



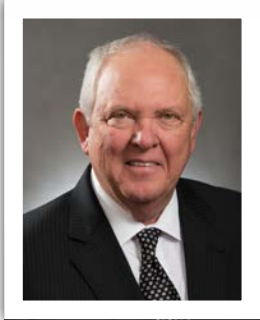
OPEIU Local 4873, AFL-CIO  
**ITPEU**

Industrial • Technical • Professional • Employees • Union



WINTER 2022 **NEWS**

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,

The work of the ITPEU never ends and, oftentimes, my report at the end of the year is the first opportunity I have had to slow

down and reflect. I sit at my desk to gather my thoughts on what would be most beneficial to the membership and am awestruck by the passage of time. I speak to so many of you who are all feeling it accelerate as well. With the busyness of our lives and the added work and distractions of our technology, we need to purposefully take time to connect with the moment or we will see our time whisked away.

In keeping with this sentiment, I want to reflect on 2022 but I also want to think forward. Those who suffered the illness or lost loved ones due to COVID are still very much aware of the pandemic but, for many of us, time has moved on and we hope we don't experience anything like that again. However, the effects are still present with us even if we do not acknowledge them. I speak with employees and employers all around the country and there is no question that there is a shortage of workers at a level not seen before. While it has often been difficult to staff projects due to stringent background checks and screenings, employers are struggling to even find the applicants for jobs paying \$16.00+/hr with robust benefits. The Union, as well as the employers, are going to have to drive the message home to workers and applicants that the grass is not always greener at the Amazon warehouse. The service contract jobs are still some of the best jobs in the local area and, in many ways, have surpassed just being a job. Many of these positions have risen to the level of a career with wages and benefits competitive to many "white collar" jobs in the corporate sector. The jobs with the appealing starting salaries popping up throughout the nation may look good - but you need to consider the whole package.

While I reflect on the shaky times due to the government reducing many of its services and the employers' ability to find new workers, I am also thinking forward towards expanding the membership density at our existing sites. Many of our sites allow us to enforce the "Union Shop" provision but many do not. You may find yourself on a contract with employees who are not members. Although we do not want anyone to be harassed for being a non-member, it should be known that they are reaping the rewards of membership. Some non-members know they are not paying their fair share and they simply do not care. However, if you were to speak with a non-member about the union, you may find that they do not realize that YOU, the member in good standing, are the reason they enjoy: higher wages, a robust Health and Welfare Plan which covers the whole family for no additional premium, a healthy Pension Plan funded entirely by employer contributions, the Annual Benefit Plan (if applicable), and vigorous representation on the job. The non-member may not realize that it is YOU, the member in good standing, who keeps the grievance procedure and seniority provisions in place. I find that many non-members are shocked and often embarrassed to discover that it is their fellow employees, the union members, who are supporting this effort while they have been reaping the reward for free.

It is time to shake off the dust and malaise and get to work to continue to grow and support your Union. I encourage all of you to encourage your fellow employees to put skin in the game and sign a union card. Many hands make light work and, together, we can make 2023 a successful and prosperous year of growth and renewed enthusiasm.

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



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# BATON ROUGE WATER COMPANY

In an effort to consolidate bargaining power and administrative responsibilities, the Office and Professional Employees International Union has taken the initiative in merging smaller OPEIU Locals into larger OPEIU Locals. In May of 2021, OPEIU Local 428, which has represented the clerical and tech employees at Baton Rouge Water Company, was merged into ITPEU, OPEIU Local 4873. We are honored to be recognized by the OPEIU as a Local having the structure necessary to facilitate a merger of this kind and we look forward to serving the workers in the great state of Louisiana.



Pictured from L-R: John Brenton IV, ITPEU Secretary/Treasurer; Wilford Brumfield, Shop Steward; Mona Lisa Maynard; Kevin Eli and Shamika Minor, Shop Steward. Not pictured is Edna Blount, whose efforts helped keep Local 428 in order for years and will always be a friend to the OPEIU and the ITPEU.

## HURLBURT FIELD, FL

It's always a pleasure to spend time with the hardworking staff at Hurlburt Field, FL. Hurlburt Field is home to Headquarters Air Force Special Operations Command (AFSOC), the 1st Special Operations Wing (1 SOW), the USAF Special Operations School (USAFSOS) and the Air Combat Command's (ACC) 505th Command and Control Wing. It was named for First Lieutenant Donald Wilson Hurlburt, who died in a crash at Eglin. The contractor, Food Services Inc. of Gainesville, partners with the Randolph Sheppard Division of the Blind, which provides food service and vending opportunities for employers with vision impairment. The workers and management, including the Randolph Sheppard vendor, third from left, all sat together in an impromptu "labor/management" meeting to discuss various issues and questions at the job site. The frank and honest discussions were beneficial to everyone involved and we appreciate management's willingness to participate.



# 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 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, 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 voice in the Union are only \$37.00 per month as of January 1, 2023. 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 2021 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 85.1712% of the ITPEU's expenditures for that year (i.e., the nonchargeable costs were 14.8288%).

Applying this percentage to the \$37.00 per month dues paid by full ITPEU members, the non-member fee is \$31.51 per month for the period from January 1, 2023, through December 31, 2023, 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 OBJECTIONS**

Anyone who objects to paying membership dues (and who will, instead, pay the non-member fee) can file an objection. That objection must 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 must file that objection no later than January 31, 2023, in order to be exempt from the membership requirement for calendar year 2023. (An employee who first becomes covered by a union shop clause after December 31, 2022, 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



# CONTACT US AT THESE ITPEU LOCATIONS

[www.ITPEU.ORG](http://www.ITPEU.ORG)

## **SAVANNAH HEADQUARTERS**

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

P.O. Box 22699  
Savannah, GA 31403

14 Chatham Center South, Unit B  
Savannah, GA 31405  
(912) 349-1154 - Phone  
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(912) 777-5912 - Fax

## **SPRING LAKE BRANCH**

Denise Moore, *Representative*

P.O. Box 370  
Spring Lake, NC 28390  
(910) 497-1661 - Phone  
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(910) 497-1674 - Fax

## **LOUISVILLE BRANCH**

Wilma Zimmerman, *Representative*

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, *Vice President*  
Patricia Foley, *Representative*

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*

216 North Avenue East,  
2nd Floor  
Cranford, NJ 07016  
(908) 276-0800 - Phone  
(800) 874-5977 - Toll Free  
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