



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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Winter 2010



Report of the PRESIDENT

by J. F. Conley

Dear Brothers and Sisters,

In just a matter of days the year 2010 will become history and we will celebrate a new year 2011.

Thanks to the overwhelming support of our members during the last election of Officers and Delegates, thanks to the Union's Shop Stewards and the hard work and dedication of the Union's Representatives and Staff. Thanks to the leadership of the OPEIU for their tremendous support in providing many of the member benefit programs, I am proud to report 2010 has been a great year for ITPE.

We were successful in our contract negotiations, we were successful in membership growth through organizing of new bargaining units. Our Benefit Plans continue to meet the needs of the majority of members. The member only benefit programs continue to provide

great cost savings, with the most recent being the new towing service. All in all there are approximately 42 member only benefits available. Therefore the slogan "It Pays to Belong".

I was going to say something about the poor state of our country but feel enough information is in the article on page 20 and AFL-CIO President Richard Trumka's article on page 23.

I close my report by referencing to a response finally received from the Department of the Air Force regarding their Food Transformation initiative. Again thanks for your support. Please enjoy the upcoming Holidays.

John F. Conley

John F. Conley,
ITPE President

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DEPARTMENT OF THE AIR FORCE
HEADQUARTERS UNITED STATES AIR FORCE
WASHINGTON DC

DEC 3 2010

HQ USAF /A1S
201 12th Street South, Ste 413
Arlington, VA 22202

Mr. John F. Conley
2222 Bull, Street, Suite 200
Savannah, GA 31401

Dear Mr. Conley,

Thank you for your recent letter to Vice President Joseph Biden concerning the Air Force Food Transformation Initiative. The correspondence has been forwarded to my office for response as the Air Force lead for Food Transformation. The Air Force appreciates your concerns with this initiative and takes them very seriously.

The Air Force Food Transformation Initiative team is partnering with AbilityOne in order to protect their employment opportunities and the jobs associated with them by mandating continued AbilityOne participation. Small businesses have been afforded an opportunity to participate through the current, open, and ongoing competitive prequalification process. In addition, a contract clause in the new contract mandates compliance with Executive Order 13495 that requires the right of first refusal to employees of any small business predecessor contract for positions in the new contract for which they qualify. The contract further mandates that the Service Contract Act will apply with respect to the payment of all wages and employee benefits.

The new contract for Food Transformation was awarded 31 Aug 10 to ARAMARK, with an effective date of 1 Oct 10. During the 60-day transition period after award of the contract, no changes were made to any manning levels. ARAMARK is currently working with both AbilityOne and the previous Small Business contractor at Fairchild AFB to determine appropriate staffing levels for the dining facilities. Food Transformation will insure food service remains a service-orientated program by increasing the availability, variety and quality of food service available to our Airmen.

I appreciate your continued service to our contract food service employees throughout the Air Force.

Sincerely,

A handwritten signature in dark ink, appearing to read "Charles E. Milam", is written over a horizontal line.

CHARLES E. MILAM

Director of Services
DCS/Manpower, Personnel and Services

2010 ITPE ANNUAL BENEFIT FUND SCHOLARSHIP WINNERS

KATELYN FRIS

Daughter of Richard Fris who is employed at NDIC received a four year scholarship for \$10,000 to the UNIVERSITY OF PITTSBURGH JOHNSTOWN.

ZLATIJA EFENDIC

Daughter of Zurijeta Efendic who is employed at GSA TAMPA received a two year scholarship for \$10,000 to the HILLSBOROUGH COMMUNITY COLLEGE.

BRITTNEY FIELDS

Daughter of Robert Fields who is employed at FLETC GLYNCO received a four year scholarship for \$10,000 to the SANTA FE COMMUNITY COLLEGE/FL.

GENA CHOI

Daughter of Young Choi who is employed at FT. LEWIS received a four year scholarship for \$10,000 to the UNIVERSITY OF WASHINGTON.

MERCEDES LOPEZ

Daughter of Constanca Segura Lopez who is employed at GOODFELLOW AFB received a four year scholarship for \$10,000 to MCMURRY UNIVERSITY.

ALTRAY REED

Who is employed at FT. JACKSON received a two year scholarship for \$10,000 to MIDLANDS TECHNICAL COLLEGE.

ERIC CHOI

Son of Young Choi who is employed at FT. LEWIS received a four year scholarship for \$10,000 to the UNIVERSITY OF WASHINGTON.

MATTHEW HULTON

Who is employed at MCCHORD AFB COMMISSARY received a four year scholarship for \$10,000 to the UNIVERSITY OF WASHINGTON.

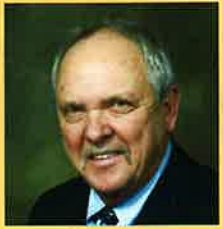
SAMRA KAHVEDZIC

Daughter of Nisveta Kahvedzic who is employed at GSA TAMPA received a four year scholarship for \$10,000 to UNIVERSITY OF SOUTH FLORIDA.

BOBBET DELEON-DICKENS

Wife of Ronald Dickens who is employed at FLETC GLYNCO received a four year scholarship for \$10,000 to WARNER UNIVERSITY.





From
DENNIS R. ARRINGTON

ITPE Secretary Treasurer

Greeting Brothers & Sisters,

Our nation will be facing many tribulations as the New Year approaches. There are record numbers of men and women who are without jobs and have been for some time. The new Health Care Reform is somewhat unclear to all of us.

The economic suffering in the past few years has substantially affected each and every working family in America.

Your Union, the ITPEU, on the other hand is working vigorously to insure that your jobs and benefits maintain their stability. As Secretary/Treasurer of the ITPEU, I am committed to ensure you that the ITPEU will continue to represent their members to the best of its ability in facing an uncertain future.

The ITPEU representatives persevere in their efforts to increase membership and show confidence in their members, as well as periodically providing additional benefits. Combined we can attain the goals of both Union and its constituents. In closing, be assured your union will continue to organize the unorganized to guarantee a secure future for all of its membership and their families.

I wish all of you good health and much joy throughout this Holiday Season.

In Solidarity,

Dennis R. Arrington
Secretary/Treasurer

Help Our Drive to Organize!!!

Any ITPE member who is aware of any location in the U.S. where the work force is in need of organizing or wishes to belong to ITPEU (affiliated with OPEIU as Local 4873), should contact Secretary/Treasurer Dennis Arrington at 912-232-6181, or your local Representative.

Members may also send correspondence related to work places which can be organized to:

Dennis Arrington, Secretary/Treasurer
ITPEU, AFL-CIO
P. O. Box 22699
Savannah, GA 31403



A CALL FOR 'BACK TO BASICS' UNIONISM

by Michael Goodwin



The labor movement is at a crossroads. How can unions rebuild from the current low-water mark of about 15% of the entire work force?

Unions are best-known for bargaining contracts, lobbying for legislation and participating in political campaigns. But when they were founded more than a century ago, they served other functions that continue to the present day. From the construction crafts to the maritime industry to the performing arts, unions set standards for skilled work, develop education and training programs to prepare workers to meet those standards, refer skilled workers to employers with job openings, and collaborate with employers to promote quality products and services. Unions also pool their members' purchasing power, often working together with employers to offer benefits such as health care coverage and retirement income that workers can take with them from job to job.

By assuming this stabilizing, service-oriented role in the nation's industries, unions can become essential partners to business, labor and government and help them navigate a postrecession economy that will be a whole lot leaner and crueller than before the era of BlackBerrys and busted bubbles.

The Office and Professional Employees International Union has been successful in attracting new members by offering workers benefits that they want and need, at no additional cost, by paying benefits out of the union's general treasury. Using combined purchasing power, OPEIU provides every member access to the PerksCard national discount program, which offers discounts at major retailers, as well as union-provided towing/service calls through Nation Safe Drivers. In several selected cities, OPEIU members receive death benefits, disability benefits and discounts for medical and dental care, equipment and other purchases through Careington International. In Las Vegas, OPEIU and United Steelworkers together represent more than 5,000 taxi drivers and provide membership benefits to all union drivers.

In New York City, the Hotel Trades Council provides training and credentialing for skilled positions in food preparation and food service, as well as in computer skills, boiler repair, plumbing, electrical work, air conditioning and refrigeration mechanics. In collaboration with the industry, medical coverage and health care services are provided, including a prescription drug plan, dental care, optical care, a pension plan, life insurance and accidental death and dismemberment benefits.

Such programs offer security and stability for employers, as well as employees. How often have employers complained that they can't find skilled workers? Or that they can't afford the cost of health care coverage for their employees? Or that they are afraid to invest in their best workers for fear that they'll go to work for their competitors? By providing industrywide training and benefit programs, unions can help quality companies to survive and thrive.

Because it draws on the best traditions of unions, guilds and worker associations of all kinds, I call this brand of worker organization "back-to-basics unionism." It can help unions find their footing in the new economy, facilitating employees and employers to work together in this new reality.

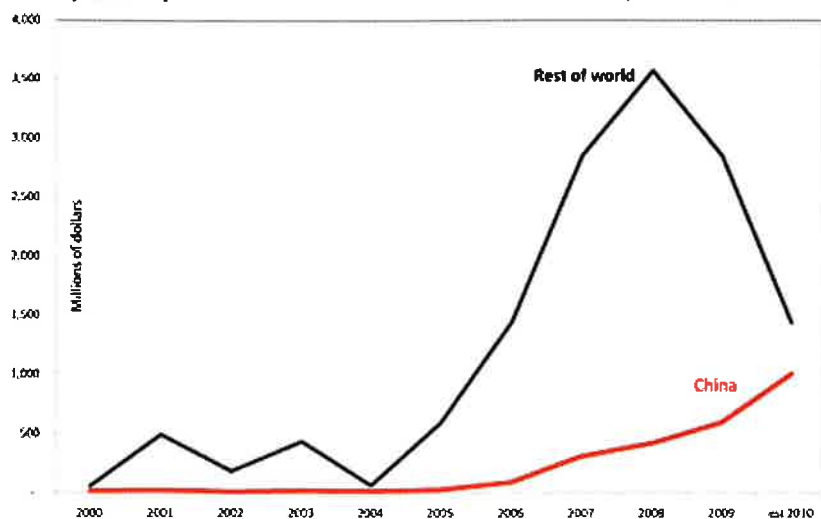
Michael Goodwin is president of the Office and Professional Employees International Union, AFL-CIO.

ITPE-FORT JACKSON, SOUTH CAROLINA FOOD SERVICE WORKERS ATTENDING MEMBERSHIP MEETINGS TO LEARN ABOUT THEIR BENEFITS



Clean Energy Trade Deficit with China: 8,000 Jobs Lost This Year

FIGURE 8. Rapidly growing trade deficit with China in clean energy products poised to overtake deficit with rest of the world, 2000 - 2010



Source: U.S. International Trade Commission and Economic Policy Institute.

The U.S. trade deficit with China in clean energy products more than doubled in the past two years alone and will cost more than 8,000 U.S. jobs in 2010. The Economic Policy Institute [EPI] analyzed trade data through August 2010 and found that the trade deficit with China soared at a time when the overall U.S. trade deficit and the U.S. clean energy deficit with other countries both fell sharply.

The findings support the charges in the United Steelworkers' (USW) petition under Section 301 of the trade

law claiming China's government has used hundreds of billions of dollars in subsidies, performance requirements, preferential practices and other trade-illegal activities to dominate the renewable energy market.

Robert Scott, EPI's senior international economist, says:

The Obama administration's decision to investigate China's trade practices in the green technology sector is an important first step toward reducing the U.S. trade deficit and creating jobs. China has captured market share through massive subsidies and unfair trade practices which, if allowed to continue, will cause continued increases in the trade deficit and harm to U.S. manufacturers and workers.

The petition shows that China is using a wide array of illegal trade policies including massive subsidies, restrictions on access to rare earth elements and other minerals, discrimination against foreign firms or goods, technology transfer requirements for foreign investors and making subsidies contingent on exports or domestic content. Check out the EPI analysis [here](#).

With such a growing deficit in green products, China threatens to replace all other countries in the world as the most important supplier to the United States of these products. The Chinese government's unfair trade policies are also injuring exporters of environmental products from around the world. Scott adds:

It is time for China to end illegal export subsidies and all other illegal efforts to establish its environmental product producers as leading export industries.



ITPE HEALTH & WELFARE FUND
Post Office Box 13817
Savannah, GA 31416



Summary Annual Report for the ITPE Health and Welfare Fund

This is the summary annual report for the ITPE Health and Welfare Fund, EIN 58-1236802, Plan number 501 for the period July 1, 2009 to June 30, 2010. 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 \$64,375,273 as of June 30, 2010, compared to \$58,355,245 as of July 1, 2009. During the year the plan experienced an increase of (decrease) in its net assets of \$6,020,028. 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 \$67,931,105 including employer contributions of \$61,957,371, employee contributions of \$139,690, realized gains or (losses) of \$1,188,489 from the sale of assets, and earnings from investments of \$4,645,554. Plan expenses were \$61,911,077. These expenses included \$6,389,066 in administrative expenses, \$55,522,011 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 & Welfare Fund, who is the plan administrator, Post Office Box 13817, Savannah, GA 31416, 912-352-7169. These portions of the report are furnished without 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 & Welfare Fund
Plan Sponsor
Post Office Box 13817
Savannah, GA 31416
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

Important Notice to ITPE Health & Welfare Plan Participants

The ITPE Health & Welfare Board of Trustees has decided to allow your children under the age of 26 to begin receiving health coverage before the government's July 1, 2011 deadline, applicable to the Plan. So beginning January 1, 2011, your children can be covered for health benefits from the ITPE Health & Welfare Plan until they turn 26, regardless of whether they are students or are financially dependent on you. You have until December 31, 2010 to request that your children under age 26 be covered by the Plan for health care benefits. If your request is made after January 1, 2011, your children will be enrolled for health coverage 30 days after you make your request. A copy of your child's birth certificate is required along with your request.

ITPE Health & Welfare Plan Coverage for Stepchildren

Previously, under the health coverage provided by the ITPE Health & Welfare Plan, your stepchildren were eligible for health coverage provided they resided with you and received substantial support from you.

Any such stepchildren who are enrolled for health coverage with the Plan as of the close of business on December 31, 2010, will continue to be eligible for health coverage as long as they meet all eligibility requirements. However, effective January 1, 2011 any of your stepchildren who are not enrolled with the Plan for health coverage as of the close of business on December 31, 2010, will not be eligible for such coverage.

This means that you have until December 31, 2010 to submit a **written** request to the Plan Office for health coverage for any of your stepchildren who are not presently covered. No such request will be considered if it is received after December 31, 2010.

For more information on either of these announcements, contact the Plan Administrator at 1-800-327-5926 or 912-352-7169.



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

A GOOD DEED DONE BY OUR DRIVER REWARDED IN A BIG WAY!!!

"Kudos" to our Henderson driver, Alaa Massound, for going beyond the call of duty.

On August 11, 2010, Mr. Massound had a fare to the Airport. It was an elderly lady and upon arriving at the airport she searched her purse but discovered that she had forgotten her money. She became very upset and didn't know what she was going to do.

Mr. Massound calmed her down and told her everything would be O.K. He told her not to worry about the fare, that he would take care of it. He then handed her \$20.00 out of his own pocket, so she would have some traveling money, and told her to have a nice flight home.

A while later, Eric, a supervisor at Henderson Taxi, was contacted by the Taxicab Authority telling him that they needed this driver back at the airport right away. The Company got a hold of Alaa and naturally he was wondering what he did wrong. When he got to the airport the T.A. was there with another man who turned out to be Judge Bennett and the elderly woman was his mother! The Judge shook Alaa's hand and told him he was the best cab driver in the city and to show his appreciation the Judge gave him \$500.00.

I totally agree with Jim Lysengen, Henderson Operation Manager, who said, "It's nice to hear about the positive things

some of our drivers do for a change."

THANKS Alaa! Our hats are off to you. Your story is the boost the taxi industry needed, you make this industry proud!!

FRIAS CAB COMPANY FILED THE TAXICAB AUTHORITY AN APPLICATION FOR ADDITIONAL ALLOCATION OF MEDALLIONS AND A RATE INCREASE

Frias had their Application set for the September meeting with the State but pulled it. However, it's back on the Agenda for the T.A. meeting on October 26, 2010, at 9:30 a.m. We know there is not a need for additional cabs. Just look around this town.

Frias requested 8 cabs for Friday, Saturday and Sunday. If granted, this would mean a total of 128 more cabs on the streets with nowhere to go. These cabs are definitely not needed.

We must have been asleep at the wheel and the economy turned around in a big way overnight. Meanwhile cabs are hanging off the stands, drivers are being issued tickets for staging on the street all over Las Vegas. Too many cabs on the stands. Too many cabs on the road. What great upswing in the economy has occurred since the June Annual Review.

Frias also requested a \$0.20 rate increase.

In the meantime, Mr. James of Frias Companies talks about having to pay his drivers \$450,000 in minimum wage adjustments in 2008. And in

2010, Mr. James says he's on pace to pay more than \$1 million in minimum wage adjustments!

We are amazed at the above logic. On one hand, Frias talks about how much they are paying out in minimum wage adjustments to their drivers. But this means their drivers are making less than the minimum wage? Then, out of the other side of its mouth, Frias turns around and requests MORE CABS, which would further cut into his drivers' income! How does that foster sound economic conditions in the Taxicab Industry? We ask of the Company, "What are you thinking?"

AFL-CIO PRESIDENT VISITS TAXI DRIVERS

The Alliance, (ITPE-USW) welcome the AFL-CIO, National President, Richard L. Trumka, to the pit at McCarran Airport, to meet and greet the drivers.

**WISHING YOU AND
YOUR FAMILIES MUCH
LOVE, PEACE, JOY
AND HAPPINESS FOR
THE HOLIDAYS AND
THROUGHOUT THE
YEAR**

**STAY SAFE, IN
SOLIDARITY**



Military Pay Debate – Cut Pay or Troops?

by Terry Howell

Military pay and benefits have been a hot topic this fall; from the zero increase in military retiree and veteran cost of living adjustments to the proposed reductions in future military base pay raises, there are plenty of issues for Servicemembers and military retirees to focus on.

As earlier reported in this blog, the Senate left on recess without passing the National Defense Authorization Act for 2011. The NDAA 2011 (H.R. 5136) includes a House proposal for a 1.9 percent across-the-board increase in military base pay, in addition to extensions that would continue paying certain types of special pay and allowances. According to many reports, the Senate is leaning toward reducing the House's proposed pay increase by .5 percent to 1.4 percent, which would match the White House's proposal.

Earlier this summer we reported that two separate DOD advisory panels had recommended reducing the DOD's personnel budget by limiting the size of pay raises and cutting retiree benefits. The panel's reports are being debated this fall as Congress and Defense Department officials look for ways to reduce the deficit in a lagging economy. Chairman of the Senate Armed Services Personnel subcommittee, Sen. Jim Webb (D-Va.), has suggested that cutting the number of troops would be a better way to reduce the cost of military personnel.

Webb has indicated he supports ending the 12-year trend of large across-the-board increases in military base pay and suggests a "more efficient" system of targeted bonuses for lower ranking Servicemembers — including those serving in combat and/or hard-to-fill occupational specialties.

The annual across-the-board raises of the past 12 years were mandated by law to ensure that military pay reached and maintained parity with the civilian sector, as determined by the annual Employment Cost Index. Until 2006 the law required that base pay increase at a rate equal to the ECI plus .5 percent. Having reached parity in 2006, the law has been changed to maintain the balance by tying military pay to the ECI — Congress does have the option to pay above the ECI.

Some DOD officials and members of Congress have suggested that military pay and benefits now exceed the private sector. Congress is fully aware that these suggestions are not well received by Servicemembers or retirees and that cutting or reducing pay raises and military benefits could cost them in the polls — especially while our troops are still engaged in war. That is likely why Sen. Webb advocates cutting troops and instituting targeted bonuses rather than cutting pay and benefits.



AFL-CIO President Richard Trumka poses with ITPE Rep. Ruthie Jones and USW Local President Hussein Abdelgilil during a visit to the Taxi Cab Pit area at the McCarron Airport in Las Vegas



NOTICE TO EMPLOYEES COVERED BY UNION SHOP AGREEMENTS

The Industrial Technical & Professional Employees Union, AFL-CIO ("ITPE") represents employees throughout the country and assists them by negotiating better wages, benefits and other conditions of employment and by pursuing meritorious grievances. All but a small portion of the ITPE's financial resources are spent on these and related activities. That remaining, small portion is used for organizing, support for political activities and community services. All of these activities are for the benefit of the members of this Union.

Many workers represented by ITPE are in units covered by collective bargaining agreements which include union shop clauses. Those are provisions which require the covered workers to be members of or otherwise provide financial support to ITPE. This annual notice is to advise those employees about their rights and obligations concerning membership and payment of Union dues. This notice will assist you in understanding the advantages and benefits of union membership and provides you with information on your obligations if you choose not to be a full member and instead to pay a non-member fee.

Benefits of Union Membership

All employees covered by an ITPE collective bargaining agreement, including non-members, receive the protections and benefits of that agreement. However, only members are entitled to attend Union meetings, to serve as shop stewards, to nominate and vote for candidates for Union office or Convention Delegate and to run and be elected to any of those positions. Only members are allowed to participate in the development of contract proposals and Union policies.

Dues for ITPE membership and a full voice in the Union are only \$26.50 per month. In all but a few instances, you have the convenience of having your employer deduct the dues from your paycheck and send the money to the ITPE.

Non-Member Fees

Employees who are covered by a union shop clause but choose not to be ITPE members must pay non-member fees. These fees cover the ITPE's services related to the collective bargaining process and representation, such as negotiation of collective bargaining agreements, enforcement and administration of those agreements, meetings with employees and employers, and representation of employees in grievance and arbitration proceedings. Excluded from the services covered by the non-member fees are the costs of any community service and of political activities. Also excluded from the current calculation are the ITPE's organizing costs and publication expenses.

The ITPE had certified public accountants review its expenditures for calendar year 2009 and determine the percentage of those expenses which are chargeable to non-members (and, thus, included in the fee) and which are nonchargeable (and therefore excluded). The accountants determined that the chargeable costs were 82.4235% of the ITPE's expenditures for that year (i.e., the nonchargeable costs were 17.5765%).

Applying this percentage to the \$26.50 per month dues paid by full ITPE members, the non-member fee is \$21.84 per month for the period from January 1, 2011, through December 31, 2011; provided, however, that if there is a change in the full ITPE dues at any time during this period, the non-member fee will change, whether up or down, by the same percentage. 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

continued next page

fee rather than membership dues will have their non-member fee automatically adjusted each year in accordance with the accountants' review (unless and until they choose to become members).

Filing of Objections

Anyone who objects to paying membership dues (and who will, instead, pay the non-member fee) must file an objection. 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 has not yet filed an objection to paying membership dues must file that objection no later than January 31, 2011, in order to be exempt from the membership requirement for calendar year 2011. (An employee who first becomes covered by a union shop clause after December 31, 2010, 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,

Dennis R. Arrington

Dennis R. Arrington
Secretary-Treasurer



GREETINGS TO ALL ITPE MEMBERS FROM THE ITPE CHINO, CA BRANCH

Hello from the office of the Vice President in California! Things have been busy out here. Servicing 32 contracts in California, all of the grievances generated at those sites and especially carrying out my new duties as Vice President, I have been busy to say the least! Fortunately, we have been able to hire a new representative and are happy to welcome on board Anthony Wilson! He will be responsible for caring for the needs of all of our members out here in California with my support and the assistance of my office.

Anthony understands the concerns and needs of our members, having been a mess attendant at Camp Pendleton under one of our contracts. Also he has a military background, having served in the Marines. He is very approachable, being soft spoken and friendly. On the other hand, there is an underlying strength that will mean that he will be no nonsense in difficult situations and won't back down in standing up for and supporting our membership. He also comes with excellent writing skills that will facilitate communication with the companies on behalf of our members, as well as in contract

writing and negotiations. We have plans in the near future to train Anthony in organizing. He is enthusiastic to begin expanding the membership base of our union and help make it even stronger. Anthony is eager to meet all of our California members and is looking forward to being able to help you with your needs. I hope that you will give Anthony a warm welcome as our new representative for California!

Paul

Merry Christmas and
Happy New Year to All



Shop stewards Tess Hodgdon and Junko Limbalsayhi from Miramar Marine Corps Air Station, CA



Yolanda Kassak and Manual Cabading with Anthony Wilson at North Island Naval Air Station, CA



Rita Roberts and future member Jonathan with the gang from Coronado Naval Air Base, CA

Young (Front Left) greets Anthony and Paul with Naval Sub Base Group at San Diego



Breast Cancer: 7 Ways to Lower Your Risk



It's true that certain risk factors for breast cancer are beyond a woman's control. Examples: family history and aging. Fortunately, researchers are finding that certain lifestyle choices may lower risk:

Cut the fat. Countries with high-fat diets have the highest rates of breast cancer, although exactly why isn't certain. Smart: Choose foods high in fiber, such as beans, bran, whole grains, fruits, and vegetables such as cabbage, brussel sprouts and broccoli.

Maintain a healthy weight. Why: Obesity may be linked with breast cancer, especially with women over 50.

Stay Active. Research suggests that exercise helps prevent breast cancer. Example: One study found that women who exercised at least four hours a week cut their breast cancer risk by 60%, while those who worked out 1-3 hours a week reduced their risk by 30%.

Limit alcohol if you drink. More than 40 studies have linked alcohol abuse to an increased risk of breast cancer.

Don't smoke. You already know smoking causes lung cancer. But it also increases the risk of many other cancers. Smokers may be

more than twice as likely to develop breast cancer as nonsmokers.

Keep screening. Do monthly self-exams and see your doctor regularly. Lifesaver: Ask about having mammograms - when to start and how often to have one.

Talk to the doctor. If you are planning to take any estrogen-containing pill, carefully discuss the topic with your physician. Increased levels of estrogen are believed to play a role in breast cancer, but the medication's benefits may well outweigh the risk.



WHY ARE MILLIONS OF WORKERS EXCLUDED FROM MINIMUM WAGES?

By Richard Negri

The United States is a country where hard work is supposed to be rewarded. If you agree with that, would you be shocked to learn that there are more than 1.6 million homecare workers who are being denied federal minimum wage and overtime protections under current labor laws? And it is almost 2011!

Chew on this for a minute: More than 1 million hardworking Americans are legally denied basic labor rights most of us take for granted at this point. How did that happen, and what can we do to change that?

It all goes back to The Fair Labor Standards Act (FLSA), which was enacted in 1938 to ensure a minimum standard of living for workers through the provision of minimum wage, overtime pay, and other protections - yet, domestic workers were excluded.

In 1974 the FLSA was amended to include domestic workers, such as housekeepers, full-time nannies, chauffeurs, and cleaners. However, people who were described as "companions to the elderly or infirm" were for some reason excluded from the law. They were compared to babysitters...

I love asking the question: If your elderly family member needed homecare to change herself, use the bathroom, get lifted from the chair to the sofa, and then have her meds dispensed at specific times; would you call the babysitter you call for date night with your spouse? Of course you wouldn't, so why does the government consider these hardworking homecare providers babysitters? Yeah, I don't know either.

In 2001 the Clinton Department of Labor finds that "significant changes in the home care industry" have occurred and issued a "notice of proposed rulemaking" that would have made important changes to this bizarre exemption. So, that was good news, right?

It was good news until W came to town. The Bush Administration terminated the revision process shortly after taking office. Thanks, W!

Then comes 2007: the U.S. Supreme Court, in a case brought by New York home care attendant Evelyn Coke, upheld the DOL's authority to define this exception to the FLSA. In short, that means that this crazy archaic law can be reversed beginning with the DOL, today. COKE190.jpg

Before we get you to take action on this situation, please keep in mind that these million-plus workers are currently living at near poverty level earning a median income of \$17,000 a year. Most of these workers, who both love their work and are good at their work, must have two and three jobs to just make ends meet. With this scenario in play, these workers are quick to burn out or leave their trade entirely. This ultimately comes back to the consumer who often finds it difficult to hire and retain high quality home care services.

Now we can take action to help this move through the DOL. Fire up your Facebook and Twitter accounts and get yourselves heard:

On Facebook, become a fan of the Department of Labor's Facebook page and post this message: Secretary Solis, homecare workers deserve minimum wage and overtime protection. It's time to change the companionship exemption regulations: <http://bit.ly/a5pF1e>

On Twitter, copy, paste, and tweet this message: @HildaSolisDOL, it's time to end the exclusion of home care workers from minimum wage and overtime exemption: <http://bit.ly/a5pF1e>

On Facebook, become a fan of this campaign's page: Homecare Workers Deserve Minimum Wage Protection.

After you become a fan, please suggest our page to all your friends.

WHY JOIN THE UNION?

The hidden cost of not belonging

Did you ever think how much you pay when you don't belong to a union?

Joining a union brings many benefits. Union paychecks are fatter and union jobs more secure. Union members are more likely to have grievance and arbitration procedures. Fringe benefits are more extensive - medical and dental insurance, sick pay, added holidays are just a few of the benefits that union members are more likely to receive.

Independent studies have conclusively shown this. A recent one by the University of Michigan reveals that union families have higher levels of income than comparable non-union families, have higher holdings in liquid assets, are more able to get loans, and are more likely to own a house.

You do save dues by not joining, but by saving the small amount of dues you lose the greater benefits of belonging to a union. This is the classic case of being

penny wise and pound foolish.

Dues are important to a union. The more dues paying members, the stronger the union and the more complete its program. Management won't listen very seriously to a union that a minority of employees. But it has to listen when the union speaks for all the workers.

Have you ever heard a single football fan yelling in a stadium? Compare that to the roar when 50,000 fans filling a stadium shout in unison. Management can tell the difference. It can't hear the voice of a single employee or even a few, but it can hear, and it heeds, the united voice of the organized employees. Thus, you join and pay dues to a union to strengthen your voice so that you gain the benefits of the union. The protection and advancement that your dues buy are great. The expense of not having a union is greater.

WHERE DO MY UNION DUES GO?

Union members repeatedly ask, "where do my Union dues go?" With the same frequency, Union leaders respond giving a dollar-for-dollar description of the cost of doing business. But the explanations rarely connect. CPA's and Doctors of Union philosophy might get it, but for the rest of us, the definitive answer to this query along with "where do my taxes go" or "how much is a trillion dollars", often remains elusive.

So what about those dues? Union dues are quite a deal. They are the premium paid on "real life" insurance. You reap the benefits while still on this planet, make money on your investment, and save even more of those hard earned dollars by taking advantage of membership benefits. If you have an accident or get in a bind, your protection comes with no deductible, and the union is always looking for more people to serve, not less.

The Union works hard to make your work life safer and better so you can live long enough to retire, and then some. Union dues fund the system that exists only to serve your interests as a working person; they are also spent to try to make government work for you.

No other individual, group or organization insists on decent wages, hours or working conditions as a standard for America's work force. No one in Congress or State Legislatures spends all of their time watching out for you or working to insure that the standard of your work life is not diminished.

Without the Union, what can we expect? How about more medical cost shifts, lower wages, extra hours on the job, all for the sake of "global competition". No recognition of seniority, no grievance process, no job security, no bargaining rights, maybe none or at best less vacation pay, holiday pay, etc., no pension, the list of "NO's" just goes on. If more people realized just how much they can get in return for their dues investment and did some comparison shopping, they would see that Union dues pay for the best deal that can be found anywhere.

When the rest of America's workers figure this out, there will be lines waiting. How Can I Join?

I DON'T NEED A UNION

To: _____ (company) _____

I am totally opposed to Unions and what they have done over the years to make life better for all workers. I am proud of all those excuses I have come up with for not joining with my co-workers and for not paying my fair share of the union won benefits I receive everyday for free. So, because I am opposed to Union, while believing that I am an independent and fair minded person, am therefore equally opposed to all the benefits that the Union where I work has won for me over the years. I believe that paid vacations, regular wage increases, paid sick leave, medical and life insurance, pensions, layoff and recall rights, seniority, and all other things that make my life better and easier are only just, proper and acceptable when my employer deems to give them to me out of the kindness of his heart. Therefore, I refuse from this date forward to accept these and any other benefits that the Union will win in the future. I hereby authorize and direct that beginning immediately my management withhold in full the total amount of all Union won benefits from my paycheck each pay period. I further authorize that the Company keep my share of these Union won benefits, because I do not want or need a Union.

Signature _____

Date _____

NEWS FROM THE SAN ANTONIO & EL PASO, TEXAS BRANCHES

Representatives for San Antonio: Lena Bailey & Patty Foley

Representative for El Paso: Joe Serrano

Secretary: Melissa Foley

CONGRATULATIONS TO CANTU SERVICES, FORT SAM HOUSTON

We would like to congratulate Cantu Services, Inc., at Fort Sam Houston on their award of a new facility. The new dining facility is expected to at its peak to serve as many as 10,000 military per meal. Their employees are expected to increase by as many as 350. ITPEU is looking forward to working with each and every one of them.

CONGRATULATIONS TO PCSI FORT HOOD, TEXAS

The North Fort Hood Dining Facility, managed by PCSI, recently won the Fort Hood Large Category P.A. Connelly Award. The P. A. Connelly Award recognizes excellence in Food Service. The competition was held this past spring and the trophy was presented by Mr. Bob Bishop of the Directorate of Logistic on August 13, 2010. GREAT JOB!!!!

BASE CLOSURE

Our office was informed by TRDI, Inc. about the expected closure of Brooks AFB in October 2011. This closure has already affected our members. TRDI has been directed to decrease their employees down to only 2 em-

ployees. Even though this was a very small contract, we are still losing 3 of our brothers to this cut. We would like to thank them for their continued dedication to the ITPE Union and wish them well in all their endeavors.

DEDICATION

This year Maria Armendariz from TRDI, Inc., Holloman AFB, Food Service has been the Shop Steward for twenty five years. Most of us don't even dedicate that much time to a job and for her to commit and be involved as the union stewardess is to be commended. Thank you Maria for all of your support and commitment to the ITPE Union. We look forward to working with you another 25 years.

WW CONTRACTORS

Custodial Workers, GSA Mickey Leland, Houston, Texas



Custodial Workers, GSA Alliance Federal Building, Houston, Texas



LB&B, ASSOCIATES, INC.

Shop Stewardess, Sandra Avalos works for VA Treasury Building; Austin, Texas, is dedicated and devoted by being present at all meetings pertaining to ULP charges LB&B & Associates.



San Antonio & El Paso, Texas Branches, continued



The North Ft. Hood Dining Facility, managed by PCSI, recently won the Ft. Hood Large Category P.A. Connelly Award. The P.A. Connelly Award recognizes excellence in Food Service. The competition was held this past Spring.



Thanks to Maria Armendariz, Shop Steward at Holloman AFB NM. Maria is employed by TRDI and has been a member since September, 1983.



USN Hospital FS - Pensacola, Florida

Front Row L-R Trinh Nguyen, Shirley Garnett, Monica Acerin
 Second Row L-R Susan Dendon, Chris Deang, Rox Zeigler, Leonida Hamilton,
 Visheta Angoles, Diana Sparks
 Third Row L-R Alma Albia, Ruben Mendoza, Manny Barron, John Reynolds, James Simpson



NATIONAL NUTTINESS

Never before have so few with so much promised to take away so much from so many and then laugh their asses off as the so many with so little vote for the so few with so much."

White working stiff's are for Republicans over Democrats by 58 to 36 percent, according to a new Associated Press-GfK poll.

"Their wariness is reinforced by a prolonged economic funk that has disproportionately hurt the working class and shown scant signs of improvement under Obama and Congress' majority Democrats," wrote the AP's Alan Fram in a story about the survey.

This union card-carrying white working stiff doesn't get it.

Bush and the Republicans gave us the "prolonged economic funk." "Scant improvement" is at least a step in the right direction. So why would any working stiff want the Republicans back in?

"...If some of this year's poll numbers seem nonsensical, the voters' mood is even more so.

"There is anger and fear, and even some bigotry. The first two can be justified; the latter cannot. But all three are being channeled in a counter-intuitive fashion that runs against the best interests of those who are angry, fearful and bigoted.

"A deregulated Wall Street screwed them, along with everyone else. They respond by supporting candidates who want to leave Wall Street unregulated.

"Insurance companies screwed them, along with everyone else. They respond by supporting candidates who want to repeal health care reform that will help keep the insurance companies in line.

"Big Oil and King Coal screwed them, along with everyone else, for decades (while most of the country sweltered through a record number of 90-degree days this summer). They respond by supporting candidates who'll sit idly by through more oil spills, more mountaintop removal mining, more global warming and more climate change.

"A massive federal debt will screw their grandchildren, along with everyone else's grandchildren. They respond by supporting candidates who want to extend tax cuts for the wealthiest 2 percent of Americans, thereby adding \$700 billion to the federal deficit over the next 10 years.

"It's nonsensical.

"It's a rebellion by the oppressed in defense of their oppressors. It's a sailor in the olden days who, after being on the receiving end of a good lashing, picks up the cat-o'-nine-tails, hands it back to the captain and says, 'Please, sir, do it again.'"

Keeling calls it all "...crazy — stoned-on-locoweed, running-screaming-through-the-streets-in-your-altogether-crazy."

The nuttiness is national. But it's not new. Some working stiff's have been voting against their own interests for years.

When he was on the Rachel Maddow Show the other night, Washington Post pundit E.J. Dionne cited a story former Sen. Fritz Hollings of South Carolina told when he sought the Democratic presidential nomination in 1984:

"...He talked about the man who fought for our country in World War II, went to college on the GI Bill, started a business with a SBA loan, bought a house with an FHA loan, drove back and forth to work on the Interstate highways. His kids went to college on federal student loans. His parents were happily retired on Social Security and Medicare and this man said he was voting for Ronald Reagan to get the government off his back."

What Keeling wrote and Dionne remembered reminded me of an email I got from one of my union buddies a few years ago. Titled "Your union presents a day in the life of Joe American," it is still timely:

"Joe gets up at 6 a.m. to prepare his morning coffee. He fills his pot full of good clean drinking water **because some liberal fought for minimum water quality standards.** He takes his daily medications with his first swallow of coffee. His medications are safe to take **because some liberal fought to ensure their safety and guarantee that they work as advertised.**

"All but \$10 of the medicines' cost is paid by Joe's employer's medical plan **because some liberal union workers fought their employers for paid medical insurance. Now Joe gets it too, because his employer needs to offer competitive benefits to hire the best people.**

"Joe prepares his breakfast bacon and eggs this day. Joe's bacon and eggs are safe to eat **because some liberal fought for laws to regulate the meat packing and poultry industries.**

"Joe takes his morning shower, reaching for his shampoo. The bottle is properly labeled with every ingredient **because some liberal fought for his right to know what he was putting on his body.** Joe dresses, walks outside and takes a deep breath. The air is clean **because some tree-hugging liberal fought for laws to stop industries from polluting the air.**

"Joe drives to work in one of the safest cars in the world **because some liberal fought to raise safety standards and emission controls.**

"Joe begins his work day. He has a good job with good pay, medical benefits, retirement, paid holidays and vacation **because some liberal union members fought and died for these improved working standards.** If Joe is hurt on the job or becomes unemployed, he'll get a workers' compensation or unemployment check **because some liberal didn't think he should lose his home because of his temporary misfortune.**

"It's noon and Joe needs to make a bank deposit so he can pay some bills. Joe's deposit is federally insured by the FDIC up to \$100,000 **because some liberal wanted to protect Joe's money from greedy, unscrupulous bankers like the ones who ruined the banking system and helped cause the Great Depression.**

"Joe needs to pay his Fannie Mae underwritten mortgage and his below-market interest rate federal student loan, which he got **because some liberal decided that Joe and his family and our society would be better off if he was educated and earned more money over his lifetime.**

"Joe is home from work. He plans to visit his father this evening at his farm home in the country. Joe was the third generation to live in the house, which was financed by Farmers Home Administration **because town bankers didn't want to make rural loans. The house didn't have electricity until some big government liberal stuck his nose where it didn't belong and demanded rural electrification.**

"Joe is happy to see his dad who is now retired. His dad lives on Social Security and his union pension **because some liberal made sure Joe's dad could take care of himself so Joe wouldn't have to.**

"After his visit with his dad, Joe gets back in his car for the ride home. He turns on a radio talk show. The host keeps ranting that liberals are bad and conservatives are good. (He doesn't tell Joe that his conservatives have fought tooth-and-nail against every protection and benefit Joe enjoys throughout his day.) Joe agrees that "We don't need those big government liberals running our lives; after all, I'm a self made man who believes people should take care of themselves, just like I have."

FROM THE OFFICE OF CONTRACT ENFORCEMENT

This office, with the assistance of Mr. Sidney Kalban, Esq. and Mrs. Lisa Budnick, Administrative Assistant has been successful in settling five grievances scheduled for arbitration.

Three were settled with reinstatement and backpay. Two resulted in a monetary settlement.

As part of this office's duties, we have reviewed a majority of the Collective Bargaining Agreements and I am pleased to report that most contracts have seen a wage increase of between 2 & 3 percent. All of the Collective Bargaining Agreements mandate higher wages than are called for

in the Area Wide Wage Determination. IT PAYS TO BELONG.

The ITPE Representatives have also done a great job in raising the Health and Welfare contribution rate enabling more of the ITPE members to access the higher tier of benefits offered by the ITPE Health and Welfare Plan. As you know, the ITPE Health and Welfare Fund is associated with Blue Cross/Blue Shield giving ITPE members access to the nation's biggest network. IT PAYS TO BELONG.

I also notice that the representatives have put forth a tremendous effort to

raise the contribution rate for the employees who are participants in the ITPE Pension Fund, making it possible for everybody to enjoy a bigger piece of the pie. IT PAYS TO BELONG. President John Conley and his team with experience, Dennis Arrington, Secretary-Treasurer and Paul Harvey, Vice-President are working hard to insure that this union remains strong and that the membership enjoy all the benefits to which they are entitled. IT PAYS TO BELONG.

Until that time,

Fraternally,
John Brenton III

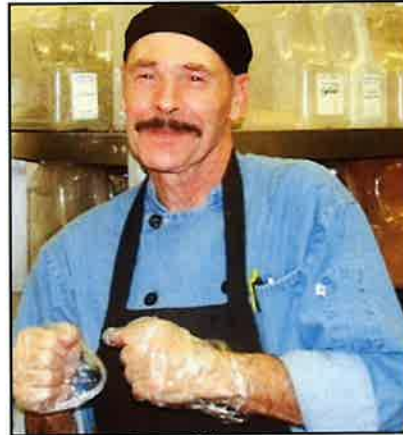


*Season's
Greetings*

U. S. COAST GUARD BASE CAPE MAY, NEW JERSEY



Debbie Diagnault, Khadija Gayle and Shelly Gilchrist



Dave Weaver



Idalia Mauras



John Ernst and Vance Broadnax



Dottie Xavier



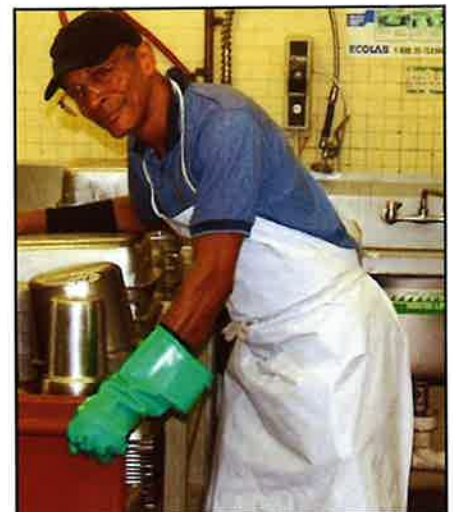
Jaimie Alexander



Tasha Hart



Jennifer Kirchoff



Paul Washington

STATEMENT BY AFL-CIO PRESIDENT RICHARD TRUMKA ON TAX CUT DEAL

December 7, 2010



Two years ago, working Americans had high hopes that we would ultimately emerge from a deep, punishing financial debacle with a sharp focus on a fundamentally stronger, fairer and more balanced economy. Today, that vision has dimmed.

The tax cut deal rewards Republican obstructionism by giving the wealthy the tax breaks they demanded. It throws away precious resources needed for investments in jobs and our economy on upper income tax cuts that will do very little to propel economic growth

– setting up excuses for the deficit hypocrites to argue for even more cuts to programs serving working families. It lards the tax cuts for the top 2 percent with an indefensible cut in the estate tax – giving yet another bonus to the super-rich. Taken together, this package locks in the growing income inequality that has plagued our country for at least another two years – and quite possibly much longer.

It is unconscionable that the price of support for struggling middle class families and workers who have been unable to find jobs for months and months and months is yet more giveaways for our country's wealthiest families. Millions of jobless workers have lived in fear for months while Senate Republicans had the gall to use their hardships as political leverage for the benefit of the rich.

The gains for the middle class and jobless workers in the deal come at too high a price.

The issue we face today is not the lack of power or opportunity. The question we have to answer is this: How do we use our power to escape caving in to Wall Street and moneyed interests? And how do we create the millions of jobs we need now and move toward a future of broadly shared prosperity?

NEWS FROM NORTH CAROLINA & WEST VIRGINIA

Representative: Cindy L. Diehm

Written by: Cheryl Lowe, Assistant Representative

END OF A HARD YEAR!

It has been a long hard year for all our members with the cutbacks and the layoffs. We have seen some improvement with the BRAC movement at Ft. Bragg. Hopefully with the influx of new troops and the return of troops sent overseas, there will be more dining facilities opening and a return to hours for these members.

NEW BUILDING FOR N.C.F.S.

Part of the BRAC movement involved turning over Pope Air Force Base to the Army. The dining facilities were added to North Carolina Food Service's, (Division of the Blind), existing contract for Ft. Bragg. The company brought back people who had been laid off to fill some of the slots. They also picked up members from another food service contract who were going into layoff status.

IDENTITY THEFT

Did you know you can check your credit report for free? There are sites online that say free credit report, most will charge you or sign you up for further reports at a monthly fee. **WHERE DOES THIS MEAN FREE.** There is a "real" free site that allows you to check it for free once a year and get reports from all three credit bureaus at one time. You can also go this site three times a year if you only get a report from one bureau at a time throughout the year. This is the site www.annualcreditreport.com. Equifax, Experian and TransUnion are the three major credit bureaus. Beware of emails that ask you to

confirm your personal information or account number or ask you to transfer a large sum of money, even if the email appears to come from a bank, Internet Service Provider, business or charity. Forward the email to spam@uce.gov. If you are getting calls from telemarketers that you do not want, call the Do Not Call registry at 1-888-328-1222 or go on line to www.nocallsnc.com.

SECURITY FREEZE

Stop identify thieves from getting new credit in your name. A security freeze prohibits credit reporting agencies from releasing any information about you to new creditors without your approval, making it difficult for an identity thief to use your information to open an account or obtain credit. A security freeze cost \$10 per credit bureau but is free for identity theft victims. For information on how to request a security freeze go to www.noscamnc.gov. With today's access to our private information, we all need to be more careful about the info we give out. Times are hard and there are those that will take advantage of honest hard working people. **Don't let that be you.**

This information came from the office of Roy Cooper, Attorney General of North Carolina.

SHOPS STEWARDS EXTRAORDINAIRE!

We would like to introduce you to three exceptional Shop Stewards. These stewards are among the best we have. They are always on the

front lines for the members. These ladies see management a lot more than management would like but that doesn't stop them. Give them a problem and they will try their best to get a resolution. Mae Rose Lamb is our Chief Shop Steward and has worked on this contract since 1997. She is well respected and liked by the members. Gladys came aboard as a Shop Steward a few years ago. She does a fantastic job and the members come to her on a daily basis for help or advice. Shawn is our newest appointed Shop Steward. She is still in the process of learning the ins and outs of a Shop Steward, but is showing great potential dealing with grievances. Ladies you are most appreciated by your Union and your fellow members.



The Real Facts About Wal-Mart: Walmart's Cost to Taxpayers

Taxpayers foot the bill for Walmart's failure to provide adequate wages and benefits.

- * Walmart has thousands of associates who qualify for Medicaid and other publicly subsidized care, leaving taxpayers to foot the bill.

- * For instance, Walmart has the greatest number of associates and associate dependents on Medicaid in Ohio, costing taxpayers \$44.8 million in 2009.

- * Over 41.4% of Walmart's total workforce in Massachusetts used publicly subsidized health care, costing taxpayers \$15.5 million in 2008.

- * Public assistance used by Walmart associates cost California an estimated \$86 million a year, according to a 2004 study.

- * In 21 of 23 states where data is available, Walmart forces more employees to rely on taxpayer-funded health care than any other employer.

Walmart avoids paying taxes while state budgets shrink.

- * Walmart's penchant for cost-cutting extends to paying less than its fair share of state and local taxes. This is particularly reprehensible given the current crisis in state budgets.

- * Walmart's accounting firm Ernst & Young sold Walmart a plan explicitly intended to reduce their taxes in 2002.

- * One of the tax avoidance schemes is called a captive Real Estate Investment Trust (REIT) in which Walmart pays rent to itself and then deducts that rent from its taxable income. Based on our estimates, Walmart likely avoided paying \$245 million in 2008 using this strategy.

- * By its own admission, Walmart likely owes billions in taxes. Walmart disclosed that they did not pay \$2.95 billion in taxes for fiscal year 2009, which they would likely have to pay if audited.

Your tax dollars subsidize Walmart's growth.

- * Walmart almost always asks for subsidies from local and state governments. Nearly 90% of Walmart's distribution centers received subsidies. Since the mid-1980s, Walmart has obtained at least \$1.2 billion in subsidies and some of those subsidies have been as large as \$43 million.

STOP THE WAL-MART TAX!



YOU PAY YOUR TAXES, SO WAL-MART DOESN'T HAVE TO

WAKEUP WALMART.com

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Savannah, GA 31401

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8 ARLINGTON RD # A
SICKLERVILLE NJ 08081

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.: Dennis R. Arrington
Contract Enforcement: John Brenton, III
Representative: Dennis Conley
Representative: John Brenton, IV
Benefits Coordinator: Sheila Conley

CHINO, CA 91710-3530

12598 Central Ave., Suite 204
909-590-2200 • Fax: 909-590-2207
1-877-553-4873

Vice President: Paul Harvey
Representative: Anthony Wilson

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

800 Stone Creek Pkwy. / Suite 3
Louisville, KY 40223
Representative: Wilma (Coco) Zimmerman
502-327-9247 • Fax: 502-327-9273

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 500J
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

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**