

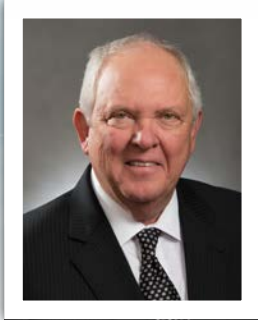


OPEIU Local 4873, AFL-CIO
ITPEU

WINTER 2021 **NEWS**

Industrial • Technical • Professional • Employees • Union

DENNIS R. ARRINGTON, PRESIDENT • JOHN BRENTON IV, SECRETARY/TREASURER • LENA BAILEY, VICE PRESIDENT



The President's Report | By Dennis R. Arrington

Dear Brothers and Sisters,

It is hard to believe that we are marking the end of 2021. From the fear and uncertainty of early 2020, to the chaos and discord at

the year's end, to the hope of ending a once in a lifetime pandemic of global proportions, to the uncertainty again of whether or not the sacrifices we have made will get us through to greener pastures - it feels as though the last two years were swept away. However, we remain determined in our commitment to redeem the time that we have in this great work of ours. We retain our indomitable spirit of optimism. We believe that we will come back together, united. We believe that we will see beyond our divisions and connect with each other on what really matters. We believe that our intense divisions will only bind us closer.

Despite the challenges the past year has presented us, ITPEU members have continued to be heroes in their workplace and their communities. ITPEU Representatives, after a moratorium on travel due to COVID-19 precautions, returned to the job sites in June and have continued to service our many locations. We are pleased to announce several newly organized contracts throughout the country which were organized even during times when travel was not permitted. We made use of the technology at our disposal and executed organizing campaigns using electronic methods. We also successfully executed the merger of 140 employees at Baton Rouge Water Company, previously known as OPEIU Local 428. We are happy to welcome them into the ITPEU and thank the former officers of the Local for their hard work and dedication. The OPEIU International

has put an emphasis on merging compatible locals together and we are proud that the ITPEU's infrastructure and model is compatible and capable of handling such mergers. We hope to continue to grow the organization through internal and external organizing, as well as through the future merger initiatives of the OPEIU International.

We have continued to work tirelessly to modify the benefit plans to ensure maximum coverage while seeking out more sustainable design. Even though the suspensions of benefits in the ITPEU H&W have not been fully lifted and may never be fully lifted, we have been able to reinstate some benefits and continue covering the whole family for no additional premiums. As members of the Office and Professional Employees International Union, ITPEU members have access to the myriad of "Members Only" benefits. While the "free college" benefit has been met with much enthusiasm, we are also proud to now offer our Medicare-eligible union retirees comprehensive Medicare Advantage plans through a trusted national partner, Anthem Blue Cross and Blue Shield. These plans are available exclusively to retired OPEIU members and their spouses/partners and cannot be found or bought on the open Medicare market. These plans offer enhanced services compared to the Individual Medicare market, brand name prescription drug benefits and gap ("donut hole") coverage, nationwide access and value-added programs (like SilverSneakers® gym membership, telehealth, hearing and more). See page two and make sure to contact them for more details. It is yet another benefit which proves that It Pays to Belong!

I wish all of you a Merry Christmas, Happy Holidays, and a Happy New Year.



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Anthem Blue Cross and Blue Shield is an LPPO plan with a Medicare contract. Enrollment in Anthem Blue Cross and Blue Shield depends on contract renewal. Anthem Blue Cross and Blue Shield is the trade name of Community Insurance Company. Independent licensee of the Blue Cross Blue Shield Association. Anthem is a registered trademark of Anthem Insurance Companies, Inc.



NOTICE TO EMPLOYEES COVERED BY UNION SHOP AGREEMENTS

The Industrial Technical & Professional Employees Union, OPEIU Local 4873, AFL CIO ("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 non member fee.

BENEFITS OF UNION MEMBERSHIP

All employees covered by an ITPEU 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 ITPEU membership and a full voice in the Union are only \$36.50 per month as of January 1, 2022. 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.

NON MEMBER FEES

Employees who are covered by a union shop clause but choose not to be ITPEU members must pay non member 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 non member 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 2020 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 87.1919% of the ITPEU's expenditures for that year (i.e., the nonchargeable costs were 12.8081%).

Applying this percentage to the \$36.50 per month dues paid by full ITPEU members, the non member fee is \$31.83 per month for the period from January 1, 2022, through December 31, 2022, provided, however, that if there is a change in the full ITPEU 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 ITPEU 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) 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 non member 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, 2021, in order to be exempt from the membership requirement for calendar year 2021. (An employee who first becomes covered by a union shop clause after December 31, 2020, and any member who resigns from full ITPEU 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,
John Brenton IV
Secretary Treasurer



CONTACT US AT THESE ITPEU LOCATIONS

www.ITPEU.ORG

SAVANNAH HEADQUARTERS

Dennis R. Arrington, *President*
John Brenton IV,
Secretary/Treasurer

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Kathy Heery, *Administrator*
Lana Hickox, *Office Manager*

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Garden City, GA 31418

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(912) 352-8953 - Fax

ITPEU PENSION

ITPEU ABF

ERISA SYSTEMS

Joseph Corcoran, *Administrator*
Michael Palumbo, *Administrator*

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(800) 874-5977 - Toll Free
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