



The President's Report | By Dennis R. Arrington

ITPEU Members receive \$4,000 in benefits through two new ITPEU/OPEIU Local 4873 membership programs!

ITPEU/OPEIU Local 4873 is pleased to announce that delegates to the ITPEU/OPEIU Local 4873 26th Convention approved the introduction of two new membership benefits for all ITPEU/OPEIU Local 4873 members – a \$2,000 life insurance benefit, and a \$2,000 accidental death and dismemberment benefit. These new benefits are being provided at no additional cost to ITPEU/OPEIU Local 4873 members!! Keep in mind that if you are already enrolled in the ITPEU Health and Welfare Fund, these insurance benefits are given as an addition to the insurance benefits you already have through the Fund!

ITPEU Members reap big rewards from the Nation Safe Drivers Program with a savings of over \$45,000 in 2013!

Yes, that is correct. We are proud to announce that ITPEU members have found the Nation Safe Driver Program to be a real life saver. The annual report has just come in, and ITPEU members have saved \$45,362 on towing costs throughout the nation. ITPEU/OPEIU Local 4873 pays a monthly fee for this service for each member, so we want to ensure that our members know about it and utilize the program fully. Each member is entitled to two tows, valued at up to \$100 each, per year, for the member and anyone living in the same household.



New Towing/Service Calls Cards to Be Issued. The ITPEU is pleased to report that the ITPEU/OPEIU Local 4873 Towing/Service Calls program is a big hit with members throughout the country, and that the program will continue to be part of ITPEU/OPEIU Local 4873's Membership Benefit Program at no additional cost to the member! At the OPEIU 26th Convention in June 2013, however, delegates approved the discontinuation of the PerksCard benefit due to low usage, effective October 1, 2013. While the towing program information will remain the same, to avoid any confusion we are reissuing to all members a new card without the PerksCard information.

All members' new towing/service calls cards will be included in the next issue of White Collar. Members should remove the card from the magazine and put it in their wallet immediately. There also will be a keyfob included that can be put on your keychain so it's with you at all times and can be used if you are in need of a tow or service call. **Please note that all members' current towing/service calls cards will remain in effect and can be used until they receive the new cards.**

As a reminder, the ITPEU/OPEIU Local 4873 towing/service calls program is through Nation Safe Drivers (NSD) and all calls should be made to this company only. ITPEU/OPEIU Local 4873 is not responsible for reimbursing members for calls made to other towing services, so please consult this card and call the NSD number provided when you are in need of a tow or service call. All of this information will be published with the cards in the next issue of White Collar. **I wish you all Happy Holidays and a prosperous New Year.**

In Unity,
Dennis R. Arrington



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NOTICE TO ALL PARTICIPANTS REGARDING THE AFFORDABLE CARE ACT (ACA)



Anthem®
BlueCross BlueShield



Dear ITPEU Brothers and Sisters,

As you know, the Federal Government has introduced new health plan options available thru State and Federal exchanges or marketplaces. **The ITPEU Health and Welfare Fund wants you to understand that you do not need to do anything for your ITPEU benefits to continue.** Here is how your coverage with ITPEU compares to the new Federal health plan options.

- **ITPEU has worked for years to provide you with the excellent benefits you now have and we want you to understand that the ITPEU Health and Welfare Plan is among the best benefit programs offered anywhere, it covers you and your dependents with no monthly premium cost. Your continued support of the ITPEU will help make these programs available for years to come.**
- The ITPEU Health and Welfare Plan covers more than just medical benefits, you have coverage for dental and vision benefits as well as death benefits, accident and sickness coverage, survivor income benefits and a generous scholarship program. None of these benefits are offered by ACA programs.
- The ITPEU Health and Welfare Plan covers your **entire family** at no cost to you, the ACA plans require participants to pay a monthly premium even with subsidies offered; and subsidies are not available to anyone covered by a Union or employer health plan.
- The ITPEU Health and Welfare Plan offers national health plan coverage thru Blue Cross and Blue Shield. This means you can use doctors and hospitals anywhere in the USA. The new Federal programs have limited networks of doctors and hospitals and may require that you change to a different doctor than you currently use.
- Coverage provided by the ITPEU Health and Welfare Plan complies with all government mandates required by the Affordable Care Act (ACA), otherwise known as Obamacare.
- Because your medical coverage thru the ITPEU Health and Welfare Plan is paid for by your employer as agreed to by the contract negotiated between ITPEU and your employer, you will not be eligible for subsidies for ACA plans offered in Federal and State exchanges or marketplaces.
- It is important to understand that the benefits offered by the ITPEU Health and Welfare Plan are equivalent at higher contribution rates to 'Gold' plans offered by the ACA and even at the lowest contribution rates are equivalent to the best 'Silver' plans offered, many of which have deductibles as high as \$2,500 per person.
- ITPEU would like to thank you for your loyalty and support, and together we will continue to offer the best national Health and Welfare Program offered anywhere.

WHO'S WHO IN THE ITPEU EXECUTIVE BOARD



Dennis R. Arrington, President | A native of Savannah, Georgia, Dennis R. Arrington served in the United States Navy from 1967 to 1971 during the Vietnam era where he received various commendations, including the Navy Achievement Medal by the Secretary of the Navy for meritorious achievement during combat support operations. He was honorably discharged 1971.

After attending Armstrong State University, he joined the National Maritime Union in 1974 and sailed throughout Asia, Africa and Southern Europe as a United States Merchant Marine. Having been recognized by a National Maritime Union (NMU) Business Agent as being a union activist and having the qualities of a full time union representative, Dennis R. Arrington was employed by ITPEU in Galveston, TX in the position of ITPEU Representative in 1983. During his three decades of service to the ITPEU, Dennis has organized thousands of employees throughout the United States at various government and private sector locations, working with Representatives throughout the country to build the organization to the over 14,000 members it has today. Dennis also serviced many of those locations throughout the country as an ITPEU Representative, Director of Organizing, Vice President, and Secretary/Treasurer; and was elected to the office of President by unanimous vote in 2012.



Dennis M. Conley, Secretary/Treasurer | Dennis M. Conley worked in Portland, Maine at B&M Baked Beans for fourteen years as a label machine operator and was a Shop Steward with the Bakers and Confectionary Workers Union for four of those years. In 1998 he learned about a job opening with the ITPEU as a Representative and submitted his resume. In June 1998 he was offered a job as ITPEU Representative for the members in Georgia, Florida, Alabama and Mississippi. Every day since he accepted the Representative position, he has found representing the membership to be the most rewarding work he could have ever imagined. In 2012 he was nominated as the ITPEU Secretary/Treasurer and was deeply moved and humbled to be elected by our membership to that position. As ITPEU Secretary/Treasurer (as well as continuing to represent our members in Georgia, Florida, Alabama and Mississippi) he is also working with the other ITPEU Representatives to organize new contract sites all over the United States of America.



Cindy Diehm, Vice President | Cindy Diehm's father was a strong UAW, AFL-CIO member and she was brought up believing that the best jobs were union jobs. Being married to a soldier, she lived in a lot of different places and worked a lot of different jobs to help take care of her family. Only after being stationed in North Carolina did she finally find a union job. Her first experience with the ITPEU was at Fort Bragg, NC, while she was employed with HLJ in the dining facilities. Not only were the wages better, but she finally had a job with benefits. After a second tour in Germany, she and her family returned to Fort Bragg and she went back to the dining facilities and became a Shop Steward. Due to her diligent work as a Shop Steward, Cindy was promoted to become a Representative. She currently holds the positions of: Vice President, Executive Board Member, and Trustee for the Health & Welfare, Pension and Annual Benefit Fund Trusts. She represents members in North Carolina, West Virginia and assists other representatives in any way she can. She has been working for the ITPEU for 26 years and feels

this is one of the most rewarding careers a person can have. She has been married to her husband Dan for 43 years and has four daughters, one son, two granddaughters and three grandsons.



T. Ruthie Jones, Senior Representative & Executive Board Member At Large of ITPEU/OPEIU Local # 4873 | Ruthie is a Trustee on all three ITPEU Benefit Trust Boards. Ruthie is also heavily involved with the Nevada State AFL-CIO and the Las Vegas Central Labor Council, serving on the AFL-CIO Captain's Committee, the AFL-CIO APWU Committee. She has over 27 years of extensive labor experience, representing ITPEU members in Nevada and other States in the region. In 2008, she was the proud recipient of the Mike O'Callaghan/United Way Teamwork Award, which is one of the highest AFL-CIO awards a union activist can receive. Before she became the ITPEU's Representative in Las Vegas, she had been the Chief Shop Steward for the ITPEU-represented unit at Nellis Air Force Base. Ruthie has also been deeply involved in the local political arena, working for candidates who will help make a better life for hard-working Union men and women and their families. She has worked through the years with various members of the Nevada State Legislature trying to pass bills which will help cab

drivers and other workers, and to block bills which will hurt them. In recent years, Ruthie has been concentrating almost exclusively on improving the lives and livelihoods of the taxi drivers in Las Vegas as well as the workers in the other Units she covers in Las Vegas. She represents driver members before the State of Nevada Taxicab Authority (T.A.) Court and at McCarran Airport when they receive tickets. The Union also helps handle Members' Metro and NHP (Nevada Highway Patrol) tickets. Ruthie handles hundreds of grievances, and is instrumental in contract negotiations and other problems for the taxi drivers and other Unit Members represented by the ITPEU. She said as a former truck driver, she can identify with many of the issues the drivers are confronted with.

As the local senior ITPEU Representative, Ruthie continues to pursue anything that best serves our members and their families. She has always believed that the union movement is all about giving members a voice in all the matters that affect them; and is proud to help the ITPEU carry out that commitment to the welfare and well-being of all our Union members. families.

WHO'S WHO IN THE ITPEU



Lena Bailey is the Director of Field Operations / Representative for Industrial, Technical & Professional Employees Union, OPEIU Local 4873 AFL-CIO (ITPEU). She is a member at Large of the Executive Board and of the Boards of Trustee for Health & Welfare, Annual Benefits and Pension. She has worked in the San Antonio Branch Office since 2005. She services contracts in Texas, Louisiana, Oklahoma, Kansas and Arkansas, with twenty-nine separate units and about 2400 members working on Service Contracts.



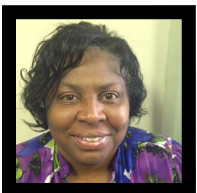
Joseph "Joe" Serrano, Jr. was born and raised in El Paso, TX, and is a United States Vietnam Veteran. He was a police officer for many years before coming to work for our illustrious Union. Joe started his ITPEU connection as a member, working at a Service Contract site at the U.S. International Ports of Entry as a security guard. He ultimately became the Shop Steward for his unit. He has worked in the El Paso Branch office for almost 12 years. He is currently a Representative and Executive Board Member of the ITPEU, gaining extensive experience as an ITPEU Representative. He has the responsibility of assisting approximately 1,200 members in the southwest and mountain regions of the USA. He is fluent in Spanish and English. He is very cheerful and friendly, and ready to assist the Union membership



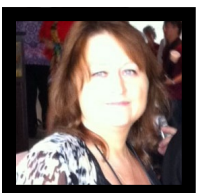
Wilma "Coco" Zimmerman was born in Louisville, Kentucky. She left at age 26 to make her mark on the world by joining the US Coast Guard. She served for over 8 years, had 9 duty stations and lived in 15 different states. During this time she met her husband and had their son. After leaving the service to take care of their son, she enrolled back in college to receive her Associates Degree. Still looking for something to do when she arrived in Georgia, she enrolled in the Culinary Program at the college and worked at the Cloister to become a certified chef. At her last duty station (Cape May, NJ), she took on the role of Shop Steward and that is how she became affiliated with ITPEU. Six years ago when returning home, she was offered the Kentucky ITPEU Representative position. She works at over 19 sites to help members. Last year she was elected to a position on the ITPEU Executive Board, and is thankful to all of the ITPEU membership for their votes.



Patty Foley, Representative has worked for the Union for the past 26 years. She began working with the Union after successfully helping to organize Lackland AFB Food Service contract where she had been working for 10 years. Her father Pat Foley was also a long-time ITPEU Representative. She started as a secretary and is now a Union Representative; overseeing the collective bargaining activities of approximately 900 ITPEU members in the San Antonio area while assisting Lena Bailey with the additional membership in her area. Since Patty was a secretary for a number of years dealing with the membership benefits first hand, she has vast knowledge regarding the Health and Welfare, Pension and Annual Benefit Funds. She continues to learn new aspects of the Representative's position each and every day. Patty currently lives in San Antonio, Texas with husband of 10 years and is a soon to be grandma of 2.

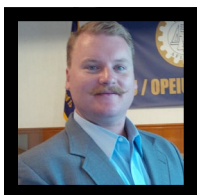


Denise Moore, Representative first joined the ITPEU in 1983 as a food service worker while working for Meldick Food Services at Freedom Hall Dining Facility on Andrews Air Force Base. Denise remained a Shop Steward for 18 years. In 2008 Denise became a full time ITPEU employee as an Office Administrator, and in November of that year was promoted to Assistant Representative and Organizer. Denise was elevated to a Representative in August 2009. During the last five years, Denise has been overseeing the collective bargaining activities for ITPEU members in the District of Columbia, Maryland, Virginia, New Jersey, New York, Massachusetts, Connecticut and Pennsylvania. Denise is also a trustee on the ITPEU Pension Fund, and resides in Suitland, MD

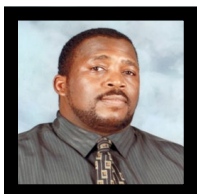


Trina Campbell, Representative accepted the role as Shop Steward for Wackenhut Security in North Carolina in the year 2003, and became a full time Union Representative in 2005. She moved to Washington State in that year, and has been honored to represent members of the ITPEU in Washington, Alaska, Hawaii, Montana, Oregon, and now Northern California. She currently resides in the Northwestern area of the United States with her husband Chris, who is Active Duty, her two Great Danes, and enjoys exploring all the beauty that the western coast has to offer. She writes "I believe in the work we do in making sure that members of the Union are treated with respect and gratitude for all of their hard work. I have greatly enjoyed working with the Union and all of the members. I'd like to thank all of the Shop Stewards and members for making my job so rewarding."

WHO'S WHO IN THE ITPEU



John Brenton IV is a fourth generation trade unionist and labor activist. His father, grandfather and great-grandfather were all members of the National Maritime Union, the labor organization from which the ITPEU sprang. He first worked in the Fresno Branch of the ITPEU from 2000-2001. After a successful start at a small plumbing business, John traveled to South America where he met the woman who would soon be his wife. Upon returning to the USA with his wife and a baby girl in tow, John again took a position with the ITPEU; this time as a full time Representative. As a Representative, John has been overseeing the collective bargaining activities of approximately two-thousand ITPEU members in 18 separate units in the Southeast Region of Georgia and South Carolina. He is also a Spanish speaker who fields calls from our Spanish speaking members throughout the country. Earlier this year, in addition to new duties involving official ITPEU communications, John was elevated to the position of Assistant to the President. John lives in Savannah, GA with his wife of seven years and their three (soon to be four) children.



Anthony Wilson, Representative first came to California in the mid 80's for basic training with the United States Marine Corps where he served 5 of eight years in the South Pacific and two in Kuwait. Anthony made use of the Montgomery GI Bill and studied Machine Tool Technology and Mechanical Engineering at local community colleges in Mira Costa and San Diego, after which he worked as a Department of Defense machinist at the military installations of MCAS Miramar and NAS North Island. Anthony found opportunity in a childhood skill set reinforced with military training as a Civilian Safety Contractor for the Naval Command, Southwest Region. He specialized in training military personnel to safely ride motorcycles and other power driven vehicles. By 2010, Anthony had come to represent the collective bargaining unit of which he was previously a member, located on Camp Pendleton CA, and has represented over 25 units throughout California over the past 3 years. Anthony, his wife Angeline and youngest daughter of 5, Anese, currently reside in the southern California city of Oceanside.



Sidney H. Kalban, Esq., Union Counsel has been the Union's principal - and often sole - attorney for over 37 years. During that time, has seen it grow from a small division of the National Maritime Union, without its own officers or funds, to the fully autonomous, strong, nation-wide local of the OPEIU that it is today. Although based in New York City, he has represented the ITPEU (or its predecessor organizations) throughout this nation in administrative proceedings (such as before the National Labor Relations Board and the U.S. Department of Labor), at arbitrations and, together with local attorneys, in courts. He is in daily contact with ITPEU Officers and Representatives, providing legal advice on the various issues which arise when handling problems and negotiating contracts for the thousands of ITPEU members, spread out across the country in a multitude of job categories. He is a graduate of the New York State School of Industrial & Labor Relations at Cornell University and of New York University Law School.



REPORT FROM THE SECRETARY/TREASURER

Effective January 1, 2014, the regular dues rate for ITPEU/OPEIU Local 4873 membership will increase by less than thirty five (35) cents per week, announced the ITPEU Executive Board, which explained that this increase of \$1.50 per month was mandated by the OPEIU Convention held in June 2013.

It was further announced that along with this very slight dues increase, the ITPEU will be providing a new benefit for its members, arranged through the OPEIU. As noted in the report of the President, ITPEU members, in addition to their other benefits through the Union and negotiated into their collective bargaining agreements, will be entitled to a \$2000 life insurance benefit and an additional \$2000 accidental death and dismemberment benefit. These new benefits are ONLY for dues-paying members since they are provided by the Union and not by any employer.

Fraternally,
Dennis M. Conley

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 \$29.50 per month as of January 1, 2014. 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 2012 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 85.1708% of the ITPEU's expenditures for that year (i.e., the nonchargeable costs were 14.8292%).

Applying this percentage to the \$29.50 per month dues paid by full ITPEU members, the non member fee is \$25.12 per month for the period from January 1, 2014, through December 31, 2014; 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 January 31, 2014, in order to be exempt from the membership requirement for calendar year 2014. (An employee who first becomes covered by a union shop clause after December 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

MEMBER SPOTLIGHT

November 11, 2013 marks Sandy Squirewell's 30th year of service to the soldiers at Fort Jackson, SC, and 30 years of membership in the ITPEU. We could not think of anyone else who so represents who we are and what we do, and it is our honor to shine a spotlight on her in this issue of the ITPEU News. Not only does Sandy successfully steward the unit of approximately 1,000 Johnson Food Service employees, but she has dedicated herself to the cause of organized labor off the job as well. She has long been attending AFL-CIO conventions and meetings in South Carolina, stayed active in the Central Labor Councils and has been a faithful delegate at ITPEU Conventions. John Brenton IV, who currently represents the unit in Fort Jackson writes "The ability to keep a unit of 1,000 employees unified and informed is no easy task, but she makes it look that way. With her as Chief Shop Stewards and our three valued Shop Stewardesses working together, there is nothing that can't be handled at the site. There is no doubt in my mind that she wholeheartedly trusts the leadership of the ITPEU and shares our commitment to the membership."

She is currently Vice-Chair of the South Carolina Working Families Party, delegate to the ITPEU's 2014 Convention, and most recently was elected by unanimous acclaim to the Executive Board of the South Carolina AFL-CIO. We are very proud to count Sandy Squirewell as a member and friend to the ITPEU.

[Pictured below, from left: Johnson Food Service Shop Stewards from L-R: Mary Homes, Sandy Squirewell (Chief Shop Stewardess), Andora Mitchell and Ruth Brown]





**ITPEU Headquarters Staff
Savannah, GA**

Pictured from L-R: Lisa Budnick (Contract Administrator/Assistant Office Manager), Gale Kelly (Membership Coordinator Assistant), Denise Perkins (Office Manager), Marlena Siciliano (Controller), Glorianna Wong (Administrative Assistant)



**ITPEU Health and Welfare Office
Savannah GA**

Pictured from L-R | **Front Row:** Lana Hickox, Kathy Heery, Jim Filush. **Middle Row:** Lindsey Bancroft, Sherry Durden, Barbara Powell, Patricia Lee, Shirley Piercey, Michelle Leopold **Top Row:** Stephanie Saba, Ginger Lanier, Linda Zittrouer, Chris Heery



**Pension and Annual Benefit Fund
Cranford, NJ**

MS Administrators Employees from L-R: Maria Suriel, Christie Dillon, Lea Cantino, Wendy Adorno, Debbe Garber and Jeanine Nieves (not pictured: Beth Delguercio).

PICTURE
ALL THE
PEOPLE
WORKING
FOR YOU!

'TIS THE SEASON TO MAKE SURE YOUR GIFTS ARE UNION-MADE!

Check these great gift ideas, because in addition to being cool presents, they're made by hard-working, union laborers. To see more, please visit: www.unionlabel.org.



Do Buy FOR THE HOLIDAYS

Board Games

- Candyland
- Operation
- Candyland Disney Princess
- Taboo
- Risk
- Clue the Ultimate Mystery Game
- Words With Friends Classic
- Farmville Hungry Hungry Herd
- Rook
- Guess Who
- Battleship
- Game of Life Zapped
- Yahtzee
- Sorry
- Game of Life
- Sorry Card Game
- Raki Card Game
- Monopoly Millionaire Deal
- Game of Life Adventures Card Game
- Clue Suspect Card Game
- Wheres My Water Signature Game
- Angry Birds Jenga Death Star

- Connect 4 Dunk
- Scrabble Slam Cards
- Picobinary
- Trouble
- Connect 4
- Pictureka Card Game
- Twister
- Scattergories
- Hi Ho Cherry-O
- Connect 4 Cut The Rope
- Yahtzee Card Game
- Scrabble
- Memory
- Monopoly Millionaires
- Barrel of Monkeys
- Monopoly
- Chutes and Ladders
- Monopoly Zapped
- Monopoly Here & Now Electronic Edition
- Cityville Monopoly
- Mousetrap

Books

- Union Communication Services Inc.
- Powell's Books

For the Sportsman

- Remington Arms
- Colt Firearms
- Carhartt
- Bell Sports
- Bemand Athletic Knit
- Top Flite Golf Balls
- Alleson Athletic
- Big 5 Sporting Goods
- American Athletic
- MacGregor
- FNT Industries
- Spalding
- Fitzwright Co. LTD
- Jay & Kay Manufacturing
- Louisville Slugger

Tools and Building Supplies

- Armstrong
- Ash Grove - Portland Cement
- Valspar Paint
- Speakman Showerheads
- Channellock
- Snap-On Tools
- Sylvania Halogen Super Saver light bulbs
- American Standard

Clothing and Apparel

- Red Wing Shoes
- Southwick New England Shirt Company
- Sterlingwear of Boston
- H&M
- Joseph Abboud

Housewares

- Pyrex Pyrexware
- All-Clad
- Anchor Hocking
- Claus Kitchen Knives & Lawn and Garden Tools
- Corelle Dishware
- Cutco Cutlery
- Electrolux Vacuums
- FiestaWare
- Homer Laughlin

- Libbey Glassware
- Pillowtop Pillows, Comforters, Sheets and Toppers
- Regalware
- Weber Grills

Home Appliances

- Top Load GE Washers (Model numbers: WISR106D GWW, ISR309D GWW, WISR409D GWW, SBSD137HWW, WNRD2050GWC, WCCD2050JWC, WMCD2050JWC, GCWN2800DWW, GCWN4950DWS, GCWP1800DWW, GCWP1805DCC, GTWP1800DWW, GTWN2800DWW, GTWN4250DWS, GTWN4950DWS, GTWN5250DWW, GTWN5450DWW, GTWN5550DWW, GDMN2800DWS, GHWN4250DWW, GHWN5250DWS, GLWN5550DWW, GDMN3000MWW, GDMN5250DWW, GIWP1000MWW, GIWP2000MWW, GTWP2250DWW, GTWS8655DMC, GTWS8650DWS, GTWS8455DMC, GTWS8450DWS, GHWN8355DMC, GHWN8350DWS, GTWN8250DWS, GTWN7450DWW, GDPS20PGDCC)
- Top Load Hotpoint Washers (Model numbers: HTWP1200DWW, HSWP1000MWW)
- White Westinghouse Laundry Centers
- Tappan Laundry Centers
- Gibson Laundry Centers
- Kelvinator Laundry Centers
- Frigidaire Laundry Centers

Water Heaters

- Bradford White

Dishwashers

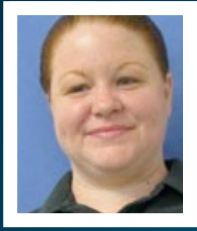
- GE Profile (Model Numbers: PDWT200VWW, PDWT200VBB, PDWT280VSS, PDWT300VWW, PDWT300VBB, PDWT302VIL, PDWT380VSS, PDWT480VSS, PDWT500VWW, PDWT500VBB,

- PDWT502VIL, PDWT580VSS, PDWT100VWW, PDWT100VBB, PDWT180VSS)
- GE Café (Model Numbers: CDWT280VSS, CDWT980VSS)
- Hotpoint (Model numbers: HDA2100VBB, HDA2100VWW, HDA2100VCC, HDA1100NWH, HDA2000VWW, HDA2000VBB, HDA2040VSA, HDA3600DBB, HDA3600DWW, HDA3640DSA, HDA3600DCC)
- GE Monogram (Model Number: ZBD6900VIL, ZBD6920VSS, ZBD7920VSS, ZBD8900VIL, ZBD8920VSS)

Refrigerators

- Bottom Freezer Refrigerators GE (Model numbers: GFE27GDBB, GFE27GDDSS, GFE27GDS, GFE29HGD BB, GFE29HGDWW, GFE29HSDSS, DFE29JSDSS, DFE29JGDBB, DFE29JGDWW, DFE29JMDBS, GFE29HMD BS)
- GE Profile Bottom Freezer/ Refrigerator (Model numbers: PFE27KSDSS, PFE29FSDSS)
- GE Side-by-Side Refrigerator (Model numbers: GSS20GEWWWW, GSS20GEWBB, GSS20GEWCC, GSH25JGDBB, GSH25JGDC, GSH25JGDWW, GSH25JGDLSS, GSH25JSDSS, GSE25JGDBB, GSE25JGDWW, GSH22JGDBB, GSH22JGDLSS, GSH22JGDC, GSH22JSDSS, GSS20GSDSS)

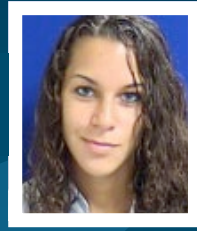
ITPEU ANNUAL BENEFIT FUND SCHOLARSHIP WINNERS!



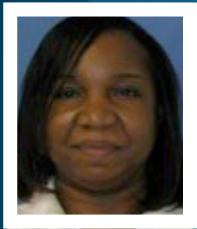
Melissa Alston
Chenega Security and Protective Services,
FLETC, GA
Studying at Darton College



Donald Kicklighter
Chenega Security and Protective Services,
FLETC, GA
Studying at Troy University



Stephanie (Lupo) Knight
Chenega Security and Protective Services, FLETC, GA
Studying at Troy University



Felicia Sutton
Chenega Security and Protective Services,
FLETC, GA
Studying at Troy University



Creighton Roberts
Chenega Security and Protective Services,
FLETC, GA
Studying at South Univ. of Savannah

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 ten winners represent the reason why you work, why the ITPEU works, and why it “Pays to Belong!”

***Scholarship winners not available for photo/bio: George Fotinopoulos, Hannah Keck, Mark Mansfield and Ashley Weaver.**

ABOUT THE SCHOLARSHIP

The Trustees of the ITPEU Annual Benefit Fund (ABF) have established an education scholarship program to help qualified active member employees, their spouses or dependents achieve their educational and career goals. Post-secondary scholarships will be awarded for study at a traditional college or university, a community college, or an accredited public or private vocational/technical institution. The competition will be open to the ABF's active member employees, their spouses or dependent children who plan to pursue study. The Scholarship and Recognition Programs Unit (SRPU) at Educational Testing Service (ETS) in Princeton, New Jersey, will provide a selection committee to evaluate all candidates and to administer the program, including the identification of the scholarship winners. The educational benefit will be offered to active member employees, spouses or dependents, to include students currently enrolled in college. The goal is to provide the financial support to help individuals pursue post-secondary schooling or training and to extend an educational benefit to a broad spectrum of the membership.

Scholarships will be awarded in the following categories:

- Five 4-year scholarships for study at a college or university in amounts up to \$10,000.00 in each of the four years;
- Two 2-year scholarships for study at a community or junior college in amounts up to \$5,000.00 in each of the two years;
- Eight awards for up to two years of study at a vocational/ technical school or institute in amounts up to \$5,000.00 per year of study.

The unique feature of this program is the inclusion of ABF active member employees as candidates for the scholarships. ABF Trustees and their families are not eligible for any of these scholarships.

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