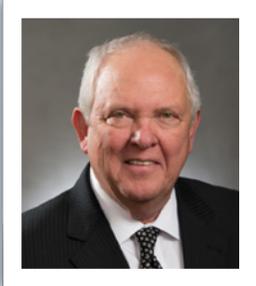




DENNIS R. ARRINGTON, PRESIDENT • DENNIS M. CONLEY, SECRETARY/TREASURER • CINDY DIEHM, VICE PRESIDENT



## The President's Report | By Dennis R. Arrington

Dear Brothers and Sisters,

The holidays are a time for reflection. As I reflect on this past year, I am overwhelmed with the feeling

of thankfulness for the continued success of our Union. This success is not due to luck, although we have been fortunate. It is due to the efforts of the collective team - and I wish to recognize your contributions.

Our success is due to you, the member, without whom there would be no Union. You give me hope that the labor movement is alive and will survive, despite the dark and ominous news to the contrary we see so often. You, the member, believe in the dignity of the worker and the right to collectively bargain for higher wages and benefits. You believe in the right to have a voice on the job and make sure that treatment is fair and equitable.

Our success is due to the Shop Stewards, who constantly fight up-hill battles because you believe that the work of the Union benefits everyone. You keep the Union offices informed of activities in the job place. You sit with employees in disciplinary hearings. You teach other Union members about the rules and provisions of the collective bargaining agreements. You try to get management to understand and follow the collective bargaining agreements. You set an example of what every Union member should be.

Our success is due to the ITPEU Representatives in the branch offices who work every day to make the case for grievances and higher wage rates. They sit in the hot-seat at Union meetings and take the blame and criticism for situations which are often times out of their control – but they do it because they know it is your right to have your voices heard.

Our success is due to the trustees, actuaries and consultants who work tirelessly to ensure that your pension monies grow in the safest environment possible. We strive to ensure that your health plan continues to provide you benefits which are “next to none” in the industry. While so many insurance providers continue to lose money and cut benefits, the ITPEU H&W has done everything in its power to maintain an affordable and invaluable plan for its participants – you and your families.

I am thankful for the vision we all share and the organization which is capable of seeing it through. Times have been tough. The economy is not always performing like we would like it to do. We have seen tremendous government cuts and the loss of good paying jobs. However, the ITPEU had enough foresight to spend our years preparing for times like this and I am confident that we can weather the storm.

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

Donald J. Trump, pictured at right, was elected as the 45th President of the United States on November 8, 2016. Mr. Trump was not the preferred choice of the labor movement, nor was he endorsed by the National AFL-CIO. However, he will be the President of the United States and the ITPEU feels compelled to respect his election to this office. It is our sincerest hope that his divisive rhetoric will be left on the campaign trail and that he will deliver on his promises to increase jobs for the workers in this country, to increase the size and strength of our military and to defend our national security. God Bless America.



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# ATTENTION ALL ITPEU MEMBERS IN SOUTHERN CALIFORNIA:

In order to serve you better, please reference the listing below to locate your new ITPEU Branch Office and Location (ITPEU Branch Office contact information can be found on the back page of this publication):

## Joe Serrano, Jr., El Paso Branch Office

Balboa Naval Medical Center - Bud's Oceanside Galley - Coronado NAB - La Jolla VA Medical Center  
Miramar -Mugu/Hueneme/San Nicolas - Ronald Reagan Library - San Clemente Island  
San Diego NTC - San Diego Sub Base - San Diego USCG

## Trina Williams, Tacoma Branch Office

Camp Pendleton -Edwards AFB

ITPEU members at GSA Federal Building in Houston, TX, take a break from providing outstanding custodial services to pose for the ITPEU News!



Back Row L-R: Celia Tovar, Martha Alvarez, Enrique Reyes, Nancy Perez, Ana Perez, Adelina Trejo, Beatriz Perez (Shop Steward), Maria Bautista, Ana Flores. Front Row L-R Edis Rivas, Jose Leon

Due to the mandate of the 2016 OPEIU Convention, regular ITPEU dues will be increased to \$33.50 per month effective January 1, 2017. The ITPEU is required to follow this mandate from the OPEIU Convention. These dues are necessary to provide you, the members, with the best possible representation; and - we believe - remain among the lowest in the Service Contract industry.



Laundry Service employees and proud ITPEU Members in Cusseta, GA. These ladies work hard to get the job done for our servicemen and women in the southeast! L-R Akeisha Ghant, Sabrina Freeman, Mary Brown, Paula McCannon, Silvia Ghant, Debra Dennard



# 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 \$33.50 per month as of January 1, 2017. 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 2015 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 90.0922% of the

ITPEU’s expenditures for that year (i.e., the nonchargeable costs were 9.9078%).

Applying this percentage to the \$33.50 per month dues paid by full ITPEU members, the non member fee is \$30.18 per month for the period from January 1, 2017, through December 31, 2017, 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 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, 2017, in order to be exempt from the membership requirement for calendar year 2017. (An employee who first becomes covered by a union shop clause after December 31, 2016, 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

## SAVANNAH HEADQUARTERS

Dennis R. Arrington, *President*  
Dennis M. Conley,  
*Secretary/Treasurer*  
John Brenton IV,  
*Assistant to the President*  
Stephen Clinton, *Representative*

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## LAS VEGAS BRANCH

T. "Ruthie" Jones, *Representative*

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## SAN ANTONIO BRANCH

Lena Bailey,  
*Director of Field Operations*  
Patricia Foley,  
*Asst. Representative*

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San Antonio, TX 78245  
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(877) 508-4873 - Toll Free  
(210) 673-5197 - Fax

## ITPEU HEALTH & WELFARE

Kathy Heery, *Administrator*  
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Savannah, GA 31416

24 Oglethorpe Professional Blvd.  
Savannah, GA 31406

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(800) 327-5926 - Toll Free  
(912) 352-8953 - Fax

## ITPEU FUNDS REPRESENTATIVE

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(912) 280-0992 - Fax

## ITPEU COUNSEL

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## ITPEU PENSION

### ITPEU ABF

### ERISA SYSTEMS

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