



OPEIU Local 4873, AFL-CIO

ITPEU

Industrial • Technical • Professional • Employees • Union

50th
ANNIVERSARY

DENNIS R. ARRINGTON, PRESIDENT • DENNIS M. CONLEY, SECRETARY/TREASURER • CINDY DIEHM, VICE PRESIDENT

VOL. 21, NO. 3
SUMMER 2013 **NEWS**



The President's Report | By Dennis R. Arrington

The ITPEU is celebrating its 50th Anniversary this year, and I see this as a turning point in our Union. It is time for us to remember our rich history, and a time to contemplate our future. It is time for us to put forth renewed efforts into servicing our membership, and renewed efforts to add to our collective strength through organizing. It has been a challenging year thus far. With the threat of the sequester and the sixty day strike of our Yellow-Checker-Star membership in Las Vegas, NV, the Union's resolve and financial stability has been tested. We prevailed in the strike with much needed support

from the OPEIU International, and are working everyday to make sure that we remain solvent and strong, but there is no doubt that there will be more challenges to come.

The ITPEU membership is the lifeblood of our organization, and I'm sure most of you are familiar with the sequester. For some of you this strangely named meat cleaver has already hit home, and for some of you it is a threat that has been hanging over the contract you work on for years. The fact of the matter is that these cuts are scheduled for a duration starting in 2013 and ending in 2021. There is no way to determine how this potentially devastating legislation will manifest from one fiscal year to the next.

The ITPEU/OPEIU Local 4873, AFL-CIO, and labor unions all across the nation believe the sequester will do nothing but hurt working families, and have collectively taken a firm stance against it. The ITPEU is committed to making every effort to ensure that our members are able to withstand the impact.

I again thank all of you for electing me to serve as President of the ITPEU, to which I have devoted the majority of my professional life. I appreciate all of the support which has been given to me from the ITPEU Representatives and the membership throughout the country. My sincerest desire is to see this Union continue going strong for another 50 years.

I would like to wish all of you a safe and enjoyable summer, and ask that you visit us on the web at www.itpeu.org. We are working hard to make the site more helpful every day, as you will see when you read John Brenton IV's report on the back cover.

In Unity,
Dennis R. Arrington



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RESPECT LAS VEGAS CAB DRIVERS!



Taxi drivers represented by the Industrial, Technical and Professional Employees Union (ITPEU)/OPEIU Local 4873 have won their sixty-day strike at Yellow Checker Star Transportation (YCS) in Las Vegas, Nevada. The new contract includes an increase in the drivers' share of the meter, reinstatement of eligibility for the four-day work week of 12 hours per day and 10-hour per day shifts, increases in annual bonuses and other benefits.

In all, the union negotiated sixteen wage and benefit changes to the collective bargaining agreement.

"I'm extremely proud of the fact that we have the loyal support of so many drivers, all of whom are the heart and soul of this struggle," said OPEIU International President Michael Goodwin.

"These drivers, although enduring a great deal of personal hardship, stood together and proved that through solidarity and collective bargaining, workers can improve their quality of life."

"The drivers stood strong during a very difficult strike, and now have a contract that brings the 1,800 drivers employed by YCS the respect and dignity they deserve," said ITPEU/OPEIU Local 4873 President Dennis R. Arrington. "We fought back against the companies' attempts to force senior drivers to work five or six days per week, at 60 and 72 hours. And all

of the striking drivers will return to work at the same time on Thursday, May 2."

OPEIU gratefully acknowledges the support of the International Association of Machinists (IAM), Culinary Workers Union Local 266/UNITEHERE, National Association of Letter Carriers (NALC), Seafarers International Union (SIU), International Brotherhood of Teamsters (IBT), Communication Workers of America (CWA), California School Employees Association (CSEA), Transportation Communication Union (TCU) and American Income Life Insurance Company (AIL) for their generous support and counsel during this prolonged strike.

Appreciation is also given to International President Emeritus Doug Dority of the United Food and Commercial Workers (UFCW) and to Nevada State AFL-CIO Executive Secretary-Treasurer Danny Thompson for their participation, support and counsel during the strike.

OPEIU also appreciates that several organizations sent letters in support of the union to YCS, including CWA, Building and Construction Trades Department (BCTD), AFSCME, American Federation of School Administrators (AFSA), the American Federation of Teachers (AFT), IATSE, Amalgamated Transit Union (ATU), and the Iron Workers.

Finally, OPEIU thanks the United Labor Agency of Nevada (ULAN), which facilitated the distribution of hardship funds to striking drivers.

The sixty-day strike began on March 3, 2013 and ended on May 1, 2013.

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 \$28.00 per month. In all but a few instances, you have the convenience of having your employer deduct the dues from your paycheck and send the money to the 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 2011 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 88.2727% of the ITPEU's expenditures for that year (i.e., the nonchargeable costs were 11.7273%).

Applying this percentage to the \$28.00 per month dues paid by full ITPEU members, the non-member fee is \$24.71 per month for the period from August 1, 2013, through December 31, 2013; 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) must file an objection. That objection must be filed in writing with the ITPEU Dues Objection Administration, ITPEU Headquarters, 2222 Bull Street, Suite 200, Savannah, GA 31401. Any non-member who is currently covered by a union shop clause and who has not yet filed an objection to paying membership dues must file that objection no later than August 31, 2013, in order to be exempt from the membership requirement for the last five months of calendar year 2013. (An employee who first becomes covered by a union shop clause after August 31, 2013, 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,
Dennis M. Conley
Secretary Treasurer



Report from the Secretary/Treasurer

I am pleased to announce that at the 2013 OPEIU Convention, the Industrial, Technical & Professional Employees Union/OPEIU Local 4873, AFL-CIO won the Triennial Bronze Organizing Award. This award was in recognition of organizing success in building membership & bringing the benefits of collective bargaining to employees in need.

Even with all the organizing success that ITPEU has accomplished in the last three years, we have many challenges facing us for the foreseeable future. I know that many of you have heard about the federal government sequester and how government employees are being forced to accept furlough days. Not all of our Union brothers and sisters are directly affected by this, but some are. And all our Union members are feeling the effects of the federal budget cuts. ITPEU is committed to providing quality representation to all of you in these trying times.

The ITPEU is also working diligently to organize additional collective bargaining units so to insure that the union is capable of providing the most comprehensive representation for all our members.

I would once again like to thank you for electing me as your Secretary/Treasurer and I am committed to doing everything I can to make this Union flourish for our members.

To read more about sequestration and other important issues impacting America's working families, please visit the AFL-CIO's blog at <http://www.aflcio.org/Blog/Economy>.

Have a happy and safe summer.

Fraternally,
Dennis M. Conley

“It is time for us to put forth renewed efforts into servicing our membership, and renewed efforts to add to our collective strength through organizing.”

—ITPEU President Dennis R. Arrington

ITPEU HEALTH & WELFARE SCHOLARSHIP WINNERS!



We could not be prouder of the members we represent, and how our benefit plans have helped to enrich not only their lives, but the lives of the ones they hold dearest. These seven winners represent the reason why you work, why the ITPEU works, and why it “Pays to Belong!”.



Casey Corbin, dependent of ITPEU member Camellia Anderson (Johnson Food Service, Fort. Jackson, SC)

A sterling example of hard work and dedication, Casey has been involved in student government, marching band, NJROTC, and the Upward Bound TRIO Program, just to name a few. He has received numerous awards for his hard work, and has maintained top ranks in his honors and AP courses. Upon graduating from high school, Casey hopes to attend North Carolina A&T State University, where he will double major in computer engineering and music. He then plans to pursue a career in the United States Air Force.

Casey writes: *“Becoming successful in my endeavors would give me the opportunity to serve as an inspiration to someone by letting them know that one’s upbringing does not determine your success. I am so honored to be a recipient of the ITPEU John F. Conley/Happy I. Franklin Scholarship.”*

No, Casey, the honor is ours. Keep up the good work!



Jeanine Nieves has been employed as a Processor at MS Administrators, which administers the Pension and Annual Benefit Fund benefits, for six years. She writes:

“I would like to thank the ITPEU Scholarship Administrators for awarding me this valuable opportunity to pursue my interest in Paralegal Studies at Union County College. The scholarship program offered by the Union is a great benefit to the Union members to further their education and enhance their skills for the future.”

— With much gratitude, Jeannine Nieves, Clark, New Jersey”



Nam Phuong is the son of Julia Tran, who works for Sodexo at the Camden County Health Center in Blackwood, NJ.

He will be attending the University of the Sciences in Philadelphia, PA. Great Job, Nam. The ITPEU wishes you the best!



Jacqueline Dasha, dependent of ITPEU Member Tina Dasha (Chenega Security, FLETC Glynco)

Jacqueline is attending the Culinary Institute of America in Hyde Park, NY and plans to work in the culinary arts field, and eventually earn the position of Chef. She would eventually like to open her own restaurant.

Jacqueline Dasha, the recipient of the award, writes: *“I am grateful for this generous scholarship which enables me to continue on the road to reaching my goals.”*



Taylor Leaphart, dependent of ITPEU member Tonya Leaphart (Johnson Food Service, Fort Jackson, SC)

Taylor has been shining academically since elementary school, and has been in advanced placement courses since the fourth grade. She also, has stayed active by dedicating her time to community service, US Navy JROTC, and various campus clubs.

Taylor has been volunteering at the South Carolina State Museum since 2008, and was elected President of the Junior Missionaries/Ushers at her church. Taylor plans to use the scholarship to further her education at Anderson University in the fall of 2013 where she will major in psychology and minor in business. Her ultimate career goal is to become a child psychologist and open her own clinic for “at risk” children.



Angela Elliot, daughter of Michelle Ramos (PCSI Employee) will be graduating from Harker Heights High School on June 9, 2013. Afterwards, she will be attending New York University to earn her Bachelor of Fine Arts in Acting. She also plans to minor in American Sign Language. She writes:

“During college, I seek to create long-lasting connections in the theater and film industry, and one day achieve my life long goal of being a famous actress. Due to the low probability of success in this field, I will receive training in my second greatest passion, American Sign Language, and I want to become an interpreter for the deaf. I also hope to remain an active volunteer in the community throughout my next four years of education.”



Laurie Piland graduated Killeen High School as a senior in the distinguished International Baccalaureate (IB) program.

She writes: *“I am extremely grateful and excited that I have received the opportunity to apply for, and successfully obtain, the ITPEU J.F. Conley/H.I. Franklin Scholarship. After I applied for this scholarship I realized that my passion for children was something that I would love to pursue. I will definitely put this scholarship funding to great and impactful use.”* Laurie plans to become an elementary school teacher after she graduates from college, possibly focusing her expertise on working with the ESL (English as a Second Language) Program.

ABOUT THE PROGRAM

The Trustees of the ITPEU Health and Welfare Fund administer a scholarship program known as the **ITPEU John F. Conley – Happy I. Franklin Scholarship Program**. Each year this Program awards five 4-year scholarships for study at a college or university in amounts up to \$15,000.00 per year. Each year, the Program also awards two 2-year vocational/technical scholarships in amounts up to \$7,500.00 per year.

A single application form is used to apply for one of the ITPEU John F. Conley-Happy I. Franklin scholarships. You may obtain an application from any ITPEU branch office, directly from the Fund at the Fund’s offices or download the form from our website www.itpeubenefits.org. The application must be filed no later than December 1 for the applicant to be considered for a scholarship award in the following calendar year.

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THE NEW ITPEU.ORG!



In conjunction with the ITPEU's 50 year milestone, one of the ITPEU's major initiatives has been to modernize the way we communicate with the membership. Our newest members are part of the "millennial generation" (born in the 1980's and 1990's) and expect access to information via the web, and Generation Z will be entering the workforce in just a few short years. Our more senior members are finding that today's computers and programs are very user-friendly to those of us with little to no experience. Social media platforms like Facebook have helped even the most elderly among us to "take the plunge", and they are finding our www.itpeubenefits.org site a great resource as they plan more carefully for medical costs and retirement.

For these reasons, the ITPEU is proud to present our new and improved websites www.itpeu.org and www.itpeubenefits.org. We are striving to create a more user friendly and accessible platform for the members to gain easy access to benefit information and online forms, as well as see ITPEU activity across the country. The website has also been designed with the latest technology for use with cell phones and other portable devices. Come check us out at [www. ITPEU.org](http://www.ITPEU.org).

If you have moved and have not updated your information with the ITPEU, you have been missing important news and members-only benefits. Now would be a good time to visit the site and fill out our easy to use "Change of Address Form" seen in the adjacent screen shot. If you have any difficulties, or any ideas on how we can make the site work better for you I'd appreciate your feedback.

Sincerely,
John Brenton IV
Assistant to the President/Representative



www.ITPEU.org



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