Doug Braden, Jeffery Hill, Malia Monk, Jason Shaeffer, Christen Nobles, Michael Ayson

Row 4: Hibbert Salter, gregory Rancifer, David Bixler, Jon Sherman

Row 5: Leslie Iett, Jovon Gulley, Michael Sarayba, Jose Kalbigan, Steve Hendrix, Victor Westry, Rolando Sasot, Larry Nesbitt

Row 6: Sheila Myrick, Adam Dew, Guy Bright

Last Row: Karla Johnson, Dan McReynolds, Rogelio Lim, Ivy Marshall, Tony Payne, Michael Yarborough, Keith Rease, Rudy Tejada

## NEWS FROM NORTH CAROLINA & WEST VIRGINIA

Representative: Cindy L. Diehm

Written by: Cheryl Lowe, Assistant Representative

### TRAGEDY IN WEST VIRGINIA

We have all read the accounts of the mine tragedy in West Virginia. Some of our friends and members were directly affected and we mourn with them for the great loss they have suffered. May God be with you in your time of pain and sorrow.

### NEGOTIATIONS

It is the time of year for all Representatives to be on the road negotiating for wage increases and the new benefits packages. Cindy has already negotiated several this year and is working hard on wage increases and better benefits for all the members in our area.

### NEW MEMBERS

A warm ITPE welcome, to the Security Guards at the Social Security Building in R.T.P. North Carolina. This contract is held by Basic Contracting Services out of Artesia, New Mexico; President: John Morgan.

### "IT PAYS TO BELONG"

### ELECTIONS

ITPE held its elections in 2009 and in January of this year the newly elected officers were sworn in. Our members stayed with the team that has done so well for us in the past. We want to thank each and every member who chose to exercise their right to vote. Your voice was heard and your choice was overwhelmingly given to the team that has worked so hard for this Union in the past and will continue to do so in the future.

### AWAITING BRAC MOVEMENT

The members at Ft. Bragg have seen their hours cut back to the barest since the troops were deployed. The BRAC movement which will involve new units coming to Ft. Bragg from other bases being closed, will be starting soon. Construction on Bragg is booming in anticipation of these troops being transferred here as well as lots of new housing going up in the surrounding areas. With the influx of these troops, services will increase,

which means more dining facilities opening, more clinics at the hospital being added. Pope Air Force Base will become an Army Air Base and the services at Pope Air Force Base will be transferred to contracts on Ft. Bragg which will have to be staffed. We should see a return to normal hours for our members who provide these services.

### BE AWARE, BE PREPARED

It is hurricane season again, so be aware and prepare yourselves. With all the natural disasters we have witnessed the past year, it would be well advised for those of us who live in hurricane country to prepare ourselves for the coming hurricane season. Make sure you have a safety plan and a survival kit in case your area is hit. We can't control the weather but we can at least have a "just in case it happens" plan to make it through. Water, flashlight, fire, and food provisions are essential to any good plan. STAY SAFE!!!!

### CAMP SPRINGS, MD

Congratulations to Sandra King and Denise Moore for their recent success in organizing the commissary employees at Andrews AFB and the Walter Reed Army Medical Center.

From left to right: Dennis Arrington, ITPE Sec./Treas.; newly designated Shop Steward Angie Smith; ITPE Representative Denise Moore; newly designated Shop Steward Elmer Jackson; and ITPE Representative Sandra King





## Camp Springs, MD

### Why We All Need Union Representation

May 24, 2010

Sandra M. King  
ITPE Representative  
5625 Allentown Road, Suite 104  
Camp Springs, MD 20746

Mrs. King:

As you are aware, while working for Jenkins Security Consultants, Inc. in June of 2009 at the Domestic Nuclear Detection Office located in Washington, DC, I encountered a situation where I was being treated unfairly by my aforementioned employer. The scenario included being removed from the site of my employment, being asked to re-apply for employment with Jenkins, being relocated to a new site at the U.S. Coast Guard which has a Collective Bargaining Agreement with a different Union than ITPE, having a new hire date which would have resulted in losing my seniority and pending two (2) weeks of vacation, and having a schedule with different shift hours and/or days.

Upon contacting you in June of 2009 to discuss the challenges I was facing, it was determined that I should file a grievance to address all of the issues, accordingly. You were absolutely amazing insofar as your handling of my case! Although my case, which ultimately resulted in an arbitration hearing, took eleven months to resolve, I could not have asked for better representation than that of which I received from both you and Sid Kalban, the attorney for the Union. Your patience, attention to detail, unparalleled level of professionalism, and overall due diligence as we worked through all the aspects of my case was "First-Class" at a minimum. Consequently, the facts and merits of my case, combined with the qualities you brought to the table, as well as the communication between you, Sid, and myself, resulted in a favorable ruling for the Union by the Arbitrator.

To that end, not only was I reinstated to my original site with the same Post and schedule, but I also received all of my lost wages and benefits which included vacation, pension, sick leave, seniority, and etc. Obviously, I could not have accomplished this without you and Sid. Moreover, my affiliation with the ITPE Union has altered the course of my life regarding the tough economic times many of us face today. As a result of your hard work, justice has prevailed in a manner that will enable me to be more financially sound, and my belief in the concept of Unions will forever remain strong. Thank you again, and I wish you and your colleagues much continued success.

Best regards,

Don Waldon  
ITPE Union Member



Camp Springs - ITPE Food Service workers at Fort Belvoir pose with ITPE Representative Denise Moore on left and ITPE Sec/Treas. Dennis Arrington on right.



Camp Springs - ITPE members at the USN Academy, Annapolis, MD - are all smiles during a recent visit of ITPE Representatives

## Study: Unions Boost Wages, Benefits

A new report released Feb. 3 by the Center for Economic and Policy Research pinpoints unionization rates, the size and composition of the unionized workforce and the wages and benefits for union workers in each of the 50 states and the District of Columbia.

"The union presence varies across states," said John Schmitt, the author of the report, "but unions substantially raise wages and benefits for workers in every state."

The study, "The Unions of the States," found that in the typical state, unionization is associated with a 15 percent increase in hourly wages.

Unionization, according to the report, is also associated with a 19-percentagepoint increase in the likelihood of having employer-provided health insurance and a 24-percentage-point increase in the likelihood of having employer-sponsored retirement plans.

Specifically, the study found that: Unionization rates vary substantially across the states, from below 5 percent of the overall workforce in South Carolina and North Carolina, to more than 25 percent in New York and Hawaii.

The rate in the states right in the

middle with respect to unionization is 12.6 percent (the rate in Missouri and Vermont).

The absolute number of union workers in each state also varied greatly in 2009, from just 20,000 in Wyoming to about 2.6 million in California.

Across all the states, unionization is strongly associated with increases in overall compensation (measured by hourly wages and health and pension benefit coverage).

The report used data from the monthly Current Population Survey (CPS) covering the period 2003-2009. In addition to information regarding wage and benefit increases, the study also provides a detailed presentation of the demographic characteristics of each state's workforce, including the share of each state's unionized and non-unionized workforce by gender, racial and ethnic composition.

Additionally, the levels of education of unionized and non-unionized workforce are provided.

A full copy of "The Unions of the States," can be retrieved by visiting: [www.cepr.net/index.php/publications/reports/the-unions-of-the-states/](http://www.cepr.net/index.php/publications/reports/the-unions-of-the-states/)

### LETTER TO THE EDITOR of the Savannah Morning News Change Union Vote Counting Procedure

I object to your twisted, right-wing logic concerning the recent ruling by the National Mediation Board.

the first fallacy in your editorial is the ludicrous idea that the deck is already stacked against the American employer when it comes to the American worker.

The second is the fact that you think it is "proper" to count an employee's decision not to vote for or against a union as a "no" vote. Why is that "proper"? Why not make it a "yes" vote instead?

The only way a minority of workers could dictate whether a jamority of workers will have a union or not is if someone is too lazy to vote.

I would think a person should care enough about such a big change in their workplace that they would at least take the time and effort to vote. If you do not vote, you get what you get.

Why should the employer get the benefit of the laziness or procrastination of its employees? What other democratic voting procedure used in this country employs this "a failure to vote is a no vote."

How about congressional votes, state electins, local elections, referenda and the lsit goes on?

The fact that this has been done for 75 years only reinforces the tact that Big Business and corporations have a huge influence on America's law-making process.

As far as your opinion of the make up of the National Mediation Board, welcome to the political world. The "Party of No" got left out of this decision.

TIM CRAFT -Savannah



**LETTER TO THE EDITOR**  
of the Savannah Morning News  
**Unions Protect Against  
Employer Bullies**

I am writing in response to your Savannah Morning News May 12 editorial "Bully tactics", which objected to a change in the rules governing unionization of any given workplace.

According to your figures, for the past 75 years a union could only be established by a majority vote of those employees who participated in the election process. As you stated, it is indeed their right to abstain from voting but their non-votes were then counted as "no" votes, and those brave souls who actually voted "yes" were generally voted down.

Any employer who did not want his factory unionized had only to intimidate his workers into not voting. This is a common practice. Voting "yes" could result in the employee being fired or worse: Physical threats are not uncommon where the profit motive is the primary goal. Thus, it is not the union that is generally the bully, but the employer.

Why should a union election be any different from any other? If you chose not to vote in a general election, you don't get to participate in the process, and your candidate may not win without your support.

If everyone decided to stay away from the polls, a small handful of voters could determine the election results, but your non-vote counts for nothing. Why does a non-vote count as "no" in this case? Could the "system" have been rewarding the top cats for the past 75 years?

If employers can give workers great working conditions, salaries and benefits without the involvement of a union, so be it. But it often takes a union to protect workers against the overly greedy entrepreneurs who would allow them to risk their lives in a high-stakes industrial gamble.

LINDA F. BRILL -Savannah

# AFL-CIO Jobs Agenda

No one needs to tell America's families that unemployment and underemployment are at crisis levels. We need jobs—and we need them now.

Wall Street has gotten its bailouts. Now it's time for Main Street to get some immediate help.

The AFL-CIO is calling on Congress and the Obama administration to take five steps now to care for jobless workers and put America back to work.

1. Extend the lifeline for jobless workers. Unless Congress acts now, supplemental unemployment benefits, additional food assistance and the expansion of COBRA health care benefits will expire at the end of the year. They must be extended for another 12 months to prevent working families from bankruptcy, home foreclosure and the loss of health care. Extending benefits also will boost personal spending and create jobs throughout the economy.

2. Rebuild America's schools, roads and energy systems. America still has at least \$2.2 trillion in unmet infrastructure needs. We should put people to work to fix our nation's broken-down school buildings and invest in transportation, green technology, energy efficiency and more.

3. Increase aid to state and local governments to maintain vital services. State and local governments and school districts have a

\$178 billion budget shortfall this year alone—while the recession creates a greater need for their services. States and communities must get help to maintain critical front-line services, prevent massive job cuts and avoid deep damage to education just when our children need it most.

4. Put people to work doing work that needs to be done. If the private sector can't or won't provide the needed jobs, the government should step up to the plate, putting people who need jobs together with work that needs to be done. These should never be replacements for existing public jobs. They must pay competitive wages and should target distressed communities.

5. Put TARP funds to work for Main Street. The bank bailout helped Wall Street, not Main Street. We should put some of the billions of dollars in leftover Troubled Asset Relief Program funds to work creating jobs by enabling community banks to lend money to small- and medium-size businesses. If small businesses can get credit, they will create jobs.

America's jobs situation would be even more dire without the economic stimulus program President Obama and Congress enacted, which has saved or created 1 million jobs. But the depth of this crisis demands that we do more—and that we do it now, before more people lose their jobs, their homes, their health care and their hope.

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