

ITPEU news

INDUSTRIAL, TECHNICAL & PROFESSIONAL EMPLOYEES UNION
OPEIU LOCAL 4873, AFL-CIO



Winter 2025

STEAL THIS NEWSLETTER!

by John Brenton IV

Greetings, Brothers and Sisters,

"Steal This Newsletter" is a reference to the 1960's book by the bombastic yippie, Abbie Hoffman. I never read it and don't intend to - I just thought it was a clever line to get your attention. I'm glad to see that it worked! We are committed to publishing a meaningful and helpful newsletter worthy of your time and I am convinced that we would see a revolution in member knowledge and engagement if just half of the membership read the articles and put the information into practice.

In addition to information regarding representation and union activities, the trustees of the ITPEU Annual Benefit Plan and ITPEU Health and Welfare Plan are very proud to announce significant improvements to the Health and Welfare Fund and the addition of scholarships to the Annual Benefit Fund. Further information can be found on Page 7.

A word about the scholarships: The vocational/technical scholarships have been weighted towards factors other than academic history. This is by design. There are many very capable and intelligent people who, for some reason or another, did not do well academically in high school or college. Unfortunately, this can end up haunting people for their whole lives. Do not be discouraged. Apply for the scholarship(s) when they become available. You can do it. As I always say, "You gotta play to win."

I wish you all a safe and joyful holiday season.

Faternally yours,

John Brenton IV

President

**ITPEU Annual Benefit Fund
Announces New Scholarship Program**

**ITPEU Health and Welfare Plan
Announces Enhanced Benefits**

**See
page 7
for more
details!**



Sun Haggerty (center) began working in the dining facility at Fort Dix in 1981. She retired on October 01, 2025. The ITPEU, as well as the current employer (FSIG) honor her many years of service to the US Military and her co-workers. She will be sorely missed at the shop but we know she won't be far away. Pictured (L-R): Kimberly Alvarez, Shop Steward ; Wilma "Coco" Zimmerman, ITPEU Representative and Director of Member Engagement, Sun Haggerty, John Brenton IV, ITPEU President; Kellen Kelley, FSIG Project Manager.

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NEY AWARD



The ITPEU congratulates Food Services Inc. of Gainesville (FSIG) for winning the coveted Ney Award for excellence in food service at Meridian Naval Air Station, Meridian, MS.

Established in 1958, The Ney Award, more formally known as the Captain Edward F. Ney Memorial Award, is the highest honor bestowed by the U.S. Navy for excellence in food service, recognizing outstanding performance in culinary arts and galley operations across both afloat (ships) and ashore (installations) facilities.

Navy personnel, FSIG management, and ITPEU members work closely with each other to ensure the highest quality food, service and cleanliness to the troops. We are proud to represent these fine workers and celebrate their achievement.

FLIGHT DATA SUPPORT AT KEESLER

Bobbi and Patrick Long (seated), and Sylvia Struble, Airfield Manager (standing), busy at work in Keesler Air Force Base, Biloxi, MS. Flight Data Support is a serious and technical service which involves collecting, analyzing, and monitoring flight data to enhance safety, performance, and efficiency. We are proud to represent these dedicated, technical workers.



SERVICE – WITH A SMILE



FSIG employees, Gail McGovern, provides excellent service with a genuine smile to the US Air Force enlisted on Hurlburt Field, FL.

GCE/BR AT THE SEABEE BASE, GULFPORT, MS

Happy employees take a picture with the ITPEU President following a business meeting. Global Connections to Employment (GCE) is one of the largest contractors in the AbilityOne set aside. Shop Steward Peggy Otis (Front Row, far right) has worked at the site since 1973. Although her face is hidden, Project Manager Teresa Hall (back row, far left) shows a lot of love and understanding on a daily basis.



PRIDE INDUSTRIES AT HALE BOGGS COURTHOUSE



Employees gather for a picture following an on-site business meeting to discuss collective bargaining and members only benefits. Pride Industries is an early pioneer in the AbilityOne set aside and has been a valuable asset to employees in the program. The ITPEU has had contracts with Pride going back at least 30 years. These proud PRIDE employees provide janitorial services at the Hale Boggs Courthouse in downtown New Orleans, LA.

PRIDE INDUSTRIES GSA BUILDING, LITTLE ROCK, POST OFFICE AND COURTHOUSE

Janitorial and grounds maintenance

Lena Bailey, ITPEU Secretary/Treasurer (third from right) is all smiles with the janitorial and grounds maintenance workers at the GSA Courthouse/Post Office in Little Rock, AR. A special congratulations to Mable Hanes (fifth from left) who has been selected as the shop steward.



WHAT ARE WEINGARTEN RIGHTS?

If you are brought in by management for questioning, it is incumbent upon you to ask if the questioning can lead to discipline or termination. The company has no obligation to inform you of this right.

If the company responds that the questioning can lead to discipline, you have the right to request that a steward be present. This is a significant right that you have and you absolutely should exercise it. Do not assume that you can or should go into an investigatory meeting alone. Have your steward present. If there are no stewards present, the company must postpone the meeting or work with you to find an alternative employee to sit in as a witness.

Put this card in your wallet. Commit it to memory. It could save your job.

WEINGARTEN RIGHTS

"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working condition, I respectfully request that my union representative or steward be present at the meeting. Without representation, I choose not to answer any questions."

Note: If the employer simply hands you a disciplinary or termination notice without investigatory or probing questions, these rights are not applicable.

KNOW YOUR RIGHTS BY SIDNEY H. KALBAN, ESQ



Sidney H. Kalban, Esq., ITPEU Counsel Emeritus, was the ITPEU's sole attorney for over 40 years. He retired in 2018 but his contributions to the ITPEU live on. One of those contributions are his newsletter columns, often part of a series, entitled "KNOW YOUR RIGHTS." The following article appeared in the Spring 2001 edition of the ITPEU News.

THE GRIEVANCE PROCEDURE

One of the greatest benefits you have under our ITPEU collective bargaining agreement (CBA) is the right to file a grievance if you believe that management has violated the CBA. The CBA that applies to your job includes a detailed grievance procedure which spells out the matters covered and time limit in which you have to file your grievance.

In almost all ITPEU CBA's is the employee's obligation to file a written grievance with management. Your shop steward or ITPEU Representative has forms which you can use for this purpose, but, except in rare situations, you can usually write out your grievance on a plain piece of paper if you wish. However, you must read your CBA to make sure that it does not require the grievance to be filed in a certain form.

The grievance must be given to your manager or, in the manager's absence, whatever management official is in charge of your job site at the time. It is not sufficient to give it to your shop steward or to send it to your ITPEU Representative, although you also need to provide them with copies of the grievance so they can investigate the problem and try to resolve it with management. You should have the manager sign and date a copy of your grievance so that you have proof of when you delivered it. If the manager refuses to

do that, have the shop steward or another employee with you to witness that you handed the grievance into the manger; and have that witness note the date and time of delivery on a copy of your grievance and then sign it.

It is certainly not sufficient for an employee to make an oral complaint and refuse to put the issue in writing. If you have a complaint about something management has done (or is doing) and you want it handled through the grievance procedure, you must put it in writing, identify yourself and hand in the grievance to management. You shop steward or ITPEU Representative can help you, but you – the employee with the grievance – must put the grievance in writing and make sure it reaches management in the time stated in the CBA.

Unless your CBA requires more detail (and some do) you should keep your written grievance as brief and to the point as possible. For example, if you have been fired, it might be best to write, simply "I hereby grieve my discharge," or "I was discharged without just cause." Again, it is important that you read the grievance procedure in the CBA which applies to your job and make sure your written grievance meets any requirements it might contain...(to be continued in the next newsletter)."



MARY WILLIAMS

It is with sadness that we report that Mary Williams passed away in July this year. From food service worker and shop steward at Fort Gordon, GA, to representative and director of the ITPEU, Mary was a firebrand and dedicated union leader.

She made a lasting impression on everyone she touched. "How's Mary?" is a question we still hear 20 years after her retirement from the ITPEU. The records speak to her thoroughness, organization and commitment.

RIP, Sister Williams

SUMMARY ANNUAL REPORT FOR THE ITPEU PENSION PLAN

ITPEU Pension Fund, 67 Walnut Avenue, Ste 105, Clark, NJ 07066

This is a summary of the annual report for the ITPEU Pension Fund, (Employer Identification No. 11-2506736, Plan No. 001) for the period October 1, 2023 to September 30, 2024. The annual report (Form 5500) has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA). The plan is a multi-employer defined contribution plan.

BASIC FINANCIAL STATEMENT

Benefits under the plan are provided by a trust (benefits are provided in whole from trust funds). Plan expenses were \$12,904,718. These expenses included \$1,996,028 in administrative expenses and \$10,908,690 in benefits paid to participants and beneficiaries. A total of 54,550 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 plan assets, after subtracting liabilities of the plan, was \$160,467,833 as of September 30, 2024 compared to \$140,531,266 as of October 1, 2023. During the plan year the plan experienced an increase in its net assets of \$19,936,567. 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 \$32,841,285, including employer contributions of \$14,510,196, gains of \$1,414,409 from the sale of assets and earnings from investments of \$16,916,680.

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. Financial information and information on payments to service providers;
3. Assets held for investment;
4. Transactions in excess of 5 percent of the plan Assets; and
5. 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 ITPEU Pension Fund
c/o Erisa Systems
67 Walnut Avenue, Ste 105
Clark, NJ 07066-1640
(908)-276-0800

or the plan administrator.

The charge to cover copying costs will be \$10.00 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
ITPEU Pension Fund
c/o Erisa Systems
67 Walnut Avenue, Ste 105
Clark, NJ 07066

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, Suite N-1513
Washington, D.C. 20210

Also, the annual report (5500) can be viewed at the U.S. Department of Labor's website:

www.efast.dol.gov – Welcome - EFAST2 5500 Filing
Select - Form 5500 Filing Search.....enter EIN:112506736

If you have any questions, please call 1-800-874-5977.

Para preguntas o asistencia, por favor llamanos 1-800-874-5977.

NOTICE TO EMPLOYEES COVERED BY UNION SHOP AGREEMENTS

The Industrial, Technical & Professional Employees Union, OPEIU Local 4873, AFLCIO ("ITPEU") 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 ITPEU'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 ITPEU 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 ITPEU. 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 nonmember fee.

BENEFITS OF UNION MEMBERSHIP

All employees covered by an ITPEU collective bargaining agreement, including nonmembers, 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 ITPEU membership and a full voice in the Union will remain at \$38.50 per month as of January 1, 2026. 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 ITPEU.

NONMEMBER FEES

Employees who are covered by a union shop clause but choose not to be ITPEU members must pay nonmember fees. These fees cover the ITPEU'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 nonmember fees are the costs of any community service and of political activities. Also excluded from the current calculation are the ITPEU's organizing costs and publication expenses.

The ITPEU had certified public accountants review its expenditures for calendar year 2024 and determine the percentage of those expenses which are chargeable to nonmembers (and, thus, included in the fee) and which are nonchargeable (and therefore excluded). The accountants determined that the chargeable costs were 83.7521% of the ITPEU's expenditures for that year (i.e., the nonchargeable costs were 16.2479%).

Applying this percentage to the \$38.50 per month dues paid by full ITPEU members, the nonmember fee is \$32.24 per month for the period from January 1, 2026, through December 31, 2026, provided, however, that if there is a change in the full ITPEU dues at any time during this period, the nonmember fee will change, whether up or down, by the same percentage. As noted above, any employee who chooses to pay the nonmember fee instead of full Union dues has no voice in any ITPEU affairs.

Please note that since the chargeable and nonchargeable expenses may change from year to year, the nonmember fee may also fluctuate each year. Individuals who elect to pay the nonmember 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 nonmember fee) can file an objection. That objection can be filed in writing with the ITPEU Dues Objection Administration, ITPEU Headquarters, 14 Chatham Center South, Unit B, Savannah, GA 31405. Any nonmember who is currently covered by a union shop clause and who has not yet filed an objection to paying membership dues can file that objection no later than January 31, 2026, in order to be exempt from the membership requirement for calendar year 2026. (An employee who first becomes covered by a union shop clause after December 31, 2025, and any member who resigns from full ITPEU membership will have thirty days from notification of the option to pay a nonmember fee in which to file an objection.)

Any employee who files an objection will be sent a detailed description of how the nonmember 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.

ITPEU HEALTH AND WELFARE PLAN ANNOUNCES ENHANCED BENEFITS!!

The ITPEU is proud to announce that the Trustees of the ITPEU Health & Welfare Plan have approved the following benefit changes to be implemented January 1, 2026. Please note some benefits enhancements are specific to the hourly contribution rate in effect at your work site. Be sure to consult the economic agreement to determine the rate band applicable to you. Visit <https://itpeubenefits.org/Health-Welfare-Plan/Schedule-of-Benefits> to find the summary of benefits for your contribution rate and class (based on hours worked).

Applicable to all Contribution Rates

- Increased Medical Plan Coinsurance
- Reduced Maximum Out of Pocket expenses
- Increased Dental Maximum Benefits.
- Introduce Orthodontics Coverage for Dependents up to age 18.
- Increased Participant and Dependent Vision Benefit
- Increased Accident and Sickness Benefit
- Increased Survivor Income
- Reduced Emergency Room Copay
- Add Dependent Death Benefit

Applies to the \$5.50 Plan only

- Increased Prescription Drug Coinsurance
- Eliminate Dental Deductibles, including Orthodontics

The enhanced benefits are instituted with the understanding that future conditions may require changes or modifications. The right to modify or suspend benefits is reserved to the Trustees of the ITPEU Health and Welfare Plan.

ITPEU ANNUAL BENEFIT FUND ANNOUNCES NEW SCHOLARSHIP PROGRAM!

We are proud to announce that the ITPEU Annual Benefit Fund Scholarship Program has been established by the Board of Trustees to provide post-high school educational opportunities to ABF participants, spouses, and their children up to age 26.

To be eligible, a candidate must be a high school graduate or have a GED equivalent to apply for an undergraduate scholarship(college). Qualifying ABF participants, spouses, and their children can apply for vocational/technical school scholarship in-lieu of undergraduate scholarships. A candidate must be a direct participant of the Annual Benefit Fund, or a spouse, son, daughter, step-son, step-daughter, or legally adopted child of the eligible participant. For the purposes of this program, an "eligible participant" is one who has passed their "probationary period" in the Annual Benefit Fund (approximately 90 days of participation/employment under covered contract with ABF provision.)

Pending continued eligibility and performance, each scholarship award will be in the amounts per year as follows:

- Five (5) vocational/technical school scholarships in the amount of \$7,500.00 each.
- Two (2) multiyear "part- time" or undergraduate scholarships in the amount of \$5,000.00/year for four years
- One (1) multiyear "full time" scholarship in the amount \$10,000.00/yr for four years

To continue to qualify for renewals of annual awards, the student must maintain scholastic standards acceptable to the school officials and scholarship committee. All phases of the scholarship competition, including selection of winners, are managed by International Scholarship and Tuition Services (ISTS).

The Annual Benefit Fund Scholarship Program has been established in the confident expectation that the scholarships will be continued indefinitely. However, it is recognized that conditions conceivably may require changes or modifications. The right to modify or terminate the program, in whole or in part, is reserved to the Trustees of the ITPEU Annual Benefit Fund.

HOW TO APPLY

Visit <https://aim.applyISTS.net/ABF> for more information and directions on how to submit application. Applications will be accepted beginning on Jan 7, 2026 through March 4, 2026.

Application for a scholarship does not constitute application for admission to a school. It is the responsibility of each winner to apply for admission to the school of their choice and to fulfill the admission requirements.

CONTACT US AT THESE ITPEU LOCATIONS

SAVANNAH HEADQUARTERS

John Brenton IV, *President*
14 Chatham Center South, Unit B
Savannah, GA 31405
(912) 349-1154 – Phone
(877) 550-4873 – Toll Free
(912) 777-5912 – Fax

SPRING LAKE BRANCH

Denise Moore, *Representative*
P.O. Box 370
Spring Lake, NC 28390
(910) 497-1661 – Phone
(877) 704-4873 – Toll Free
(910) 497-1674 – Fax

LOUISVILLE BRANCH

Wilma Zimmerman,
*Representative/Director of
Member Engagement*
P.O. Box 91064
Louisville, KY 40291
(502) 231-2833 – Phone
(866) 926-4873 – Toll Free
(502) 231-2834 – Fax

TACOMA BRANCH

Trina Williams, *Representative/
Organizing Director*
P.O. Box 790
Wauna, WA 98395
(253) 857-8236 – Phone
(877) 526-4873 – Toll Free
(253) 858-7265 – Fax

LAS VEGAS BRANCH

Mike Kilgo, *Representative/
Organizer*
4480 W. Hacienda
Suite 110
Las Vegas, NV 89118
(702) 384-7171 – Phone
(877) 532-4873 – Toll Free
(702) 384-4939 – Fax

SAN ANTONIO/ EL PASO BRANCH

Lena Bailey, *Secretary/Treasurer*
Patricia Foley, *Vice President*
9107 Marbach Road, Suite 110
San Antonio, TX 78245
(210) 673-5036 – Phone
(877) 508-4873 – Toll Free
(210) 673-5197 – Fax

ITPEU HEALTH & WELFARE

Kathy Heery, *Administrator*
Lana Hickox, *Office Manager*
P.O. Box 18307
Garden City, GA 31418
25 Chatham Center South
Suite 100
Savannah, GA 31405
(912) 352-7169 – Phone
(800) 327-5926 – Toll Free
(912) 352-8953 – Fax

ITPEU PENSION

ITPEU ABF

ERISA SYSTEMS

Joseph Corcoran, *Administrator*
Michael Palumbo, *Administrator*
67 Walnut Avenue, Suite 105
Clark, NJ 07066-1640
(908) 276-0800 – Phone
(800) 874-5977 – Toll Free
(908) 276-0810 – Fax



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and OPEIU International app for iOS or Android.

It Pays To Belong!

WWW.ITPEU.ORG

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NEWSLETTER!**