



OPEIU Local 4873, AFL-CIO

ITPEU

Industrial • Technical • Professional • Employees • Union

WINTER 2023 **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,

Whenever I pen these letters to the membership, I am always struck by the difficulty in remaining current

and relevant in a fast-paced timeline such as ours. Just to name a few events, as I write this we are faced with US involvement in conflicts on at least two fronts, a looming government shutdown (which was narrowly averted on September 30, 2023), and sharp division in both of our two major political parties. Nobody knows what the situation will be by the time this newsletter is printed and reaches your doorstep. All I can hope and pray is that this newsletter finds you well and in good spirits.

The events above have a deep impact on our lives. Obviously, war not only has an impact on all of our personal lives but, for many of you who work on military installations, you see first hand the activity of reassignments and deployments. Government shutdowns also have a profound effect. The ITPEU has worked hand in hand with the OPEIU to develop an assistance program for employees furloughed due to government shutdowns. If we do experience another shutdown, your ITPEU Representatives will make contact with the union stewards and employers to gather details and determine eligibility. This is yet another reason why it "Pays to Belong."

Every company and organization has faced unprecedented challenges in the past few years. Challenges are going to present themselves; the question is how you rise to meet them. The ITPEU, despite significant challenges, has

continued to seek out new contracts and opportunities for growth. Below are new units organized by the ITPEU since the middle of last year. In addition to these, the ITPEU has several sites being organized at this very moment. I congratulate the ITPEU Representatives and Trina Williams, ITPEU Organizing Director, for pursuing these new opportunities to represent America's working families:

- Administrative security employees - NASA Glenn Research Center, OH
- Commissary employees - Fort Wainwright, Alaska
- Food Service employees - Eglin AFB, FL
- Commissary employees - Oceana, Virginia
- Food service employees - Atlanta, GA
- Commissary stockers - North Fork Naval Station, VA
- Food Service Employees - Fort Devens MA
- Logistics Warehouse - Marine Logistics Base, Albany, GA
- Security Guards - Hoover Dam, Clark County, NV

I welcome these new members into the ITPEU and I am confident that they will see the benefits of membership almost immediately.

The ITPEU is proud of its achievements in 2023 and expects continued growth in 2024. I wish all of you continued growth, upward mobility and joyful holidays. Speaking of holidays, I am also proud to announce that employees eligible to receive benefits from the Annual Benefit Fund prior to September 1, 2023 will receive three special benefit days, in addition to the one special benefit day you received in July.

In solidarity,  
Dennis R. Arrington  
ITPEU President



The President's Report .....	1
Member Spotlight .....	2
Notice to Employees Covered by Union Shop Agreements .....	3
Contact Us .....	4



Food service employees at the Lightning Dining Facility voted by NLRB election to join the ITPEU. Saundra Custis-Thurman, President of Crystal Enterprises (far right) and John Brenton IV, ITPEU Secretary/Treasurer (third from right) met at the facility to unite in an orientation to ensure that the new members and new participants in the ITPEU benefit funds were properly enrolled. Vasco Milord, project manager, (far left) assisted in coordinating time for employees to break from their busy shifts feeding US Air Force personnel.



Logistics services employees at Marine Corps Logistics Base, located in Albany, GA, joined the ITPEU in 2022. However, the first contract was not signed until mid-2023. The employees work tirelessly to ensure that items, no matter how big or how small, reach their destinations in a timely and tightly controlled environment. It is truly an impressive operation. Just by electing to join the ITPEU, the employees of LS2 received significant wage and fringe increases, along with access to the ITPEU/OPEIU "members only" benefits.

Ida Stuckey (left) and long standing ITPEU Shop Steward Jennifer Wood (right) celebrate Ms. Stuckey's 90th birthday. Ida and Jennifer are food service workers at Fort Cavazos, formerly known as Fort Hood, in Texas. Happy Birthday, Ida.





# 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 are only \$38.00 per month as of January 1, 2024. 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 2022 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 84.7623% % of the ITPEU's expenditures for that year (i.e., the nonchargeable costs were 15.2377%).

Applying this percentage to the \$38.00 per month dues paid by full ITPEU members, the nonmember fee is \$32.21 per month for the period from December 31, 2023, through December 31, 2024, 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 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, 2024, in order to be exempt from the membership requirement for calendar year 2024. (An employee who first becomes covered by a union shop clause after December 31, 2023, 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.

Fraternally,  
John Brenton IV  
Secretary Treasurer



# 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  
(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*

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  
(908) 276-0810 - Fax

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



ITPEU  
P.O. Box 22699  
Savannah, GA 31403