



AFFILIATED AS LOCAL 4873 WITH OPEIU-AFL-CIO

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

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Report of the PRESIDENT

by J. F. Conley



Dear Brothers and Sisters,

I am pleased to report to you the ITPE Shop Steward Educational Conference for Regions I and II was acclaimed to have been a huge success by all in attendance. The conference was held in Baltimore, Maryland. One of the Shop Stewards was so impressed by the program agenda and the presenters she recruited five (5) new members her next day back at work.

I wish to personally thank OPEIU President Mike Goodwin, OPEIU Director of Organization and Field Services Director Kevin Kistler and OPEIU Director of Communication, Education and Research Nicole Korkolis for all their assistance and the ITPE Staff for making the conference a huge success. A special thanks to all the Shop Stewards in attendance. Due to a medical problem I regret I was not able to be with you.

I encourage all who read this report and those having access to a computer to visit the ITPE Website WWW.ITPE.ORG. Effective November 15th the website will have had a new design which will allow greater accessibility and will be much more user friendly. It is a great way to learn much more about your Union and the ITPE Benefit Plans, etc., than you could

otherwise. The site is designed to give you a wealth of information including many of the Members Only Benefits. Example the PerksCard, the Towing Service, the AT&T discount, the Union Plus Discounts, etc. By using these benefits as a member you can save more than you pay in monthly dues (It Pays to Belong). For more information on these benefits you can call the ITPE Benefits Coordinator at 912-232-6181, ext. 110.

More News The ITPE Executive Board at its meeting on Tuesday, October 25th, under its' authority of Article VIII Section 3 of the Constitution named ITPE Executive Board Member Cindy Diehm as the successor to former Vice President Paul Harvey who suddenly passed on in July of this year. The appointment is until the next Union Election for 2012. Ms. Diehm has been an ITPE Representative for 24 years. Prior to that she was a Shop Steward at Ft. Bragg, North Carolina.

The Union has successfully completed its contract negotiations for wage and fringe benefit increases on all Contracts effective October 1, 2011. Most of the contracts negotiations included wage increases and Health and Welfare Plans hourly contribution

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rates. Due to medical inflation costs the Health and Welfare rates require to have hourly contribution increases each year in order to maintain the level of Benefits provided. We also must be ready to absorb additional cost in order to comply with the Patient Protection and Affordable Care Act signed by President Obama on March 23, 2010.

As you know the 2012 Republican Presidential Election campaign is underway. If you are a member of the working class and reading this report you probably are. You are probably also aware of continued attacks on the middle class, the loss of bargaining rights to public employees in some states, the threats to reduce Social Security and Medicaid Benefits earned by millions of Americans and there are even some Candidates who advocate elimination of the minimum wage. Knowing this continuing attack on the middle class you should be very upset with what's going on with those engaged in destroying our country. Are you going to sit back and allow the American Dream to be just a dream or are you ready to join the fight. If the protestors on Wall Street and around the country can endure the hardships confronting them, they need our support. I realize we all maybe unable to join the sit ins, however there are many other ways. One sure way is to be a registered Voter and Vote. This is your right. If you are a female reading this you should be first in

line. Passed by Congress on June 4, 1919 and ratified on August 18, 1920, the 19th amendment guarantees all American women the right to vote. Many of your sisters endured many hardships fighting for your right to vote. Achieving this milestone required a lengthy and difficult struggle; victory took decades of agitation and protest. Don't let that be in vain.

If you are not a registered Voter, Register now. Cast your ballot for those candidates you know will support working Americans. Those who put the country first. Those who believe in equality for all Americans not just that one (1%) percent.

We can turn things around. Join with the number of Americans who are fed up.

VOTE **VOTE** **VOTE** **VOTE**

Having said all of this, I pray you and your family are able to enjoy the Holidays.

Wishing you a Merry Christmas and Happy New Year.

In Solidarity,

John F. Conley

John F. Conley,
ITPE President



The ITPE Officers, staff and members mourn the loss of Vice President Paul Harvey who passed away suddenly July 27, 2011. Paul rose from a Shop Steward to the rank of Vice President. Prior to his election to the position of Vice President in the November 2009 election, he had served as a Representative. He will be missed by all who knew him.

Rest in peace Paul.

NOTICE TO ALL ITPE MEMBERS

Please be advised that Article X, Section 3(a) of the ITPE Constitution has been duly amended by the Delegates to the ITPE Convention, who voted by mail ballot in accordance with Article V, Section 12 of that Constitution. All other provisions of Article X remain unchanged. Article X, Section 3(a) now reads as follows:

ARTICLE X ELECTION FOR UNION WIDE OFFICES

Section 3-Nominations:

(a) Any member may be nominated or nominate another member for the offices of Union President, Secretary-Treasurer, Vice President, Executive Board Member At Large or Delegate to the Union Convention by delivery in person or sending by certified mail, a nomination petition signed by at least one hundred fifty (150) members in good standing addressed to the Credentials and Tally Committee in care of the Union President at the Headquarters address. The members in good standing who sign the nomination petition must include at least five (5) members each from at least ten (10) different bargaining units. No member may be a candidate for more than one position. In the event a member is nominated for more than one position, that member must choose the one position for which (s)he will be a candidate. In the absence of any such choice being made, the member shall be deemed to be a candidate for the highest nominated position and shall be further deemed to have withdrawn the nomination for any and all other positions.

A Note of Appreciation

Dear Mr. Conley,

I thought it important to let you know how very pleased we are at Mechanicsburg, PA, Naval Support with our new Union Rep. Denise Moore. She is pleasant to work with, quick to respond and eager to help. It's great to have people excited about the union and come together as we should. We want to thank you all for the hard work you do for us and know that it's greatly appreciated. Also on a personal note, Thank you for the opportunity to attend the shop stewards education conference. The knowledge and skills you all shared will be of great benefit. Thank you again.

Debora Temple

USCG DINING HALL - KODIAK, AK



Gary Sinise MoH, Wendy Kilpatric, Tammy Baker, Gary Sinise, Mark Wardell, Kelly Pressley



Anthony Wilson speaking with Joey Clark, one of our Food Service Employees at Bridgeport, CA

NOTICE TO ALL ITPE MEMBERS

In accordance with a mandate issued by the Delegates to the OPEIU - June 2010 Convention and approved by the ITPE Executive Board at its meeting in August 2011. Effective October 1, 2011 ITPE monthly dues shall be increased by thirty-seven cents (.37¢) per week.

TELL THE BANKS: THIS HOME IS OCCUPIED

by Arlene Holt Baker, Nov 14, 2011

The Occupy Wall Street movement has given a voice to the 99 percent of us who have suffered at the hands of the Big Banks. In cities across the country, "Occupy" protesters have highlighted our nation's growing economic inequality, high unemployment and the foreclosure crisis that continues to ravage our communities. We saw another inspiring example of the 99 percent standing together in recent days in Atlanta.

Last week, Occupy Atlanta mobilized to protest the foreclosure of the family home of a police officer in Gwinnett County, Ga. The family invited Occupy Atlanta to help publicize the fact that their bank had refused to modify their mortgage to prevent foreclosure. On the eve of the expected foreclosure, protesters set up tents in the front yard and a "This Home Is Occupied" sign on the porch.

Gwinnett County has been hit hard by the foreclosure crisis, according to data from the website RealtyTrac.com. Last month, more than 1,100 homes in Gwinnett County received a foreclosure filing and the county's foreclosure rate is more than double the national average. This pain is compounded by the fact that homeowners in Georgia can lose their home in less than two months under the state's bank-friendly foreclosure laws.

We stand in solidarity with Occupy Atlanta who is protesting our nation's foreclosure crisis, as well as those state attorneys general like Eric Schneiderman of New York, Beau Biden of Delaware, Kamala Harris of California and others who are fighting to hold the banks accountable. We need a full investigation into law-breaking like "robo-signing" by the Wall Street banks who brought us the foreclosure crisis.



UNION'S BIG WIN CONGRATULATIONS!

On Tuesday November 7, 2011 Ohio voters decisively voted down the Republican's newly enacted Wisconsin-like rollback of public sector workers' benefits and bargaining rights.

Ohio Republicans, unlike Wisconsin's, made a huge tactical error by including police and fire fighters in the rollback, opening themselves to a devastating they Saved-My-Grandchild ad campaign. Nevertheless, the Unions won, and they won big.



From DENNIS R. ARRINGTON

ITPE Secretary Treasurer

Greetings Brothers and Sisters,

I am pleased to report that the following Representatives have organized the contract sites listed below:

- Security Guards- Artesia, NM, Lovington, NM -Navajo Refinery-ITPE Representative Joe Serano
- Custodial – Andrews AFB, MD- ITPE Representatives Sandy King and Denise Moore;
- Custodial – Ft. Polk, LA – ITPE Representative Lena Bailey;
- Food Service - Ft. Riley, KS - ITPE Vice President Cindy Diehm and ITPE Representative Wilma Zimmerman;
- Grounds Maintenance- Ft. Rucker, AL- ITPE Representative Dennis Conley;
- Clerical- Kendall, FL -Homeland Security Facility-ITPE Representative Dennis Conley, OPEIU Representative Ed Darcy Jr. and OPEIU Organizer Cesar Mendia;
- Barbers- Patrick AFB, FL —ITPE Representative Dennis Conley;
- Clerical- Tallahassee, FL- AFL-CIO-ITPE Representative Dennis Conley and OPEIU Representative Ed Darcy, Jr.;
- Maintenance- Warner Robins AFB, GA – ITPE Representative Dennis Conley.

Your union will continue on its mission to organize the unorganized providing a better future for all of its members and their families.

The ITPE conducted its first Shop Steward Educational Conference in Baltimore, MD October 1 & 2, 2011 for Regions I & II, which was a tremendous success. I would like to take this opportunity to commend the Shop Stewards who attended the Conference for their active participation and the respect they showed to the guest speakers and their fellow Shop Stewards. The Union is very proud and appreciative of your hard work and the dedication that you provide to the membership from day to day at your job sites.

Good health and much joy throughout this Holiday Season.

In Solidarity,

Dennis R. Arrington
Secretary/Treasurer





From JOHN BRENTON, IV

ITPEU Representative

News, Dues and Reviews

Firstly, I would like to send a special congratulations to the team at Hulsey Blackstone Food Service in Fort Gordon, GA, for winning the Philip A. Connelly Award for excellence in food preparation and service. This makes our second ITPEU bargaining unit to win the award in the last two years. Last year the Johnson Food Service team in Ft. Jackson, SC took the prize. Who says Union workers aren't the best workers around? (Well, we all know who says it. Point being is that they are WRONG!!) Great job guys!!

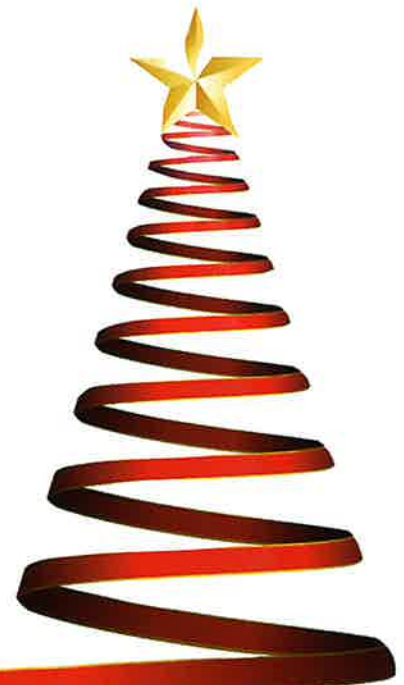
Secondly, I would like to send a special message to all of the hard working shop stewards in Regions I and II that made our first Shop Steward Conference such a treat for everyone. It truly was educational, fun, interesting, and a good way to build and strengthen friendships. I enjoyed meeting everyone, and I hope we continue this tradition. My hats off in particular to Ms. Gail Shields, who after attending the conference got all fired up and brought over five non-dues paying members into the fold. It's no easy task, but it was her renewed confidence in the union that did it.

What's there to be fired up about?

It's easy to get cynical, but the reality is that the ITPEU is a healthy organization and is dedicated to its members in a way that exceeds any prescribed "duty of fair representation". We exist to serve the membership. Your membership with the ITPEU affords you and your fellow employees with more benefits than most employees will ever realize, and nobody fights harder for those benefits and your rights as an employee than we do. We all do everything in our power to get your needs met, and to make sure that nobody can say that it doesn't "Pay to Belong" to the ITPE. You have to see it to believe it, and once you do you will be confident about your membership with us.

But how does that translate into bringing non-dues paying members into the fold? When it comes to representation, we just do our best and hope the non-dues paying members see that we are for real and pledges his support. It happens. As far as benefits are concerned, not only might you be affiliated with one or more of the three benefits funds (ie. ITPE Pension Fund, ITPE Health and

Welfare Fund, ITPE Annual Benefit Fund), but the ITPEU and our affiliates work very hard to reward the faithful members, as well as give non-members the incentive to pledge their support, by providing MEMBER ONLY benefits (ie. PERKSCARD, UNION PLUS, TOWING BENEFIT etc). Familiarize yourself with all of the benefits, but pay close attention to these MEMBER ONLY benefits. Use them yourself. Only after you have proved to yourself that they are worth it will you be able to convince a non-dues paying employee that it truly does Pay to Belong!



**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, 2010 to June 30, 2011. 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 \$67,747,217 as of June 30, 2011, compared to \$64,375,273 as of July 1, 2010. During the year the plan experienced an increase or (decrease) in its net assets of \$3,371,944. 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 \$67,297,200 including employer contributions of \$62,962,552, employee contributions of \$115,260, realized gains or (losses) of \$1,756,035 from the sale of assets, and earnings from investments of \$2,463,353. Plan expenses were \$63,925,256. These expenses included \$6,474,514 in administrative expenses, \$57,450,742 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

SHOP STEWARDS CONFERENCE BALTIMORE, MARYLAND SEPTEMBER, 2011



Back Row L-R - Stephen Furman-Shop Steward, USMMA Kings Point, NY; Tony Ross-Shop Steward, Oceana NAS, VA; Maria Mandigo-Shop Steward, Fort Eustis, VA; Kevin Watkins-Shop Steward, EPA, Washington, DC; Kenneth Brown, II-Shop Steward, Andrews AFB, MD; Carter Hardy-Shop Steward, Dept. of Defense, VA; George W. Davis, III-Shop Steward, Fort Meade, MD; Angelia Smith-Shop Steward, Andrews AFB, MD
Front Row L-R - Maria Gable-Shop Steward, Cape May, NJ; Sandra King-ITPE Representative; Thomas Gist-Shop Steward, Diana Rummell-Shop Steward, GSA Eastern PA; Tasha Keel-Shop Steward, Right 2 Work, Andrews AFB, MD; Ruby Gross-Shop Steward, Hoffman Building, VA; Lauren Oliver-Shop Steward, Andrews AFB, MD; Anna Roberts-Shop Steward, Langley, AFB, VA; Avery Lewis-Shop Steward, Stronghold Security, Washington, DC; Denise Moore ITPE Representative



**Left to Right - Ruth Brown and Sandy Squirewell
Shop Stewards
Fort Jackson, SC - Food Service**



**Angelia Smith
Shop Steward
Andrews AFB, MD - Commissary**



Left to Right - Herman Edwards - Shop Steward, Lenny's Food Service, OH; Wilma Zimmerman - ITPEU Representative; Lovetta Gregory - Shop Steward, River City Management Services, Inc., KY; Nagal Pearson - First Choice Food Service, KY



Wilma Zimmerman - ITPEU Representative
Herman Edwards - Shop Steward
Lenny's Food Service, OH
Marie Gable - Shop Steward
Cape May, NJ



Left to Right - Elvis Imes - Shop Steward, Fort Bragg, NC; Daniel Diehm - Shop Steward, Fort Bragg, NC; Cindy Diehm - ITPE Vice President; Linda Sessoms - Shop Steward, Camp LeJeune, NC; Liam McGinley - Shop Steward, Research Triangle Park, NC; Abel George - Shop Steward, Research Triangle Park, NC; Marcella Teeters - Shop Steward, Research Triangle Park, NC; Linda Waters - Shop Steward, Camp LeJeune, NC

Gail Shields
Shop Steward
Fort Jackson, SC - Laundry



Maria Mandigo
Shop Steward
Fort Eustis, VA



Marie Gable - Shop Stewards
USCG Cape May, NJ



Anna Roberts
Shop Steward
Langley AFB, VA



Left to Right - John Brenton IV, ITPEU Representative; Mary Holmes - Shop Steward, Johnson Food Service, SC; Sandy Squirewell - Shop Steward, Johnson Food Service, SC; Gail Shields - Shop Steward, Crown Contract Services, SC; Ruth Brown - Shop Steward, Johnson Food Service, SC.



Kevin Watkins
Shop Steward
EPA-Washington, DC



Mary Holmes
Shop Steward
Ft. Jackson, SC



Lauren Oliver
Shop Steward
Andrews AFB, MD



Left to Right - Marcella Teeters - Shop Steward, Research Triangle Park; Elvis Imes - Shop Steward, Ft. Bragg, NC; Lovetta Gregory, Shop Steward, Ft. Knox, KY



Stephen Furman
Shop Steward
USMMA Kings Point, NY



Herman Edwards
Shop Steward
Wright Patterson AFB, OH



Carter Hardy
Shop Steward
Dept. of Defense, VA



Avery Lewis
Shop Steward
Stronghold Security
Washington, DC



Abel George
Shop Steward
Research Triangle
Park, NC



Diana Rummell
Shop Steward
GSA Eastern PA



Elvis Imes
Shop Steward
Fort Bragg, NC



Liam McGinley
Shop Steward
Research Triangle
Park, NC



Tony Ross
Shop Steward
Oceana NAS, VA



George W. Davis, III
Shop Steward
Fort Meade, MD



Lovetta Gregory
Shop Steward
Fort Knox, KY



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

SITE VISITS

In October Patty Foley, ITPE Representative, Lena Bailey, ITPE Representative along with Dennis Arrington, ITPE Sec/Tres visited several bldgs. on Lackland AFB, food service contract for Allen Tharp, LLC and Fort Sam Houston, food service contract for Cantu Service in San Antonio. We would like to thank the members for a warm welcome and look forward to the next visit.

Alex Batilla



NEW SHOP STEWARD

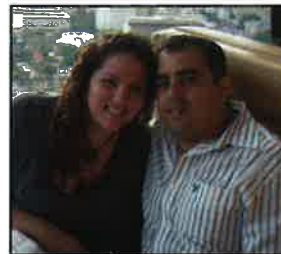
We would like to thank our new Shop Steward, Betty Armstrong, from North Fort Hood, Vet Pride Services, and Gatesville, TX for becoming a part of the union team.



MARRIED THIS YEAR



John Huggins,
Kenneth Johnson,
Dennis Arrington
from Fort Sam
Houston, Cantu
Services



Here in the San Antonio office our newest employee got married. Melissa Foley married Andres Mendoza on October 8, 2011. CONGRATULATIONS!!!!!!!!!!!!

ORGANIZING FROM THE EL PASO OFFICE

Joe Serrano organized a contract with Base Contracting, Inc. in Artesia, NM for 27 Security Guards at the Navaho Refinery which became effective Nov. 1, 2011. CONGRATULATIONS!!!!!!!!!!!!

CHANGE OF ADDRESS

To all of our membership please remember it is very important to keep your address current with ITPE. Contact your local representative should your address change.

GOOD WISHES

Our office would like to send Mr. Conley, good wishes and hope he gets better soon.

TEMPORARY LAYOFFS FOR THE HOLIDAYS

Several of our contracts are laying off employees for the holidays based on troop demand during the holiday period. We would like for all of our members to hang in there through what possibly could be a ruff period and are wishing them well.



HAPPY HOLIDAYS



Our office would like to wish each and every member a HAPPY HOLIDAY SEASON AND A PROSPEROUS NEW YEAR!!!!

GREETINGS FROM T. RUTHIE JONES - LAS VEGAS AND THE WEST NEWS OUT OF THE GREAT CITY OF LAS VEGAS

Taxicab Authority Gave "More" Permanent Cabs to the Companies!

First of all, a HUGE THANKS was sent out to all drivers that took the time out of their busy schedule, got off from working a 12 hour shift and came to the August 23rd meeting, to show that they cared. Again, THANKS!

On August 23, 2011, the Taxicab Authority Board flooded the streets with 192 additional permanent cabs plus, that are definitely not needed and also expanded the restricted hours, and days, again not needed. However, the number of cabs are **even more of an allocation than we thought**, because they modified the time restricted medallions from 2 p.m. Friday to 2 p.m. Sunday, which are 11 cabs per company Friday, Saturday and Sunday. Now there are 17 time restricted cabs per company from 12 p.m. (any consecutive 12 hour period) to 2 p.m. Thursday through Monday. That means 17 brand-new time restricted medallions per Company for Thursday and Monday. You now have 272 new timed restricted cabs on Thursday and 272 restricted cabs on Monday.

Also allocated: 6 permanent 24/7 cab per company (16 companies) to be released one per month over 6 months period, started September 1, 2011 through February 1, 2012, totaling 96 new 24/7 cabs. The drivers are very upset.

The Alliance (ITPE & USW) filed a **Notice of Appeal** with the Nevada Transportation Authority (NTA) challenging the August 23, 2011, allocation of cabs. We also wanted to file a Request for a Stay of the Order (an Injunction) against the allocation, but, because the Appeal is pending, we could not.

ANNUAL REVIEW OF RATE INCREASE OPPOSED: On September 27, 2011, a majority of the Taxicab Authority did not support a rate increase. Two members did support a rate increase: Chairwoman, Ileana Drobkin and Board Member Hardy. The two members voted against it were Board Members, Nolan and Miller. The Companies also did not support a rate increase.

We feel the companies are content because they are making out in a big way, like bandits, because of the fuel surcharge currently approved on the meter. Yet some drivers pay 100% of the fuel and get NOTHING from the surcharge. The way the companies have it set up, they are expecting to get that fuel surcharge for a long, long time. The manner in which it is structured, it may never be taken off. The only Company that did not oppose a rate increase was A-Cab.

BATTLING LUCKY CAB: ITPE, assisted by our affiliated OPEIU Jeffery Rusich, continuing its battle for justice for Lucky Cab drivers. As you may recall, the ITPE and Lucky had an NLRB election this past May. Many of the drivers fought for union representation and again the Company used dirty tactics. We only lost the election by 12 votes.

Lucky committed numerous violations of federal labor law during the period leading up to the election, including unjustly firing six (6) of our Organizing Committee members. We filed unfair labor charges against Lucky with NLRB and EEOC. While the EEOC is still investigating the charges before it, the NLRB Regional Director found merit in both the ITPE's charges against Lucky and our objections to Lucky's conduct with regard to the election, NLRB held a hearing in this matter that

started September 19 through 26, 2011, and resumed on November 2 through the 3, 2011. Now both sides must get their briefs into the NLRB Administrator Law Judge by December 6. We are looking forward to a decision by the beginning of 2012 which will direct Lucky to put the six (6) drivers back to work and hold another election, this time without any harassment of ITPE supporters. Lucky, no more HARASSMENT OF YOUR DRIVERS!!!

Accent/Teltra, Successor Contract – Congratulation to the Successor Contractor, Native Resources Company. I think the Company will work out well. They are cooperating with the Union.

EPA Electrical Engineers, UNLV: Ramcor Group's Successor at the university is Acosta Ltd. This Company is really out in left field. I was told by the Company's Owners that, "They were non-union and they didn't want the Union," as if I was going to say, Oh! O.K. No problem.

We are in contract negotiations, if you can call it that. The guys want it known; they will be united with any action we take.

**WE WISH OUR BROTHERS,
SISTERS AND FAMILYS, "THE
BEST OF THE HOLIDAYS"
WITH HOPES THAT THESE
HOLIDAYS ARE BLESSED WITH
LOVE, HAPPINESS, WARM
REMBRANCE, SAFETY AND WHAT
EVER YOUR DESIRES MAYBE.**

**IN SOLIDARITY, PEACE AND LOVE
TO ALL**



FORT LEWIS, WA GCE EMPLOYEES



Back row: Edna Stubbs, Roy A. Jacos, Deborah Santos, UN Hye.

2nd Row: Ki Suaweaver, Laquetta Cockrell, Estela Lopez Young Bell

1st Row: Shany Cain, Yuk Pierce, Yi Navas-Algarain



U.S. COAST GUARD SUPPORT CENTER KETCHIKAN, AK



Jean Rhine, Frank Peters, Carol Begley - Shop Steward, Jetto Abiganial, and Lolita Baze



Jean Rhine, Frank Peters, and Lolita Baze



NEWS FROM NORTH CAROLINA & WEST VIRGINIA

Vice President: Cindy L. Diehm

Written by: Cheryl Lowe, Assistant Representative

NEGOTIATIONS COMPLETED

Negotiations for the 2011 – 2012 contracts are finished and most of our contracts will see raises in their checks. There were a few contractors who held the line on raises because of the work slow down and the economy. However all contractors raised the Health and Welfare.

SHOP STEWARD EDUCATIONAL CONFERENCE

Some of our shop stewards attended an educational conference in Baltimore Maryland. The feedback we got from the stewards was: very informative, enjoyed meeting stewards from other areas, learned a lot they were not aware of and had a great time. I'd say it was a very successful conference.

WEST VIRGINIA

We have a new contractor in West Virginia. Martin Edwards & Associates, Inc. has taken over the Guard contract formally held by Basic Contracting Services, Inc. Martin Edward & Associates are out of Erwin, N.C. Ricky Day is President.

CAMP LEJUENE

The Computer Technicians at Camp Lejeune formally held by Chaguch World Services was awarded to Johnson Controls, Inc. They are out of Milwaukee, Wisconsin. George Mullane, Director, Labor Relations.

FT. BRAGG, POPE ARMY AIR BASE, SEYMOUR JOHNSON, ELIZABETH CITY, CHERRY POINT AND RESEARCH TRIANGLE PARK.

There have not been any contract changes in these areas. We said a sad farewell to our members on the gate guard contract with Wackenhut and a farewell to all the ITPEU members who worked as gate guards at other posts. The government's decision to eliminate the service contracts for gate guards at several posts and replace them with GS positions

left a lot of our members without jobs. You are all in our thoughts and prayers.

ITPEU LOSES ONE OF OUR OWN

Our organization suffered a great loss with the sudden death of our friend and Vice President Paul Harvey. He was first of all a good friend to the Ft. Bragg office but also our respected Vice President. Paul was always there for us with his words of encouragement and learned advice when needed. He will be missed by one and all that knew and loved him. Paul, did and will always, have a place in our hearts. FAREWELL OUR FRIEND!!

As always we wish our members peace, posterity and happiness.



America Wants To Work Action Plan

THE AFL-CIO'S SIX PILLARS TO CREATE AND KEEP GOOD JOBS

Three decades of Wall Street and corporate-dominated economic policies drove our economy into the ground, and we are still paying a high price for these policy failures. Unemployment and underemployment are projected to remain at crisis levels for years; our trade deficit is growing; the housing market continues its downward slide; millions of Americans are facing foreclosure; and real wages are stagnant. Communities of color particularly are facing a nearly unprecedented economic crisis, with unemployment rates that are nearly double the national average and rising poverty rates. The AFL-CIO calls on Congress and the administration for big, bold, timely action to put America back to work, retain good jobs, and rebuild the U.S. economy.

1. Rebuild America's schools and transportation and energy systems. If we have the will to tackle the jobs crisis, there is no mystery about how to go about doing it. We need to invest at least \$2.2 trillion in repairing our crumbling 20th century infrastructure and another \$2 trillion building a modern clean energy infrastructure for the 21st century. These investments would put millions of people to work while laying the foundation for long-term economic growth and competitiveness. Congress should fund the Surface Transportation Act at \$556 billion over six years, as proposed by President Obama; identify revenues to fund enhanced investment in highways, transit, rail, and ports; allow transit agencies to flexibly use federal funds to save and create jobs; fully fund Amtrak and make it the centerpiece of our high-speed rail program; pass a robust reauthorization bill for the Federal Aviation Administration (FAA) that would sustain or create 300,000 jobs; adopt a national policy to get truly high-speed broadband to every individual, family, business, and community in America; create a government-backed bond program to help state and local governments finance the maintenance and repair of infrastructure, as well as new construction projects; reauthorize and expand the Water Resources Development Act (WRDA), the Clean Water Act, and the Clean Water State Revolving Fund; fund port dredging and maritime investment projects; renew the Building Star program to create jobs through the installation of energy-saving technology; create an adequately financed infrastructure bank to fund good jobs; and ensure that U.S. tax dollars are used to

create U.S. jobs by insisting on Buy America safeguards. Sen. Boxer's shorter-term reauthorization of the Surface Transportation Act, which would sustain or create 1.9 million jobs, awaits immediate action by Congress when it returns from the August recess, and Congress must not put thousands of FAA employees and construction workers out of work by allowing the FAA reauthorization to expire yet again.

2. Revive U.S. manufacturing and stop exporting good jobs overseas. We cannot hope to restore our economy to health unless we revive American manufacturing. This will require action on many fronts, including ending currency manipulation, reforming tax policy, enforcing and reforming our trade policies, strengthening government procurement policies, and increasing investment in job training. Congress should take concrete action to stem currency manipulation by passing the Currency Exchange Rate Oversight Reform Act. It should also renew tax incentives for investments in advanced energy (Section 48C); expand Title 17 loan guarantees to include investments in energy efficiency; end tax incentives that encourage the offshoring of good manufacturing jobs; enhance Buy America safeguards; reform our trade agreements to raise global labor and environmental standards and support good jobs at home; enforce our trade laws; reauthorize a robust Trade Adjustment Assistance (TAA) program for workers who lose their jobs due to trade; and oppose free trade deals with Korea, Colombia, and Panama.

3. Put people to work doing work that needs to be done. There are 25 million people in America who need full-time work, and there is plenty of work to be done. Congress should pass legislation to provide for the direct creation of millions of jobs in local communities, such as Rep. Miller's "Local Jobs for America Act" or Rep. Schakowsky's "Emergency Jobs to Restore the American Dream Act." These jobs must target distressed communities, which is important in addressing the disproportionate impact of the jobs crisis in communities of color. They must also pay competitive wages and must not replace existing jobs.

4. Help federal, state, and local governments avoid more layoffs and cutbacks of public services. Layoffs by federal, state and local government are dragging down the economy and making a double dip

recession more likely. Congress should make a commitment not to lay off any more federal employees and prevent additional state and local layoffs by providing for increased federal funding of Medicaid when unemployment is high and by providing additional federal investment directly to local communities to save and create jobs and protect and restore public services.

5. Help fill the massive shortfall of consumer demand by extending unemployment benefits and keeping homeowners in their homes. Over \$12 trillion of wealth was destroyed in 2008 when the housing bubble and stock market collapsed, and our economy continues to suffer from a massive shortfall of consumer demand. This is the primary reason why businesses are not hiring. Extending unemployment benefits for jobless workers and providing relief for homeowners facing foreclosure can help reduce this drag on the economy. If banks lowered the principal balance on all underwater mortgages to their current market value, over \$70 billion per year would be pumped back into the economy, millions of families would be able to stay in their homes, and over one million jobs would be created. Congress and the administration should provide for mandatory reduction of principal for homeowners facing foreclosure—through bankruptcy reform, mandatory mediation, or other means. Congress should also extend the federal unemployment benefits program for another year.

6. Reform Wall Street so that it helps Main Street create jobs. The financial sector should channel capital to productive sectors of the economy, but the financial sector now diverts far too many resources from the productive economy, fails to finance productive investment, and endangers the global economy with its reckless gambling. Congress and the administration should pass legislation to encourage more lending to small businesses; enact a Financial Speculation Tax to discourage harmful speculation and make Wall Street pay to rebuild the economy it helped destroy; and enforce tough safeguards to stop the kind of cheating and massive fraud on Wall Street that precipitated the crisis of 2008.

The solutions we propose must be on the same scale as the problems we face. Half measures will not put America back to work. Nor will the same old Wall Street economic policies that drove our economy into the ground in the first place.

SUMMARY ANNUAL REPORT FOR ITPE PENSION FUND

This is a summary of the Annual Report for the ITPE Pension Fund, (employer identification No. 11-2506736, Plan No. 001) for the period October 1, 2009 to September 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

Benefits under the plan are provided by a trust (benefits are provided in whole from trust funds). Plan expenses were \$12,952,022. These expenses included \$2,006,833 in administrative expenses and \$10,945,189 in benefits paid to participants and beneficiaries. A total of 31,007 persons were participants in or beneficiaries of the plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of the plan assets, after subtracting liabilities of the plan, was \$110,562,800 as of September 30, 2010 compared to \$99,471,509 as of October 1, 2009. During the plan year the plan experienced an increase in its net assets of \$11,092,291. This increase 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. The plan had total income of \$24,044,313, including employer contributions of \$14,699,347, gains of \$489,317 from the sale of assets, earnings from investments of \$8,842,364 and other income of \$13,285.

MINIMUM FUNDING STANDARDS

Enough money was contributed to the plan to keep it funded in accordance with the minimum funding standards of ERISA.

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:

1. An accountant's report;
2. Assets held for investment;
3. Transactions in excess of 5 percent of the plan assets; and
4. Information regarding any common or collective trust, pooled separate accounts, master trusts or 103-12 investment entities in which the plan participates.

To obtain a copy of the full annual report, or any part thereof, write or call the office of
Board of Trustees ITPE Pension Fund
C/O ERISA Systems, 216 North Avenue East, 2nd Fl.
Cranford, NJ 07016
11-2506736 (employer identification number)
(908) 276-0800

or the Plan Administrator

The charge to cover copying costs will be \$7.00 for the full report, or \$0.25 per page for any part thereof.

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:

Board of Trustees ITPE Pension Fund
C/O ERISA Systems, 216 North Avenue East, 2nd Fl.
Cranford, NJ 07016

And at the following address:

Board of Trustees ITPE Pension Fund
Cranford, NJ 07016

And at the U. S. Department of Labor in Washington, DC, 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, Suite N-1513, Washington, DC 20210.

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 \$28.00 per month. In all but a few instances, you have the convenience of having your employer deduct the dues from your paycheck and send the money to the ITPE.

Non Member Fees

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

The ITPE had certified public accountants review its expenditures for calendar year 2010 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 85.3243% of the ITPE's expenditures for that year (i.e., the nonchargeable costs were 14.6757%).

Applying this percentage to the \$28.00 per month dues paid by full ITPE members, the non member fee is \$23.89 per month for the period from January 1, 2012, through December 31, 2012; 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 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, 2012, in order to be exempt from the membership requirement for calendar year 2012. (An employee who first becomes covered by a union shop clause after December 31, 2011, 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
Secretary Treasurer

ADDRESS SERVICE REQUESTED

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Take A Look

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Kathy Heery, Administrator
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ITPE PENSION PLAN

ITPE ANNUAL BENEFIT PLAN, ERISA SYSTEMS

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ITPE FUNDS REPRESENTATIVE

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Roy Boyd
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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
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