



ITPE NEWS

AFFILIATED AS LOCAL 4873 WITH OPEIU-AFL-CIO

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

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WINTER 2012



Report of the PRESIDENT

by J. F. Conley



Dear Brothers and Sisters,

First off I wish you all a very Merry Christmas and Happy New Year.

As most of you may know I am retiring effective 2400 hours December 31, 2012. Therefore, this will be my last ITPE Newsletter Report.

From 1968 thru 2012 I have had many experiences during my career as a Labor Official. Some I wish to forget however, there are many that I will cherish forever.

During my career I have had the opportunity to travel to the majority of the 275 ITPE contract sites; meeting many of our members. Imagine the comforting feeling you get processing a members grievance which provides favorable results such as reinstatement with back wages, no loss of seniority or benefits for a grievant who has been treated unjustly by his or her supervisor. During my career I have experienced the growth of our Union from 8,000 members to 16,000 members. Being a party to the establishment of a "Cadillac" Health & Welfare Fund for members and their families in 1971, the establishment of a Pension Fund for our members 100% funded by his or her employer in 1983. Imagine experiencing the smile and expression of gratitude from a retiring member when handing them a Pension check, which they realize they wouldn't have received without the Union. The establishment of the Annual Benefit Fund in 1989 which provides greater benefits than an employer would

provide to those participants in the Plan. These are some of the experiences I will cherish forever.

Today the ITPE has nine branch offices located throughout the country with a staff ready to serve our members. (See back page.)

In 2007 I received the Georgia State AFL-CIO Labor Leader of the Year Award. Another great honor, in 2008 I was awarded the Ellis Island Medal of Honor.

Yes, my brothers and sisters, I am proud to have been a part of the ITPE for 44 years. We have come a long way. None of these things could have been accomplished without the support of you the members. As I have always said "It takes a team". I thank each and every one of you for being a part of that team.

In addition to the benefits provided by the Funds and those in the Union's Collective Bargaining Agreement, a number of great benefits enjoyed by our members came as a result of the ITPE affiliations in 2001 with the Office Professional and Employees International Union, OPEIU, AFL-CIO. Those benefits include a PerksCard with discounts for many restaurants, theaters and retail stores; the National Safe Drivers Towing (NSD) for you and members of your household. A fifteen (15%) discount from AT&T on cell and household phones, a \$3,000.00 American Income Life accidental death and dismemberment

Continued on page 2



INSIDE

2012 SCHOLARSHIP WINNERS.....page 2

HOW DO WE REVITALIZE AMERICAN MANUFACTURING.....page 4

GOOD NEWS FROM YOUR ITPE BENEFITS COORDINATOR..... page 5

ITPE SECRETARY/TREASURER REPORT..... page 6

JOHN BRENTON IV REPORT.....page 7

J. B. MOSS VOTE FUND CHECK OFF..... pages 9

REPUBLICAN NLRB MEMBER WAS MOLE FOR ANTI-UNION INTERESTS..... page 12

NEWS FROM SAN ANTONIO & EL PASO page 13

NEWS FROM LAS VEGAS..... page 14

NEWS FROM NORTH CAROLINA & WEST VIRGINIA ... page 16

SUMMARY ANNUAL REPORT ITPE PENSION PLAN..... page 18

benefit when enrolled in the program. A Union Plus AFL-CIO benefits program which provides Mortgages, Auto Insurance, Credit Card, etc. etc. Go to their website www.UnionPlus.org for many more listing of benefits. Scholarships provided by the ITPE Health & Welfare Fund, the Annual Benefit Fund, the OPEIU and AFL-CIO. Tremendous savings when you use these member only benefits. It doesn't cost you to belong when you use these benefits. No, "It Pays to Belong".

Yes, my brothers and sisters, having the opportunity to develop a passion of love for our Union and its members is a lifetime experience. It is time for me to hand over the reins to others that I believe are as dedicated to the continued success of the ITPE as I. I have had the pleasure of working closely with all. Therefore, I believe I am leaving this organization in good hands. Dennis R. Arrington, President joined ITPE in 1983 that is 29 years, Dennis Conley, Secretary/Treasurer has 14 years and Vice President Cindy Diehm has 26 years for a total of 69 years between them representing Labor. I am sure they will always have your interest and welfare as their number one priority.

As I said, "It takes a team" together, with your help, the ITPE can continue to grow. You can help if you have a brother, sister, friend or neighbor that works at a job site which treats their employees unfavorably, rather it be wages, work conditions, lack of a medical plan or pension plan. Have them call one of our branch offices the telephone numbers are on the back cover of this newsletter. The stronger the Labor Movement, the louder your voice in our Nation's Capital. Let's all work together by building our Union and help to rebuild the middle class and make America the country where dreams come true for so many working families.

In closing, I leave you with my very best wishes for you and your family for many years to come and a special thanks to the Union's Shop Stewards.

In Solidarity,

John F. Conley

John F. Conley,
ITPE President



2012 ITPE HEALTH & WELFARE FUND SCHOLARSHIP WINNER



Thank you for selecting me for the ITPE John F. Conley/Happy I. Franklin Scholarship. This scholarship will assist me in my college expenses and help me reach my academic goals. I plan to continue at Rochester Institute of Technology and earn a Bachelors degree in Computer Engineering and eventually my Masters. My future goals consist of developing or enhancing devices and medical computers to detect diseases sooner or enhance artificial

limbs to improve the lives of the disabled. Computers are becoming more and more an essential part of our lives and can be very useful tools to prolong life and

make life easier.

This Scholarship will be very helpful in providing me with funds for the high cost of tuition and living expenses on campus. I am very grateful for your generous scholarship offer and promise you I will make good use of it to further my education and earn my degree. With much gratitude I would like to thank the union and everyone involved in making this scholarship possible.

Ryan Nieves
Clark, New Jersey



CONGRATULATIONS

Congratulations are in order for the candidates found to have submitted the required forms to the ITPE Credential and Tally Committee. The Committee determined that the number of qualified nominees do not exceed the number of Officers and Delegates designated in the ITPE Constitution for each position. Therefore, under the regulations of the U.S. Department of Labor, the ITPE will not have to conduct an election of Officers and Delegates (including alternate delegates) in November, 2012. Therefore the following list of candidates are to assume their duties in their respective positions 12:01 AM on January 1, 2013.

President:

Dennis R. Arrington

Vice President:

Cindy Diehm

Secretary Treasurer:

Dennis Conley

Executive Board Members-At-Large:

Lena Bailey, ITPEU Representative
San Antonio, TX

T. Ruthie Jones, ITPEU Representative
Las Vegas, NV

Joe Serrano, ITPEU Representative
El Paso, TX

Wilma Zimmerman, ITPEU Representative
Louisville, KY

Delegates:

Mary Buchanan - Mather AFB, CA
John Brenton, IV - Savannah, GA
Ruth Brown - Ft. Jackson, SC
John Bryant - Keesler AFB, MS
Trina Campbell - Tacoma, WA
Nancy Causey - NAS Pensacola, FL
Danny Chambers - Research Triangle Park, NC
Jesse Fisher - Ft. Lewis, WA
Patty Foley - San Antonio, TX
James Gholston - Maxwell AFB, AL
Natasha Gray - Ft. Gordon, GA
Elvis Imes - Ft. Bragg, NC
Jan Johnson - NAS Pensacola, FL

Gerald Johnson - Las Vegas, NV

Ginger Lanier - Savannah, GA

Cheryl Lowe - Ft. Bragg, NC

Lucius McRavin - Womak Army Hospital, NC

Sam Moffitt - Las Vegas, NV

Josephine Parker - Beaumont Army Hospital, TX

Nagel Pearson - Ft. Campbell, KY

Eugene Ratliff - Ft. Polk, LA

Melber Richard - Ft. Huachuca, AZ

Alex Salas - El Paso, TX

Sandy Squirewell - Ft. Jackson, SC

Emma Teddie - Lackland AFB, TX

Cecilia Vasquez - Ft. Bliss, TX

Nilyris Witsell - Kaneohe Marine Corps Base, HI

Jerry Williams - Ft. Hood, TX

Debra Williams - Ft. Knox, KY

Alternate Delegates:

Lisa Budnick - Savannah, GA

Jennifer Kester - Ft. Hood, TX

Dianna Paddy - Ft. Polk, LA

Linda Sessoms - Camp Lejeune, NC



How Do We Revitalize American Manufacturing?

Buy American!

By Rep. Chris Murphy (D-CT)

It's getting tough to pick up a newspaper or switch on a television these days without hearing some pretty grim economic news. Since 2001, over 42,000 factories have closed and five million manufacturing jobs have been lost across the country. In the same period, Connecticut lost tens of thousands of manufacturing jobs—from 2001 to 2011, total manufacturing employment fell from 234,000 to 166,000. In a manufacturing state like mine, those aren't just abstract numbers. These are our family members, our friends and our neighbors.

But what if the story of American manufacturing didn't have to end that way? What if a few simple ideas could create hundreds of thousands of jobs and help revitalize our manufacturing economy in Connecticut and across America?

Consider this: between 2007 and 2010, we sent \$53.5 billion in U.S. tax dollars overseas to purchase goods for the Department of Defense alone. That money pays salaries and buys materials in other countries while unemployed Americans struggle to make ends meet. Not only is this costing American jobs, but it also doesn't make sense to purchase goods for our national security from foreign countries. Not when we could be putting those dollars to work here in America.

For over 75 years, we've had a law on the books to steer federal purchasing towards U.S. companies – the Buy American Act. But over the years, loopholes, exceptions, waivers and caveats have been built into the law, allowing too many tax dollars to be spent on goods from foreign companies.

In any given fiscal year, a federal agency grants thousands of waivers to the Buy American Act. In fact, for the last four years that we have data, the Department of Defense alone issued 161,711 waivers to the Buy American Act. In the final year of President Bush's term 65,000 waivers were issued, a 450% increase over the previous year,

shipping millions of American tax dollars overseas and affecting thousands of manufacturing jobs in the U.S.

There is no doubt that this trend is hurting Connecticut's manufacturers, and that's what I'm working every day to change.

Last July, I successfully passed an amendment to the State Department funding bill that would apply the language of the Buy American Act to purchases made for items used by the State Department overseas. Currently, Buy American provisions only apply to the purchase of items that will be used within the United States, but in 2009 and 2010 alone, the Department of State spent over \$1 billion on articles, materials and supplies manufactured outside the United States. Requiring our embassies to comply with the Buy American Act is a simple but effective way to create American jobs through smarter procurement policy.

Last August, I released the results of a survey of 151 Connecticut manufacturers conducted by my office. The news was good: half of all manufacturers reported plans to add jobs in the next year. And the data from the survey regarding the obstacles manufacturers face in creating these new jobs is already helping me develop new legislation to attack these problems.

Creating jobs and revitalizing our manufacturing sector is never going to be easy, but those goals remain my number one focus in Congress. Manufacturing is far from dead in this country—in fact, my experience has convinced me that the industry is in on the verge of a rebirth that will put Americans back to work, and I'm working hard to ensure that Connecticut leads the way.

Chris Murphy represents the 41 towns of Connecticut's Fifth Congressional District.

GOOD NEWS FROM YOUR ITPE BENEFITS COORDINATOR

As the ITPE's Benefit Coordinator I have the unique opportunity to share information about our benefits to our members. In these difficult times it is nice to know that there are in fact benefits available that can save you and your family money. One of our most popular benefits is the **PerksCard**. A PerksCard is a wallet sized I.D. card that ITPE members can use to obtain local discounts for: Dining, Movie Tickets, Gym Memberships, Pet Services, Flowers, Car Rentals, Airline Tickets, and much more! There is now a free mobile app which allows you to connect to local savings on the go! You can register your card online at www.perkscard.com. Attached to the PerksCard is a key fob for another great benefit: **Nation Safe Drivers Towing**. This is the OPEIU roadside program that allows for up to two towing/service calls per year, valued at up to \$100 each to all family members living in the same household as well as 24 hour emergency assistance such as Lockouts, Battery & Tire Service and Delivery of Supplies.

As an ITPE and OPEIU Union member you also have the ability to utilize the **Union Plus Program**. Union Plus uses the collective purchasing power of millions of union members to negotiate the best deals for our members. Many of us have cell phones and through the Union Plus Program you can sign up to receive a 15% discount on your **AT&T monthly wireless services** (which can make a big difference in your monthly bill). You can visit www.unionplus.org to see the many discounts available.

We are all aware of the enormous costs today of financing a college education. The ITPE, OPEIU and Union Plus all offer **Scholarships** available to our members and their children. The ITPE offers scholarships through the ITPE Health & Welfare Fund (Five (5) four-year scholarships in amounts up to \$15,000 per year) and the ITPE Annual Benefit fund (Five (5) four-year scholarships in the amounts of up to \$10,000 per year). The ITPE Health & Welfare Fund also offers two (2) year Vocational/Technical Scholarships in amounts of up to \$7,500 per year. The ITPE Annual Benefit Fund offers two (2) year Scholarships at a community or junior college in amounts of up to \$5,000 for each of the two years of study. Eight awards for up to two (2) years of study at a vocational/technical school or institute in amounts of up to \$5,000 per year of study. The OPEIU has

additional scholarships available to the ITPE-Local 4873 members: The Howard Coughlin Memorial Scholarship Fund (12 full time scholarships awarded on the basis of at least one per region), The John Kelly Labor Studies Scholarship Fund (Ten) Scholarships per year awarded on the basis of one per region), and The Romeo Corbeil Memorial Fund (Summer Camp) which offers the opportunity for children of OPEIU members to attend a summer camp for a week. Twenty (20) scholarships are offered each year and applications are open to children between the ages of thirteen (13) and sixteen (16) of OPEIU members only. To learn more about these Scholarship Programs you can contact your ITPE Representative, the ITPE Benefits Website at www.itpebenefits.org or the ITPE/OPEIU Benefits Coordinator.

As an ITPE member there are many benefits out there for you! If you would like to request a PerksCard, Scholarship Applications or have questions on benefits you can reach me by phone at 1-877-550-4873 (toll free), ext 110 or by e-mail at itpeubenefits@yahoo.com. I look forward to hearing from you. If you are not currently an ITPE Member-now is the time to join the ITPE Union so you too may take advantage of our many benefits! Therefore, our slogan "**It Pays To Belong**"!



*Sheila Conley, ITPE/OPEIU
Benefits Coordinator*





From DENNIS R. ARRINGTON

ITPE Secretary Treasurer

It is my honor to announce that I will assume the office of ITPEU President on January 1, 2013, succeeding John F. Conley who will be retiring from his position.

As many of you know, my career with this organization spans more than three decades. I began my career with the ITPEU in Galveston, Texas, and subsequently transferred to my home town, Savannah, Georgia, where I have worked under the direction of President Conley. During that time, I have held the following positions in our organization: ITPEU Representative, Director of Organizing,

Vice President and Secretary/Treasurer.

It is no secret to any union leader that organized labor has been under attack from all sides, since the dawn of the industrial revolution. The assault on our right to exist is stronger now than at any time in our membership's working lives. We must continue to fight those who are seeking to destroy us.

As your President, I am looking forward to working with our new ITPEU administration, Secretary/Treasurer Dennis Conley, Vice President Cindy Diehm,

Executive Board members Lena Bailey, Ruthie Jones, Joe Serrano, Wilma Zimmerman and the entire ITPEU staff in assuring that we work together as a team in facing all challenges, stay united, organize the unorganized, and fight to protect the rights and benefits of our membership in the years ahead.

Happy Holidays and a Prosperous New Year to all of you and your families.

In unity,

Dennis R. Arrington

Dennis R. Arrington





From JOHN BRENTON, IV

ITPEU Representative

NEWS, DUES AND REVIEWS

I'd like to first start off by again commending all of the faithful and watchful Shop Stewards for their hard work and dedication. One faithful Stewardess, and a great segue into the focus of this article, is Tammy Doyle of AJ Services in Ft. Gordon, GA. In two years of stewarding, Tammy Doyle had really taken on the work of being the eyes, ears and mouth of the Union for her unit. As fate would have it, when the contract changed hands Ms. Doyle was not hired. This hurt the unit and it hurt me personally. The process of getting her back to work was a slow moving emotional roller coaster, but she hung in there, is back to work, and is doing a fantastic job. We're all happy to have you back, Tammy. I'd like to also mention Vince Tanksley, who stepped into some pretty big shoes when he took over for Tammy. He has really stepped up the plate is doing a great service to his fellow Union members.

I don't have near enough space to go into specifics, but I had mentioned changes of contractor in the first paragraph and it's something worth discussing at least in an abstract way as it has affected many employees in my region this year. With three changes of contractor affecting five separate units in my region in 2012, there have definitely been some trying times. Even when things have gone relatively well, in every change of contractor there have been many small offenses and at least one big "crisis" that has required tons of time, effort and stress. Whether or not these

new employers were aware of how offensive their actions would be nice to know, but is ultimately immaterial when it comes to holding the line and keeping what we have. The bottom line is that during this time it is entirely our responsibility to show them what is important to us and be willing to take action.

1. Know that regardless of what is going on, or what is being said, the Union is still there. We want to hear from you more than ever during this time.
2. Be vigilant.
3. Fill out new union cards with the new company's name on it.
4. Communicate with your Union Representative.
5. Be prepared to give statements.
6. Be united.

Have you ever heard someone tell you that a big, fanged animal, or a venomous insect, was more afraid of you than you are of them and thought "What? I don't think so!" Well, this is true of your new employer. You perceive them as having all of the power, but in reality they do not want a battle and know they are playing a dangerous game when they mess with your union. This is where mutual respect comes from, and if we have mutual respect we can build a solid relationship from it. That's why we need to start strong, and why I list "fill out new union cards" as a priority. If the first impression is that the Union is not active and support is low, then you are not going to be respected. If the first impression is

that you have a strong union that will make the employer miserable if he doesn't cooperate then we will have a much better relationship.

Generally things smooth out after the first year, and once the dust settles you may find yourself in a better position than you were before. Maybe the old contractor was fundamentally opposed to sick days, but the new contractor is fine with them. Maybe the new contractor has a better method of work that makes your job easier. Maybe the old company never promoted from within, but the new company is a firm believer in it. Don't dismiss these scenarios...I've seen it all happen recently. You never know what opportunities may appear, which is why we need to hold the line, but at the same time keep an open mind.



John Brenton IV and AJ Services Shop Steward Erica Fredericks in Ft. Jackson, SC

TSA's 9-11 Commemoration Featured Made-in-China Bracelets

The Federal Transportation Security Administration incurred the wrath of a number of lawmakers last year when it purchased thousands of bracelets to commemorate the 10th anniversary of 9-11 from a Chinese source. But, TSA was not the only federal agency ignoring Buy American statutes. Earlier this year, Bloomberg News reported that some \$84 billion in government purchases came from foreign sources.

"While your goal of commemorating the tragic events of that day is one we all share as Americans, this purchase could have, and should have, been done in a way that supports American jobs," wrote Connecticut Rep. Chris Murphy (D) in a letter to TSA Administrator John Pistole.

"By awarding this contract to a company that imported the items from China, a country with questionable labor practices, a dismal record of human rights violations and a manipulated currency, your agency denied American workers the opportunity to manufacture these commemorative bracelets with pride here in the United States."

Murphy co-chairs the bipartisan congressional Buy American Caucus along with Rep. Walter Jones (R-AL).



Living Union App Coming Soon To Smart Devices

Work continues on the Department's Living Union smart phone app. The plan is to bring information about union-made products and services to the fingertips of union families. Meanwhile, we encourage you to visit the Union Label website (unionlabel.org) and "friend us" on facebook. Send us your own ideas about how we can do a better job promoting the union label.

FT. STEWART WINS REGIONAL ARMY DINING HALL AWARD

The military has awarded Fort Stewart for serving up the best Army chow in the region.

A ceremony at the southeast Georgia Army post Friday will present the Army award for best dining facility in the Atlantic region to the cooks for Fort Stewart's 4th Brigade Combat Team. The dining hall beat out competitors at Fort Bragg, N.C., and Fort Drum, N.Y.

The regional honor advances the Fort Stewart dining hall to the Army-wide competition. Other contenders include soldier-cooks from Fort Carson, CO., and Army posts in Hawaii, Germany and South Korea.

Fort Stewart's cooks will be judged in an inspection later this month. The contest evaluates them for appearance, proper food preparation and sanitation.



SIGN UP TODAY FOR THE J.B. MOSS VOTE FUND CHECK-OFF!

Every day, our nation's elected leaders make decisions that affect us as working families. Corporations spend millions of dollars in political contributions to ensure that their interests are protected, but what about working people? We deserve to have our voices heard when it comes to issues such as job creation, collective bargaining rights, health care and education. By joining together as union sisters and brothers, our collective voice can be heard loud and clear in Washington, D.C. and at the state and local level. When we come together, we are a strong force that can make a huge difference in moving America forward on the path to prosperity for all.

Keep in mind that without political leaders working to protect the interests of working people, we could lose everything that the labor movement has worked so hard for and gained over the years, such as the 40-hour work week, paid overtime and holidays, pensions, worker safety protections and the elimination of child labor. In fact, as we saw in Wisconsin, we could even lose the right to collectively bargain!

OPEIU has established the J.B. Moss Voice of the Electorate (VOTE) Fund, a political action committee (PAC) fund that ensures OPEIU has the necessary funds to support pro-worker political candidates and to push for legislation that matters to us as working people.

In this regard, all OPEIU Local Unions must comply with Article XIX, Section 10 of the OPEIU Constitution regarding procedures for check-off of contributions to the J.B. Moss VOTE Fund. Section 10 reads:

"Effective July 1, 2010, all Local Unions in the United States shall ascertain whether any

employer(s) with which the Local Union has a collective bargaining agreement allows its stockholders, executives, or administrative personnel to contribute to an employer Political Action Committee Fund (PAC) through payroll deduction. Any employer which allows any such payroll deduction must be required to permit employees in the bargaining unit to utilize the same procedures for check-off of contributions of the J.B. Moss Voice of the Electorate Fund.

In all collective bargaining negotiations which begin on or after July 1, 2010, each Local Union in the United States must vigorously pursue agreement with the employer(s) to a provision permitting check-off of contributions to the J.B. Moss Voice of the Electorate Fund.

All Local Unions in the United States shall be required to use a standard form(s) approved by the International Union Executive Board for check-off of dues, fees and/or J.B. Moss Voice of the Electorate Fund Contributions."

The International has prepared Form 35 and made it available to all Local Unions for this purpose. OPEIU also urges all Local Unions to include a discussion of the J.B. Moss VOTE Fund on all membership meeting agendas, and to make Form 35 sign-up cards available at all meetings.

Please sign up for the OPEIU J.B. Moss VOTE Fund today! Just \$1 per paycheck can make a huge difference and ensure OPEIU members are heard and that our interests are protected!





Left to Right: Kevin Kistler, ITPE Representative Anthony Wilson, Congresswoman Lorette Sanchez, Trina Campbell, OPEIU President, Michael Goodwin.

FOX ARMY HEALTH CENTER REDSTONE ARSENAL, AL HOUSEKEEPER WEEK - SEPTEMBER



Judy Schmidt
and Darlene Wade at
Redstone Arsenal. AL



Left to right standing
James Benford,
Marlene Holt, Charles
Baker, Charles
McCarver and Betty
Long, seated is Connie
Simpson not shown
Patsy Dennis. of
Redstone Arsenal, AL



Site Visit at Bridgeport, CA
Left to Right: Brandon Berrios, ITPE Representative Anthony Wilson, Carlos Hernandez, and Kristen King.



Trina Campbell and ITPE Representative Anthony Wilson





1-800-246-0825

As a proud Union Member, you're entitled to special savings.

You're entitled to save up to **\$525.80*** off your car insurance. *This offer for Union Members is not available to the general public.*

Get a quote in 7 minutes or less.

Start Saving Now

To find out more, get a quote and start saving
visit our website or call **1-800-246-0825**.

Big savings, just for Union Members



Union Members who switch to Union Plus Auto Insurance through 21st Century Insurance **save an average of \$525.80* a year** compared to policyholders of Allstate, Geico, Progressive and other companies.

Generous benefits for Union Members



As a Union Member, you are entitled to great coverage features, including: evening and weekend policy servicing hours, quick claims settlement and guaranteed repairs.**

Peace of mind comes with every policy

As a 21st Century Insurance policyholder, enjoy 24-hour Roadside Assistance at no additional charge.

Get a personalized quote

Republican NLRB Member Was Mole for Anti-Union Interests

The FBI and the federal Office of the Special Counsel have been asked to investigate the actions of NLRB member Terence F. Flynn in the wake of revelations that Flynn leaked documents about pending cases to Republican operatives intent on undermining the work of the Board.

The Board's Inspector General reported on a series of ethical violations including incidents in which Flynn leaked documents and assisted the presidential campaign of Mitt Romney by working with another former NLRB GOP appointee in developing an opinion column for publication. That action was described in the internal investigation as "an abuse of [Flynn's] discretion."

Flynn submitted his resignation letter, asking to be permitted to stay on through July 24th. He had been serving as an interim member of the Board while his nomination for a full term in a Republican seat on the Board had been pending confirmation by the Senate.

Iowa Sen. Tom Harkin, chair of the Senate Labor Committee, said Flynn should resign immediately. Harkin said Flynn's actions "potentially violated due process rights of the parties, undermined the enforcement of laws enacted by Congress and demonstrated a fundamental lack of integrity and the professional judgment required of a public servant."



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

NEWLY ORGANIZED!!!!

We welcome our newest Clerical service member organized by Lena Bailey from Fort Smith, Arkansas



Betsy Parson, Clerical Worker for IBEW Local #700

TEMPORARY LAYOFFS

Because of the government food transformation realignment, several of our contracts are laying off employees/members once again.

TWENTY FIVE YEARS OF SERVICE

Congratulations to our San Antonio Branch Assistant Representative Patty Foley for achieving 25 years of service with the ITPEU.

**LACKLAND AFB WILL BE OPENING A NEW BUILDING**

A new food service building is due to open at the end of this year at Lackland AFB; this opening should be adding to our team approx. 50-60 more members we would like to welcome you to the ITPEU family.

THE SAN ANTONIO OFFICE IS MOVING

The San Antonio branch office will be moving January 1, 2013. Our new location will be 9107 Marbach Road Ste. 110.

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.



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

We have been in heavy negotiations with YCS. Our contract expired on October 31, 2012. The drivers' negotiating team members are: Negash Ademe, 15 years with Yellow Cab; Gerald Johnson, 8 years with Checker Cab; Dustin Qualls, 5 years with Yellow Cab; Chief Steward Sam Moffitt, 15 years with Y/C/S Cab Co; ITPE Representative Ruthie Jones; and head negotiator Senior International Representative, OPEIU, Paul Bohelski. On many occasions the committee has had the assistance of our current ITPE Secretary/ Treasurer and President-elect Dennis Arrington.

Due to ongoing intense negotiations, ITPE Negotiating Committee agreed to an extension until November 8, 2012. The negotiation team has been diligently pushing to get a tentative agreement to take before our membership. Thanks to Paul for all his hard work and dedication to this contract.

Before this extension could go into effect, management at Whittlesea Blue/Henderson Taxi contacted the Taxicab Authority Administrator, Mr. Charles Harvey, informing him of a possible strike between the Frias Companies, represented by USW Local 711A, (contract expired, Sept. 11, 2012) and Yellow/Checker/Star Cab Companies, represented by ITPE/OPEIU Local 4873. The alleged strike was scheduled to take place November 1, 2012.

Whittlesea Blue/Henderson Taxi went on to remind the Authority of the certificate holders obligations,

to provide continuous, uninterrupted services to the riding public and requested that the T.A. hold an emergency meeting to address the possible allocation of temporary, unrestricted medallions should there be a labor strike at any or all of these companies.

Well it worked!! Taxicab Authority Board called an Emergency Meeting and Public Hearing for October 31, 2012, at 11:00 a.m. The Board sided with Whittlesea Bell/Henderson Taxi assessment of the situation and issued an Order for Temporary Medallions in case of a strike.

Here is a portion of the order issued by the Taxicab Authority Board:

Within 24 hours after receiving notification of a driver strike at either Yellow/Checker/Star Taxicab Companies or Fries Taxicab Companies, the Taxicab Authority Board will attempt to convene an emergency meeting to address the need for additional taxicabs or, in the event of no quorum, the Taxicab Authority Administrator will issue 30 temporary, unrestricted medallions to each certificated taxicab company, etc. The Administrator can remove them if not needed.

ALL of the cab companies supported the T.A. Board decision EXCEPT Fries Cab Company. You know how in the past that YCS likes to talk about not supporting additional cabs? Well, they jumped

at the chance to support these additional cabs. Now, our question to these certificate holders is: Just **who** will drive these extra cabs? Your companies are blowing shifts now [not putting out all the medallions they have been given] due to a shortage of drivers. How do you intend to cover all these extra cabs if job action occurs?

GOOD LUCK WITH THAT!

UNLV-EPA: I continue to have major difficulties with Acosta, Ltd., at the University of Nevada covering the electrical engineers. The major issue is Contract Duration and Lay-off and Recall. With each counter-proposal from Acosta, she subtracts the negotiated time from the agreed upon expiration period! The employees were so hopeful that we could get this finalized without filing charges; however, that did not happen. I filed charges against the Company.

The Holidays once again, are upon us and so . . .

**WE WISH OUR BROTHERS
AND SISTERS AND FAMILIES**

**"THE BEST OF THE
HOLIDAYS,"**

**WITH HOPE THAT YOUR
HOLIDAYS ARE BLESSED
WITH LOVE, HAPPINESS,
WARM REMEMBRANCE,
SAFETY AND WHATEVER
YOUR DESIRES MAY BE.**

**REMEMBER TO ALWAYS TELL
YOUR LOVED ONES**

**THAT YOU . . . LOVE THEM.
IN SOLIDARITY!**

**STAY SAFE AND AWARE.
PEACE AND LOVE TO ALL!**

Hello ITPE Members

Greetings from the Kentucky office, I had the pleasure and privilege of going to Springfield Virginia to help with other AFL-CIO members to work on the Barack/Biden/Kaine campaign. It was the best experience that I've had (besides having children). I met members from various unions, got to share stories and gather helpful information. We also phone banked (calling members reminding them how important it was to vote) and also to come out

and help with campaigning. We went door-to-door with informational flyers. I also got to participate on my 1st picket line and as a result of picketing the Company reopened negotiations). I and some of the other union members also had the privilege of touring the White House grounds, Martin Luther King and President Teddy Roosevelt's memorials while in Washington. The highlight of the whole trip was standing in line with thousand of voters to get a

glimpse of and to hear President Obama speak at George Mason College. It was an unbelievable experience, to get a glimpse of the President and to listen to him speak in person. I wish you all could have been there to enjoy the experience with me. I hope everyone has a Safe and Happy Holiday Season. Have a great 2013.

Sincerely,
Wilma (Coco) Zimmerman



Wilma Zimmerman, ITPEU Representative, Louisville, KY



Members of OPEIU, SEIU and ITPEU picketing for unfair practices.

NEWS FROM NORTH CAROLINA & WEST VIRGINIA

Vice President: Cindy L. Diehm

Written by: Cheryl Lowe, Assistant Representative

GUARD FORCES LAYOFFS

The interior guard forces at Ft. Bragg have had a layoff of guards. Part of the contract held by Alpha Protective Service was given over to Civil Service resulting in this layoff of approximately 30 employees.

CHANGE OF CONTRACTORS

Camp Lejeune food service contract held by Sodexo has had a change of subcontractors. Employment Source, the subcontractor for the mess attendants, vacated and Sodexo replaced them with two subcontractors. We welcome Grace Management out of Oceanside, Ca. and J.W. Mills out of Los Angeles, Ca. We look forward to working with the new subs.

Cherry Point also had a contract change; the housekeeping contract held by Integrity National Corp was awarded to Access Services Inc. out of Charlotte, N.C. Welcome to our area.

ELECTION TIME

It was election time again, by the time this newsletter is out we all will have voted. It is our hope that everyone voted their

conviction and belief. Every four years we have the privilege of electing our leaders. Whatever your preference of parties or candidates is you cannot be heard unless you vote. Take this privilege seriously and vote.

NEW EXECUTIVE BOARD

As you all know we petitioned for new Executive Board changes and delegates to the convention. The new changes will take place in January. We are looking forward to continuing the fight for Union members and their bargaining rights.

SAYING FAREWELL

We are saying farewell to our presiding President Mr. John Conley. He has championed workers rights for many years and witnessed many great changes in the fight for better wages, better benefits and the rights of equality for all workers. Mr. Conley has decided to retire when his tenure is up this year. Although we will all miss him and his leadership, we are all proud he is taking time for himself and wish him lots of rest, no aggravations, no stress and above all no one million fires to put out all across these

United States, in the many field offices he oversees. Mr. Conley may God bless and keep you, the way you have blessed and kept us of those who work for you.

"CONGRATULATIONS"

NEW LEADERSHIP

We want to congratulate Mr. Dennis R. Arrington the man who will be seeing us through the transition of the board. We have great confidence in Mr. Arrington's ability to lead this Union to the future of organized labor. Mr. Arrington has spent most of his adult life working in this Union in one capacity or another and knows labor in and out. He rose through the ranks as most of us did and we look forward to traveling the labor road under his leadership.

LOOKING FORWARD TO A BRIGHT FUTURE AHEAD!!!



GREETINGS FROM THE TACOMA WASHINGTON BRANCH!

In October, I was fortunate enough to have the opportunity to participate in the Obama campaign in Toledo, Ohio. I spent 2 weeks working side by side with fellow Union members on the campaign. We worked 7 day weeks, going door to door, talking to Union brothers and sisters about the importance of voting. We let them know about early voting and how important it was for them to exercise their right to vote and let their voice be heard.

While working with numerous Unions for a cause I greatly believe in, I made good friends and fond memories in the process. I was able to go see President Clinton and Vice President Biden speak and meet with them. I was part of a spaghetti dinner with several county officials of Toledo.

I want to thank Mr. Connley and Mr. Arrington for giving me the opportunity to go. It was a once in a lifetime experience and I learned and gained so much from my work down there. Plus, it seems all of our hard work down there paid off.

I also want to thank all of my Shop Stewards for their continued hard work and dedication. Wishing you all Happy Holidays.

Trina Campbell



Dinah Travis-Weyand, Trina Campbell and Jo Pascale. Most doors knock in one day.



Jo Pascale, Trina Campbell and Dinah Travis-Weyand



Left to right: Lucas county commissioner Pete Gerken, Toledo Municipal Court Judge Michelle Wagner, State Representative Matt Szollwsi, ITPE 4873 Rep Trina Campbell, OPEIU 29 E-board Member Jo Pascale, Lucas county Engineer Keith Earley, Lucas City Clerk Court Bernie Quiller, Lucas County Judge Myron Duhart, Lucas county judge Jack Puffenberger, Retired Past President OPEIU 17 Dinah Weyand

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, 2010 to September 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

Benefits under the plan are provided by a trust (benefits are provided in whole from trust funds). Plan expenses were \$13,224,451. These expenses included \$1,567,625 in administrative expenses and \$11,656,826 in benefits paid to participants and beneficiaries. A total of 31,124 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 \$116,005,648 as of September 30, 2011 compared to \$11,056,800 as of October 1, 2010. During the plan year the plan experienced an increase in its net assets of \$5,441,848. 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 \$18,666,299, including employer contributions of \$13,846,994, gains of \$223,111 from the sale of assets, earnings from investments of \$5,027,428 and other income of \$14,988.

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 Trustee 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 \$7.50 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.

ORGANIZED LABOR AND THE PUBLIC SECTOR

Since the financial crash of 2008 and the downturn that followed, state governments strapped moved to rein in wages and benefits for public-sector workers. In a number of states captured by Republicans in the 2010 elections, this movement went further, with the passage of legislation that restricted public workers' rights to bargain collectively.

The laws have been fought against vigorously by labor, with angry demonstrations across the country, but to little effect.

In Wisconsin, the new Republican governor, Scott Walker, introduced a bill in February 2011 to curtail sharply the collective bargaining rights of public workers, setting off massive protests by union workers in his state and a furor nationwide. The backlash fueled a call for a gubernatorial recall election that played out on a national stage.

In June 2012, Mr. Walker became the first governor in the country to survive a recall election that pitted him against his 2010 opponent, Tom Barrett, the Democratic mayor of Milwaukee. The outcome ended one of the most volatile partisan fights in the state's history.

Also in June, two California cities dealt further blows to organize labor. In San Diego and San Jose, voters overwhelmingly approved ballot initiatives designed to help balance ailing municipal budgets by cutting retirement benefits for city workers. Around 70 percent of San Jose voters favored the pension measure, while 66 percent of San Diego residents supported a similar measure.

But in Ohio, a bill severely restricting public workers' rights to bargain collectively was struck down in November 2011 by a referendum landslide. The vote was a triumph for unions and a slap to Gov. John R. Kasich, a Republican who had championed the law as a tool for cities to cut costs.

In Chicago, the teachers union went on strike in September 2012, in the first major-city labor action of its kind in years. But the dispute there pitted the union against a Democratic mayor, Rahm Emanuel, a former chief of staff to President Obama.

The strike was only the latest episode in which the nation's teachers' unions have been thrown on the defensive in the face of demands for far-reaching changes. In community after community - even in major cities with strong pro-union traditions, like Los Angeles and Philadelphia - teachers' unions have faced a push for concessions, whether it is to scrap tenure protections or to rely heavily on student test results to determine who gets a raise and who gets fired.

Background to the Chicago Strike

The 1960s and the 1970s in many ways were the heyday of teachers' unions. Membership exploded as many states gave public school teachers the right to bargain collectively, turning the National Education Association

and the American Federation of Teachers into two of the nation's largest unions. Together, they have 4.5 million members.

Governors and mayors rushed to do them favors, and their campaign dollars have often helped elect union-friendly school boards. But while those two giant unions still pack quite a punch in federal, state and local political campaigns, their winning percentage in legislative fights has fallen in recent years as frustration with low-performing schools and rising property taxes has exploded, and as Republicans have won control of far more governor's mansions and legislatures.

And two recent movies have hit teachers' unions hard, "Waiting for 'Superman'" and "Won't Back Down," casting them as villains whose inflexibility has kept many schools and students from improving.

Eager to improve Chicago's schools, Mr. Emanuel has taken several steps - among them pressing the school board to rescind a promised 4 percent raise - and made numerous demands that have infuriated the Chicago Teachers Union. He wants student test performance to count heavily in evaluating teachers for tenure, even though the union insists that is a highly unreliable way to assess teachers. And with Mr. Emanuel intent on shuttering dozens of poorly performing schools, the union is pressing him to agree to strong provisions to reinstate teachers in other schools when theirs are closed.

Randi Weingarten, president of the American Federation of Teachers, the parent union of the striking teachers, acknowledged that her union was on the defensive. But she said it had gotten the message that it needed to do more to embrace changes to improve the nation's schools. She has repeatedly boasted of innovative contracts like the one in New Haven, which softens tenure protections and calls for steps to improve underperforming teachers, and Cincinnati, where the union is working closely with the school board to train teachers for new, tougher core standards.

Background on Wisconsin

In Wisconsin, the first state to give its public workers the right to bargain collectively, Gov. Scott Walker, a Republican, set off bitter demonstrations in and around the statehouse by introducing a bill to curtail sharply the collective bargaining rights for public workers. The plan led the Democratic lawmakers in Wisconsin's Senate to flee the state in an attempt to block the bill by preventing a quorum, but after weeks of massive demonstrations Republicans managed to approve its key provisions by a shift in parliamentary procedures.

In March 2011, ruling that Republicans in the State Senate had violated the state's open meetings law, a judge granted a permanent injunction striking down the new law.

But in June 2011, the Wisconsin Supreme Court cleared the way for significant cuts to

collective bargaining rights for public workers in the state. The 4-to-3 ruling, which split along what many viewed as the court's predictable conservative-liberal line, spared lawmakers from having to do what some of them strongly hoped to avoid: calling for a new vote.

Wisconsin Created Momentum in Other States

Three-quarters of the states allow collective bargaining by some or all of state or local government employees. Labor's friends and foes alike agreed that the Wisconsin legislation created momentum for similar bills in other states.

In Indiana, a lengthy boycott by Democrats, which ended in March 2011, received less national attention than the standoff in Wisconsin, and Republicans there agreed to make changes of several pieces of legislation although they said the concessions were minor.

At the end of March, with far less fanfare, the Ohio Legislature enacted a bill perhaps even tougher on unions than Wisconsin's. The Ohio bill severely limited public employees' ability to bargain collectively - prohibiting any bargaining over health coverage and pensions - and largely eliminated bargaining for the police and firefighters. Ohio's law also gave city councils and school boards a free hand to unilaterally impose their side's final contract offer when management and union fail to reach a settlement. That bill was struck down in a landslide vote in November 2011.

In New York, Gov. Andrew M. Cuomo reached a deal with the state's largest public employee union in June 2011 that would avert the impending layoff of thousands of state workers. Under the agreement, state workers represented by the union, the Civil Services Employees Association, would get no pay raise in 2011 or in the next two years. They would also accept a five-day unpaid furlough in 2011 and a four-day unpaid furlough the next year. Thousands of state workers would also begin to pay a larger share of their health insurance premiums, reducing costs to the state.

Days later, New Jersey lawmakers approved a broad rollback of benefits for 750,000 government workers and retirees, the deepest cut in state and local costs in memory, in a major victory for Gov. Chris Christie, a Republican, and a once-unthinkable setback for the state's powerful public employee unions.

Also in June 2011, Connecticut workers rejected a deal meant to produce \$1.6 billion in labor savings over two years, blowing a hole in the state's budget and raising the likelihood of widespread layoffs. It was a startling slap to both the union leadership and to Gov. Dannel P. Malloy, a Democrat, who was elected in November 2010 with enthusiastic labor support.

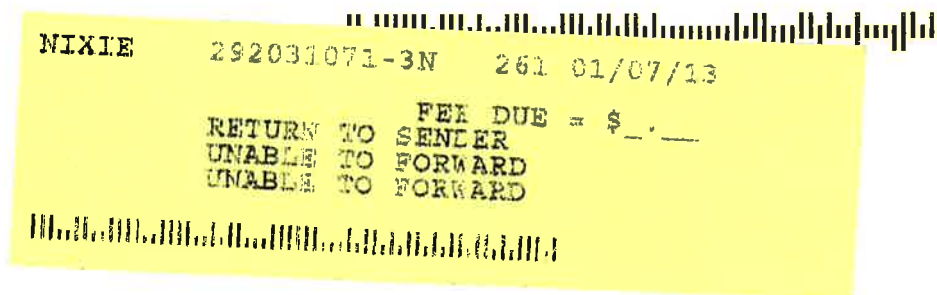
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Your Union offices are spread throughout the United States. Get to know your Shop Steward and your Union Representatives by name. Get to know the phone number of the Union office closest to you. Above all make sure you go to your Union meetings when they are held in your area. In true Union spirit, an informed member is the best member.

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