



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



The President's Report | By Dennis R. Arrington

Dear Brothers and Sisters,

I am proud to announce that the current ITPEU administration was unanimously reelected by acclamation.

I would like to thank each and every one of you who pledged your support by signing nominating petitions for the ITPEU Officers, Executive Board and Delegates to the ITPEU Convention. ITPEU members nationwide can plainly see that the ITPEU leadership is working for them and this is a clear mandate for us to continue on the established path of growth and service.

The "debt ceiling crisis" of 2011 and the subsequent austerity measures known as "budget sequestration" made headlines at the time and have all but faded into a distant memory for many. However, for us in the Service Contract industry and other government funded divisions, these austerity measures remain at the forefront of our battle as they are actually a series of annual cuts scheduled to continue each year until 2021. In some cases, the 2014 and 2015 cuts have been more radical and devastating to working families than the initial reduction in 2013. The ITPEU has remained active on the local and federal levels to affect change and to ensure that if reductions are inevitable then, at the very least, the cut should be fair and equitable. We have been successful in at least maintaining your wages and benefits, as well as many of our other efforts, and will remain vigilant, active and vocal. We are all in this together.

On the other side of the coin, President Obama has signed executive orders which will increase the federal minimum wage for Service Contract workers and provide fringe benefits which were previously not included in area-wide wage determinations. However, these executive orders have been written in such a way that they do not take effect on a particular work site until the contract is renewed with the government. Therefore, do not

be alarmed should you find that you are not yet receiving these additional benefits. If your employer is in an "option year" of their contract term, these executive orders will not apply until the full term of its procurement contract is completed and renewed, or re-bid. At that time the solicitation will include these benefits. The ITPEU petitioned the Department of Labor to adjust this delay but, even though we were able to get the AFL-CIO to put its weight behind our effort, was unsuccessful in swaying that agency. We will continue to keep a watchful eye on the developments to ensure that ITPEU members receive the fullness of these benefits and to ensure compliance. As a final thought on the matter, please be reminded that these executive orders can be rescinded very easily by the next U.S. President. Here is further evidence that working men and women have a vested interest in the upcoming election.

Although medical inflation continues to be a critical issue to our economy, I am thankful that the area-wide wage determinations issued by the Department of Labor have begun to reflect the reality of the continually rising cost of medical insurance. After several years of minimal increases to the health and welfare hourly contribution rate, the DOL has now issued reasonable hourly health and welfare contribution rates for two consecutive years. I commend the ITPEU Representatives throughout the country for making the "tough calls" when it comes to allocating increases with regards to the ITPEU Health and Welfare Fund. The Union and Employer Trustees, as well as the Fund's administrators and consultants, are doing everything in our power to see all of the ITPEU Funds continue to be "next to none" in the industry. Providing affordable, comprehensive health care to our members and their families is one of our greatest achievements.

Have a safe and joyful season. Happy Holidays, a very Merry Christmas and a Happy New Year!



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WOMEN DESERVE A VOICE ON THE JOB AND AT THE BALLOT BOX



“Rosie the Riveter” pictured at right, is the first picture you see on the wall of the ITPEU Headquarters in Savannah, GA. This iconic poster, recognized to all generations of Americans, represents the strength, struggle and economic power of women in the United States. On what could be the verge of our great nation’s first female President, we recall the struggle of women in the workplace of the past and present. The following article from www.AFL-CIO.org reminds us that strength and unity through collective bargaining is still critical to the advancement of equality in the workplace and beyond.

“In the 95 years since the 19th Amendment’s ratification women have used their votes to better their lives, strengthen their families and protect their communities. But women have yet to maximize their power at the polls—about one-third of all U.S. women and close to 40% of unmarried women are not registered to vote—or in the workplace. The labor movement provides nearly 7 million women with a voice on the job through union membership and is a driving force in the fight for economic equality and security for women.

Women are the sole or primary breadwinners for 40% of families in the United States, yet they make up a disproportionate share of low-wage workers. Yet union women who have a voice on the job have access to a variety of benefits at much higher rates than their nonunion peers. According to a report released by the Institute for Women’s Policy Research today, unions help close the wage gap by making worker salaries public knowledge, subsequently minimizing pay discrepancies based on gender or race. And that’s only the beginning.

Collective bargaining through unions helps ensure every employee is paid fairly for the work they do. Women union members who work full-time earn an average of \$212 more per week than women in nonunion jobs, and union membership is particularly beneficial for women of color. Latinas bring home median weekly earnings that are 42.1% higher than Latinas who lack union representation. Collective bargaining through unions also provides union women with good benefits nonunion women often lack on the job, with three out of four union women having access to a health plan via their employer, compared to only half of nonunion women.

The ability to speak up for each other on the job and at the ballot box is a crucial component in determining the rights and enacting the policies that affect the lives of millions of women and their families. In order to build a stronger nation and create an economy that fairly compensates and respects every employee for their work, women must vote and they must be able to join together on the job to work for a better life.”

TO ALL PARTICIPANTS OF THE ITPEU ANNUAL BENEFIT FUND

The Board of Trustees of the ITPEU Annual Benefit Fund is pleased to announce that in addition to the Two Special Benefits Days which were paid on June 26, 2015 for all eligible participants, Two Special Benefit Days were also approved to be paid on November 25, 2015 to all eligible participants enrolled and active as of September 30, 2015.

As mentioned in our Spring 2015 edition, The Trustees wanted benefits to reach the maximum number of participants. Therefore, the Trustees have eliminated the Educational Benefit (Scholarship Program) for new applicants. Those who were awarded scholarships prior to October 1, 2014 will be permitted to renew their scholarships.

The savings from the elimination of the scholarship program will help fund the Two Special Benefits Days. Please note that Two Special Benefits Days in June and November 2015 will not necessarily preclude additional Special Benefit Days for 2016.





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 \$32.50 per month as of January 1, 2016. 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 2014 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 89.6303% of the ITPEU's expenditures for that year (i.e., the nonchargeable costs were 10.3697%).

Applying this percentage to the \$32.50 per month dues paid by full ITPEU members, the non member fee is \$29.12 per month for the period from January 1, 2016, through December 31, 2016, 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, 14 Chatham Center S, 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, 2016, in order to be exempt from the membership requirement for calendar year 2016. (An employee who first becomes covered by a union shop clause after December 31, 2015, 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



CONTACT US AT THESE ITPEU LOCATIONS

WWW.ITPEU.ORG

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