

The official publication of the International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers & Helpers, AFL-CIO/CLC

THE REPORTER

JULY-SEPTEMBER 2016

Volume 55 | Number 3



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**33RD CONSOLIDATED
CONVENTION**



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THE SEVEN-FOOT-TALL "BOILERMAKER RIVETER" STATUE, created by the Boilermaker History Preservation Department, welcomes delegates and guests to the BHPD exhibit area and vendor booths at the 33rd Consolidated Convention in Las Vegas July 18-21.

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THE REPORTER

JULY-SEPTEMBER 2016

Volume 55, Number 3

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NEWTON B. JONES
International President

With convention complete, focus returns to pressing issues

“Our Brotherhood is endowed with bright, capable and dedicated people. And as was proven once again at our 33rd Consolidated Convention, we are unafraid to tackle tough problems — and to come together in solidarity to get things done.”

Solidarity will help energize, guide our union

THE 33RD CONSOLIDATED Convention brought together Boilermakers from across the United States and Canada to perform the vital work of reaffirming our constitution and electing officers. We can be proud that delegates accomplished these goals while representing, with great passion and conviction, the interests of our membership.

As it has always done, our convention concentrated the attention of our Brotherhood on examining our founding document, proposing changes, debating those changes and voting to approve or reject them. Throughout this process, delegates demonstrated their love of this union and their respect for one another. Our convention not only renewed our constitution; it renewed our sense of who we are.

Convention delegates took care of business, and they also celebrated the work our members do each day, work that sustains our two great societies and builds our two great nations. With this important effort now complete, we return to the challenges and opportunities before us, energized by our solidarity and focused on moving forward.

Following is a summary of some of the more pressing issues that were discussed at convention and which will now require our renewed attention.

Organizing and recruiting

OUR UNION CERTAINLY has not been immune to the shrinking of the Labor Movement. We, too, have been

impacted by bad trade deals, shifting technology and job loss from government policies on climate change.

While we have stepped up our organizing efforts in recent years — with some notable successes — we need to do more. In the coming weeks and months, you will be hearing about a major initiative in the Western States, spearheaded by IVP J. Tom Baca, to bring more organizers on board and increase our numbers. We will be calling on all locals to support these organizers.

It is worth noting that last year, through our in-plant organizing program, 1,200 workers at our shops and shipyards became dues-paying members. This program has served us well in strengthening our local lodges and growing our Brotherhood.

Just as organizing is critical to our future, so too is recruitment and marketing. In the Construction Sector, we must regain market share lost to us over the years and now done by nonunion workers and companies.

We are approaching this challenge through innovative strategies to reach out to facilities where Boilermakers have lost work — or where we have never worked before — and to bring skilled workers on board who are not now in a union.

In Canada, under IVP Joe Maloney’s leadership, our union has developed a temporary foreign worker program to fill manpower shortages, drawing on qualified workers from the United States, the United Kingdom and South Korea. We are the only craft in Canada with such a program.

Educating and training our members

EDUCATION HAS LONG been a priority of our union, not only for current leaders but also for our membership and future leaders. Staying competitive and meeting new challenges requires that we be informed and involved.

We approach education and training through a variety of meetings and programs such as our ISO, CSO, LEAP and MOST tripartite conferences. Our Summer Institute at School for Workers continues to play an important role, as it has for more than 50 years.

Online training programs such as our Virtual Campus in Canada and the Learning Management System in the United States bring a modern, flexible approach to prepare our apprentices in the construction industry.

And of course our MOST alliance continues to develop ground-breaking programs such as The Boilermaker Code that give our members and our contractors an advantage over nonunion competitors by elevating the value union Boilermakers bring to our clients.

One of the concerns brought forward at convention was a lack of understanding about Boilermaker National Funds, especially how decisions are made concerning health care and pension benefits. The International has been aware of this concern, and we have consulted with the National Funds Office regarding professionally produced instructional videos. Meanwhile, the International has commissioned a film that will explain the family of Boilermaker organizations, the relationships and structures of these organizations, and their legal responsibilities. This information will be available on our International website, along with a section addressing frequently asked questions.

Fighting for our jobs and benefits

WE CONTINUE TO be engaged in Washington, D.C. and at local and state government levels to fight for our rights as union members. Among the key issues facing our members is the string of government regulations that has disrupted the energy industry and cost our members work.

We are part of a coalition that successfully challenged the Clean Power Plan before the Supreme Court, and our effort resulted in a stay of the plan. The District Court of Washington, D.C., was set to determine the plan's legal standing as we went to press, and we are hopeful the court agrees with our position.

At convention, we were intrigued by a presentation from North West Upgrade's Ian MacGregor that involves building an \$8 billion refinery in Alberta, Canada, that incorpo-

rates carbon capture, use and storage in the initial design. Many of our field construction members are at work on the project. We want to learn more about this approach — and other CCUS technologies — as they hold promise for the continued use of fossil fuels in a way that is responsive to the concerns of climate change while securing well-paying jobs for Boilermakers and other trades.

We are also engaged in efforts to protect our pension and health care benefits from unfair and misguided legislation and policies coming out of D.C. These are fights being waged by other unions as well, including our close friends at the United Mine Workers of America. At a recent rally on Capitol Hill, thousands of coal miners and supporters — including Boilermakers from across the country — gathered to demand that our federal government ensure coal companies honor their commitments to provide pensions and healthcare to UMW members.

Focusing labor's financial resources

ASAFL-CIO President Rich Trumka told our delegates at convention, if labor doesn't use its financial resources in a way that benefits union workers and their families, those resources will be used against us.

President Trumka has been a strong supporter of Bank of Labor and our push to grow the bank for the benefit not only of the Brotherhood but also the broader Labor Movement.

Bank of Labor can marshal labor's financial resources to work for labor and its causes and deny those resources to the big Wall Street banks that have failed unions and have even worked directly against us.

We are thankful to have the support of many of labor's top leaders and the positive reception we have seen from our allies in the movement.

Looking forward

WHILE THERE IS not space here to address all of the areas where we are engaged, I trust the foregoing offers a sense of how we are approaching some of the key issues and challenges of our time.

Our Brotherhood is endowed with bright, capable and dedicated people. And as was proven once again at our 33rd Consolidated Convention, we are unafraid to tackle tough problems — and to come together in solidarity to get things done.

To that end, we will apply our collective strength and resources to grow and prosper in our rapidly changing world. ■

33rd Convention sets course for future

Delegates vote on constitutional changes, officers

NEARLY 500 DELEGATES representing Boilermaker local lodges, districts and councils across the United States and Canada met at Caesars Palace in Las Vegas July 18-21 to chart the Brotherhood's course for the next five years. Sixty-seven delegates-at-large also attended, along with International staff and administrative employees.

Delegates heard from guest speakers (see story on page 8), elected International officers, listened to committee reports, and debated and voted on a variety of proposed changes to the constitution and International policies. Delegates also viewed films of Boilermakers at work projected each day across three enormous screens.

In the opening video, professional cellist Dana Hughlett performed a rousing classical solo as images of Boilermakers on the job depicted the diversity of work our members do across the United States and Canada. Hughlett later appeared in person on stage to perform live.

International President Newton B. Jones, in his welcoming address, compared the sacrifice and skills development of musicians to the preparation and commitment that Boilermakers contribute to their own craft.

He told the delegates, "The work you do every day is not just a job. The work you do is an essential component of the symphony of our collective skills and our collective endeavors. We do not just serve our employers, we serve our society with every skill we have and every hour we clock, with every bead of sweat that drips from our brows. Brothers and sisters, you are an essential performer in the grand symphony of services the Boilermakers provide to our two great societies."

He added that over the last 136 years, Boilermakers have built a remarkable legacy. "Every day, Boilermakers sacrifice, doing the hard, dangerous and difficult work that keeps our citizens comfortable and our nations strong. And even if those citizens are not always aware of the skills and training and discipline that go into making their lives better, we Boilermakers and our families know."

Looking out over the convention, Jones spoke about the legacy of the Brotherhood and what drives the union's solidarity. "Let us all remember what binds us together, something we carry within each of us every day of our lives, something that is rare and precious; each of you has the same thing our forefathers had when they breathed our great Brotherhood to life. Brothers and Sisters, you have the heart of a Boilermaker."



"We do not just serve our employers, we serve our society with every skill we have and every hour we clock, with every bead of sweat that drips from our brows."

— INTERNATIONAL PRESIDENT NEWTON B. JONES

Proven Leadership Team returns to office

DELEGATES ELECTED BY local lodges and those serving by virtue of their office cast their votes to elect International officers. (Delegates-at-large, who are appointed by the International President, have a voice at convention but no vote.)

Running as The Proven Leadership Team, all incumbent International officers were returned to their positions. AFL-CIO President Richard Trumka swore in the slate.

Following are the election results:

International President — Newton B. Jones, 454 delegates, 44,520 votes; Darrell Manroe, Local 83 (Kansas City, Missouri), 31 delegates, 6,571 votes.

International Secretary-Treasurer — William T. Creeden, 445 delegates, 43,794 votes; Brian Opland, Local 104 (Seattle), 40 delegates, 7,297 votes.

International Vice President-Great Lakes — Larry McManamon, uncontested.

International Vice President-Canada — Joe Maloney, 457 delegates, 45,217 votes; Ken Noga, Local 359 (Victoria, British Columbia), 23 delegates, 5,512 votes.

International Vice President-Western States — J. Tom Baca, uncontested.

International Vice President-Southeast — Warren Fairley, uncontested.

International Vice President-Northeast — D. David Haggerty, 450 delegates, 45,677 votes; Mike Hancock, Local 29 (Boston), 17 delegates 2,320 votes.

International Secretary-Treasurer Bill Creeden cast the vote to re-elect officers in uncontested races.

Law Committee makes recommendations

BEGINNING ON DAY two of the convention, delegates heard recommendations from the Constitution and Law Committee. Chaired by D. David Haggerty, International Vice President – Northeast Section, the committee had deliberated on more than 100 resolutions submitted primarily by local lodges, along with some from the International Executive Council and the Law Committee itself.

Some committee recommendations brought delegates to the floor to offer amendments to the constitution and to engage in debates, with issues being resolved by voice vote or in some cases by roll call votes in which delegates lined up at microphones to cast their votes.

Although delegates were passionate about the issues, the atmosphere remained respectful of the brothers and sisters who voiced differing opinions.

Delegates examine, discuss economic issues

EXTENSIVE DEBATE CENTERED on economic issues, among them strike payments, the Industrial Sector Operations (ISO) assessment and the salary adjustment provision of the constitution. Warren Fairley, International Vice President - Southeast Section, served as convention chair and led delegates through the process of floor debates.

There was strong support to increase strike payments. After several amendments were offered and withdrawn, IP Jones moved to raise the weekly payments from \$150 to \$250, and the convention approved the amendment enthusiastically.

Delegates also sought amendments to the Industrial Sector Operations assessment, which had been established by delegate action in 2011 to fund the ISO educational conference and related support. Going into the 2016 convention, the assessment stood at \$4 per month, with a provision for an annual increase of \$1 per month should the IEC determine the increase to be necessary. Some delegates argued that the \$1 increase created a hardship for members even though the conferences provide valuable educational

Continued on page 6



MARIE MORAN recalls her late husband's service to the International Brotherhood.

Special tribute made to Chick Moran

BOILERMAKERS HONORED A tradition at convention by asking delegates who are veterans to stand and also shared a moment of silence for deceased members.

In a special tribute, President Jones presented Marie Moran with a plaque honoring her late husband, Charles F. "Chick" Moran, who passed away in 2011, the year the 32nd Consolidated Convention was held.

Chick Moran served as an International Vice President and later as International Secretary-Treasurer over a span of 27 years, making him one of the longest-serving International officers in the union's history.

"He lived and breathed for this Brotherhood," said President Jones, who went on to thank Marie Moran and all spouses who "also make sacrifices" when officers, staff and members are frequently away from home doing their jobs and carrying out their work-related responsibilities.

Marie said of her husband, "Those of you who knew him knew him as a man of integrity and total dedication to the Boilermakers."

CONVENTION

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opportunities. The Industrial Sector Operations Committee and the Construction Sector Operations Committee, in support, took up the matter, as did the Law Committee, and ultimately a compromise was reached. Delegates approved a new assessment limit of up to \$.50 per month going forward.

The convention also debated the annual salary adjustment provision of the constitution, which had been passed at a previous convention by delegate action. The provision sets a 5 percent ceiling for any annual increases — provided

the Brotherhood's financial situation can support the maximum, as determined by the IEC.

Some argued that 5 percent was too high, and an amendment was proposed to cut the rate in half.

International Secretary-Treasurer Bill Creeden pointed out that the 5 percent maximum had rarely been applied. He noted that in 2012 International officers voluntarily reduced their own salaries by 15 percent, and staff salaries were reduced by 10 percent. Those salaries were not fully restored to their previous levels until 2014. Last year, officers and staff received a 2.5 percent increase.

Arguing against the amendment, Local 169 (Detroit) BM-ST Bob Hutsell said, "I stand firm with my fellow Law Committee members. I am not in the business of reducing people's wages. I am in the business of increasing wages, increasing the conditions and the opportunities for the field construction Boilermakers in the state of Michigan."

The amendment was later withdrawn following a roll-call vote that indicated a majority of delegates supported retaining the provision.

Motion to elect International reps gets thumbs down

A PROPOSED AMENDMENT to require that International reps be elected rather than appointed drew strong opposition and was soundly defeated. Proponents of the measure offered that electing representatives would promote democracy and involvement in the union.

Those who rose against the amendment said it would create dysfunction in the organization because it would prevent International leadership from replacing ineffective reps.

Others pointed out that candidates for reps are carefully vetted according to their capabilities, training and experience, and that electing reps would risk placing unqualified individuals in those positions.

BNAP Administrator and delegate-at-large Marty Spencer stated, "Our reps are the hardest working people that I know. [They] and the business managers, they bust their humps. And we should be falling on our knees thanking God that these guys are working for us."

Some delegates questioned the practicality and cost of electing reps, especially those who cover geographically broad jurisdictions.

"I'm from a railroad local, and we're spread out all over the country," said delegate George Thompson, president of Local 538 (Roanoke, Virginia). It would be almost impossible for us to vote and elect [an International Rep] ... You wouldn't know who they were and their credibility."



"I'm from a railroad local, and we're spread out all over the country. It would be almost impossible for us to vote and elect [an International Rep] ... You wouldn't know who they were and their credibility."

— L-538 PRESIDENT GEORGE THOMPSON

Delegates reject regional IVP elections

AN AMENDMENT TO require International Vice Presidents to be elected by the regions they represent could not get traction. Those supporting the measure felt that members should only vote for the IVP who has responsibility for their jurisdiction.

Delegates opposing the measure argued that the International Executive Council votes on issues across all jurisdictions, that the measure would allow the largest locals to always elect an IVP from their own ranks, and that the amendment would undermine the unity and solidarity of the Brotherhood.

Delegate-at-large Michel Trepanier, an International rep and former business manager of Local 271 (Montreal, Quebec) said, "I'm part of one team. I'm not a Canadian Boilermaker. I'm part of the International Brotherhood of Boilermakers. [We are] one family."

Convention ends with poetry, closing remarks

ON THE FINAL day of the convention, President Jones invited Don Rojem to the stage to read a poem he wrote about Boilermaker life. Rojem, 86, is a retired member of Local 169 (Detroit) who took up poetry following a long career in field construction.

Retired professor Van K. Brock also joined President Jones on stage. Brock had taught Jones creative writing early in Jones' career, when he was alternating between construction jobs and attending college. Brock told delegates, "The basic definition of a poet is a maker — and you're all makers."

In his closing remarks, President Jones detailed the challenges and opportunities facing Boilermaker members and their families. He spoke of the many initiatives and transformations the union has undertaken, among them expanded organizing and recruitment efforts; legal challenges and alliances against overly-restrictive EPA rules; the Industrial Sector Operations Conference; a temporary foreign worker program in Canada; Bank of Labor; an outreach program to Latino workers; interactive online training systems for apprentices; and industry-leading programs such as the MOST Boilermaker Code.

Jones stressed that the strength of the Brotherhood is embodied in the skills of our members and their solidarity.

"We are bound together, not only by our craft," he said, "but also by our Brotherhood. We are family. We look out for one another. We are problem-solvers, builders and makers of things. Society will always need our special and valuable skills." ■



"I'm part of one team. I'm not a Canadian Boilermaker. I'm part of the International Brotherhood of Boilermakers. [We are] one family."

— IR MICHEL TREPANIER



Additional information, videos and photo galleries can be found at <https://convention.boilermakers.org>

Convention speakers inspire, inform delegates

“Lone Survivor” SEAL relates life story, struggles

A NAVY SEAL, labor leaders, and an industrial entrepreneur inspired and informed Boilermaker delegates throughout the convention. The guest speakers criticized trade deals that hurt the global working class; condemned the practices of the ultra-rich and greedy corporations; praised the Bank of Labor; and stressed the need for the development of carbon, capture, use and storage. A common theme throughout the week was the need for solidarity among those fighting for the rights of workers across the globe.

► **Keynote speaker Marcus Luttrell**, a retired U.S. Navy SEAL, told the story of his childhood, his special relationship with his twin brother, and his experiences and lessons learned while growing up and serving in the military. Luttrell said he was “born common,” and that reality forced him to acquire the discipline and skills he needed to excel.

Following SEAL training, Luttrell served in Iraq and later in Afghanistan, where he took part in an especially dangerous mission with teammates in SEAL Team 10 to capture or kill a high-ranking Taliban leader. The mission ended in a firefight that left all three of his team members dead and him severely wounded, an event that formed the basis of the book and movie, “Lone Survivor.”

Luttrell said that courage during training and on the battlefield didn’t come naturally to him; it took practice. He told delegates that in life “anything is possible if you just work at it.”

► **United Mine Workers of America International President Cecil Roberts** gave a fiery address, drawing on his background as a coal miner to describe the plight of the working class in a nation where unions are under attack, the middle class is shrinking, and the divide between the ultra-rich and everyone else continues to grow.

“They tell us America is a nation of the people by the people and for the people,” said Roberts. “I submit to you ... it’s of the money, by the money and for the money.” He said government needs to work for the people and outlined a five-point plan for change, first demanding a trade deal that protects American workers instead of hurting them.

Roberts called for working Americans to be paid a living wage, not a minimum wage; an end to discrimination in all of society; and single-payer health care for every citizen of America. Lastly, he insisted government “give us back our God-given right to belong to the union we choose.”



RICHARD TRUMKA
AFL-CIO President



MARCUS LUTTRELL
Retired U.S. Navy SEAL



CECIL ROBERTS
UMWA International President



HASSAN YUSSUFF
Canadian Labour Congress President



KEMAL ÖZKAN
Assistant General Secretary of IndustriALL

► **AFL-CIO President Richard Trumka** praised the Boilermakers' vision and activism concerning responsible stewardship of union financial resources, and spoke of the importance of the Bank of Labor. "Sometimes we run across people who don't understand why we have a bank," he said. "Money is just like anything else. It can be organized as a tool for us, or a weapon against it. When we don't use it as a tool, our enemy uses it to beat us down."

Trumka criticized the politics of the one percent, and blasted the corporations that shipped American jobs overseas because of tax policies and trade deals. He said for years Wall Street and the Washington elite have tried to paint labor as against trade, but it's not. "What we refuse to do is allow another trade deal to be shoved down working people's throats."

Trumka said that working Americans deserve a bigger piece of the pie and they can't quit fighting to get it. "It's up to us to change things. We'll fix what's broken. We'll heal through solidarity. Together we'll create a better tomorrow," he said.

► **Canadian Labour Congress President Hassan Yussuff** spoke about the Canadian Labor Movement's recent gains and its current battles. He said the election of Prime Minister Justin Trudeau, leader of the Liberal Party, was a significant win for the CLC. Other positive changes included a 2015 Supreme Court ruling giving Canadians the fundamental right to strike and another ruling declaring workers have the right to choose a union free of intervention.

Yussuff said the CLC was engaged in battles involving onerous public reporting rules, the job-destroying Trans Pacific Partnership trade deal, banning asbestos mining and a favorable temporary worker program.

Yussuff called for solidarity between Canadian and U.S. labor. "There may be a border that separates us," he said, "but as working people there is no separation."

► **Union Labor Life Insurance Company CEO Edward Smith** stressed the importance of the Bank of Labor, and the Boilermakers' advocacy for carbon capture, use and storage (CCUS).

Smith said when a Boilermaker's money — or any union member's money — goes to an institution that invests its profit in ways that harm labor, that gives away labor's power. "We cannot let them own our money. They've got enough billions without us giving them our money... to help destroy our union, our Labor Movement and in effect, our country." Smith said that's why he was excited to hear about the plan of International President Newton B. Jones to grow the Bank of Labor from a small Midwestern bank to an international institution.

Smith noted that Boilermakers are championing the development of viable CCUS technology and said Ullico is committed to figuring out how to finance CCUS research and development.

► **Assistant General Secretary of IndustriALL Kemal Özkan** called for labor organizations across the globe to defend the rights of workers. IndustriALL was established

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CONVENTION SPEAKERS

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four years ago with the objective of organizing and building the collective power of workers around the world and promoting and defending their rights against the increasing attacks from employers and governments.

He stressed the need to work together in protecting workers' rights to form collective bargaining agreements. "In today's globalized world, we need to work together, across borders, to secure the rights of every worker to join a union, to get the protection of a collective agreement giving living wages, and guarantee safe workplaces," he said.

"We need a strong global union. We need a strong Brotherhood of Boilermakers. We need a strong IndustriALL," he said.

► **The Chairman of North West Upgrading, Ian MacGregor**, related his journey into the business of clean energy, including the positive impact of carbon capture, use and storage, and the leadership of the Boilermakers in advancing CCUS.

MacGregor is constructing the first refinery to be built in Canada in three decades. The \$8 billion project is also the first refinery designed with an integrated system to capture carbon dioxide produced during the refining process.

He said industry needs to get a handle on controlling CO2 emissions. "If we don't do something about it, we're

all going to go out of business. So we have to figure out what to do." He said Boilermakers are the logical leaders in this effort. "You're on every project. You know the owners, and you're organizing."

► **Robbie Hunter, President of the State Building and Construction Trades Council of California**, outlined the gains made in California, through cooperation with Boilermakers and other construction trades, to secure passage of Senate Bill 54. Before passage of the bill, refineries on the West Coast were flooded with unskilled, out-of-state workers bussed into California, Hunter said, taking jobs from skilled workers, creating an unsafe work product and "enslaving workers in the industrial sector."

To pass the bill, the consortium of unions fought against refinery owners, Steelworkers and others. "It was a war," said Hunter. "The Steelworkers flooded the capitol."

The eventual passage of the bill has improved safety at refineries for workers and the communities where the facilities are located. It has also increased opportunities for trade workers and contractors, and increased wages.

"I want to thank the Boilermakers, because they were the column that [supported SB 54]," said Hunter.

► **Carlo De Masi, Secretary-General of the Italian Federation of Electrical Utility Workers (FLAEI)**, and a member of the board of the Italian Confederation of Labor (CISL) spoke about the Bank of Labor, global energy, and the need for solidarity across continents.

**ED SMITH**

CEO, Union Labor Life Insurance Company

**IAN MACGREGOR**

Chairman of North West Upgrading

**ROBBIE HUNTER**

President of the State Building and Construction Trades Council of California

Traditional banking in Europe is suffering, and workers and their families are worried about the future, said De Masi, who noted that the Bank of Labor could be a mechanism to promote workers' interests. He said he is open to exploring a future relationship between the bank and FLAEI-CISL, and the possibility of expanding the Bank of Labor into Europe.

The vilification of coal-fired power plants has hit Italian workers as well as working families across North America. "In Italy, we are looking at 60 plant closings and the loss of thousands of jobs," said De Masi. He called for governments across the globe to invest money to develop carbon capture, use and storage technologies.

► **Michael Hayes, Director of the Office of Labor-Management Standards at the Department of Labor,**

spoke about the DOL's new "persuader rule." The rule requires employers who hire union-busting consultants, and the consultants themselves, to file reports on their indirect activities (such as planning captive audience meetings with employees or writing anti-union talking points on behalf of the employer). Previously, a report only had to be filed in situations where the consultant had direct contact with employees.



CARLO DE MASI

Secretary-General of the Italian Federation of Electrical Utility Workers (FLAEI)



MICHAEL HAYES

Director of the Office of Labor-Management Standards at the Department of Labor

Hayes said that the main purpose of the rule was to give employees who are considering whether to join union information about any third party that has been hired to dissuade them from organizing.

"We thought that it was right that [employees] should be able to access information about the anti-union messages that they are repeatedly hearing and seeing," said Hayes. "Opponents of unions are willing to spend a lot to bust unions and don't have to report, but unions have to report dollars spent on organizing." ■



KAITLYN "GOOSE" MACHMER

FIRST-TIME CONVENTION DELEGATE EXPERIENCES BOILERMAKER PASSION

KAITLYN "GOOSE" MACHMER from Local 196 (Sayre, Pennsylvania), a first-time delegate to the 33rd Consolidated Convention July 18-21, said her first convention was an inspirational learning event. Machmer, who works as a carman at Union Tank Car in Altoona, Pennsylvania, attended the convention after her local's president was unable to make the trip.

"It's an eye-opener," she said. "Some of the speakers are very motivating."

Machmer said the passion she saw in the delegates surprised her, and that she was excited to go home and tell everyone about the experience.

If given the opportunity, she'd attend convention again, she said. "There's so much compacted into a little time. It's hard to pick one thing that stands out, but I learned that the Boilermakers are huge. I had no idea the different kinds of shops [that are] represented," she said. "[One shop] even makes golf balls. That is cool."



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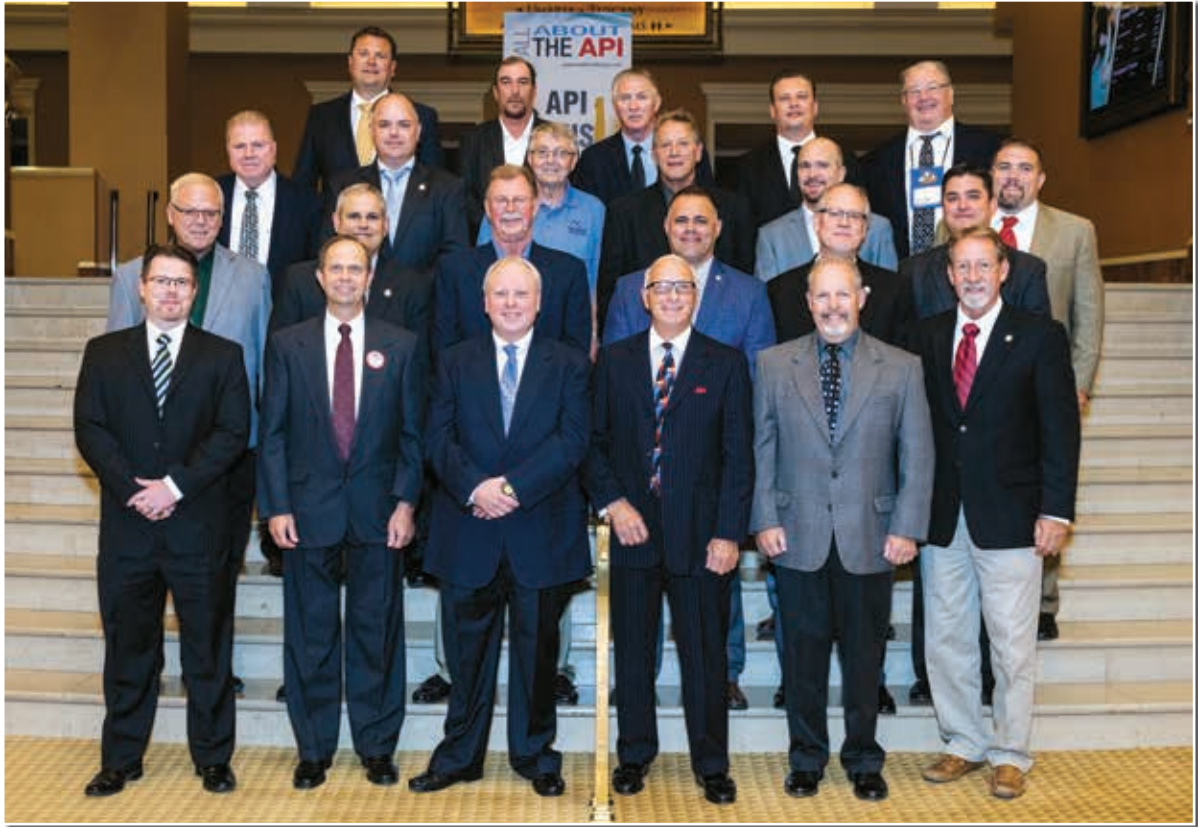
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Boilermakers stand with UMWA on pension fight

Miners implore legislators to pass retirement funding bill

BOILERMAKERS FROM ACROSS the country joined the United Mine Workers of America and other supporters on Capitol Hill Sept. 8 in urging lawmakers to pass legislation to prevent the loss of the coal miners' health care and retirement benefits. Congressmen, senators, clergy, and UMWA President Cecil Roberts addressed the crowd of nearly 10,000 during the three-hour rally.

One of the Boilermakers in attendance, BM-ST Tres Howard, Local 455 (Muscle Shoals, Alabama), said that in addition to supporting the Mine Workers, he hoped the rally sent a message to lawmakers that denying health care and pensions for working people is not okay. "Once they open a hole, it starts small and grows big," he said. "This could affect all unions."

The government has a complex history with UMWA health and retirement funding. It started with the 1946 Krug-Lewis agreement, which was a promise by the federal government that if miners — involved at the time in a month-long strike — would go back to work, they would receive a pension and health care throughout retirement. This promise also included benefits for surviving spouses. Lawmakers have revisited and updated the agreement several times over the decades, always in support of the miners.

The benefits that originated with Krug-Lewis are now on a path to insolvency, due to company bankruptcies and recent challenges in the coal industry. This puts 120,000 miners and their families at risk of losing their health care and pension (an average of \$520 a month), with 22,000 losing benefits at the end of this year. Passage of the Miners' Protection Act (Senate Bill 1714) and

the Coal Healthcare and Pension Protection Act (House Bill 2403) would redirect money from the Abandoned Mine Lands Fund to UMWA pensions and health care. There is bipartisan support for the bill, which is currently not scheduled for a vote.

International President Newton B. Jones called the plight of the UMWA "a national disgrace." He said coal companies must honor their commitments to Mine Workers, and Congress must step up and keep the promise made to these workers long ago.

Jones added: "The war on coal that is being waged by the current administration and the Green Movement is 'a callous affront to the very people who have helped keep the lights on in America over generations. This nation must not allow the Mine Workers to be treated as acceptable collateral damage. The Obama administration itself admits that its environmental policies will have no measurable impact on climate change. It needs to stop sacrificing blue collar American workers to secure a 'feel good' legacy."

Organizer Bobby Godinez, who traveled from California, was one of the many Boilermakers who stood in 97-degree heat in solidarity with the Mine Workers. He said that when he heard the UMWA was in a fight to protect member benefits, he was not going to stand idly by. "Each one of us who came made a decision to show up at the rally to let Congress know that they must keep America's promise to the Mine Workers and protect their pension and health care," he said. "We are in this fight together, and we will not stop until we win! Solidarity forever!" ■



To help the UMWA get the bill out of committee and before legislators for a vote, contact your representatives in the House and Senate. For more information, visit the UMWA website at <http://umwa.org/take-action>



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 GA-4 Henry "Hank" Johnson (D)
 GA-5 John Lewis (D)
 GA-13 David Scott (D)

HAWAII

S1 Brian Schatz (D)
 HI-1 Colleen Hanabusa (D)*
 HI-2 Tulsi Gabbard (D)

IDAHO

S1 Jerry Sturgill (D)+
 ID-1 James Piotrowski (D)+
 ID-2 Jennifer Martinez (D)+

ILLINOIS

CM Susan Mendoza (D)+
 S1 Tammy Duckworth (D)+
 IL-1 Bobby Rush (D)
 IL-2 Robin Kelly (D)
 IL-3 Daniel Lapinski (D)
 IL-4 Luis Gutierrez (D)
 IL-6 Amanda Holland (D)+
 IL-7 Danny Davis (D)
 IL-8 Raja Krishnamoorthi (D)*
 IL-9 Jan Schakowsky (D)
 IL-10 Bradley Schneider (D)+
 IL-11 Bill Foster (D)
 IL-12 CJ Baracevic (D)+
 IL-17 Cheri Bustos (D)

INDIANA

G John Gregg (D)*
 SP Glenda Ritz (D)
 S1 Evan Bayh (D)*
 IN-1 Peter Visclosky (D)
 IN-2 Lynn Coleman (D)+
 IN-5 Angela Demaree (D)+
 IN-6 Barry Welsh (D)+
 IN-7 Andre Carson (D)
 IN-9 Shelli Yoder (D)+

IOWA

IA-1 Monica Vernon (D)+
 IA-2 David Loebsack (D)
 IA-3 Jim Mowrer (D)+
 IA-4 Kim Weaver (D)+

KANSAS

S1 Patrick Wiesner (D)+
 KS-2 Britani Potter (D)+
 KS-3 Jay Sidie (D)+
 KS-4 Daniel B. Giroux (D)+

KENTUCKY

KY-1 Sam Gaskins (D)*
 KY-3 John Yarmuth (D)
 KY-4 Calvin Sidle (D)+
 KY-6 Nancy Jo Kemper (D)+

LOUISIANA

LA-2 Cedric Richmond (D)

MAINE

ME-1 Chellie Pingree (D)
 ME-2 Emily Cain (D)+

MARYLAND

S1 Chris Van Hollen (D)*
 MD-2 Dutch Ruppersberger (D)
 MD-3 John Sarbanes (D)
 MD-5 Steny Hoyer (D)
 MD-7 Elijah Cummings (D)
 MD-8 Jamie Raskin (D)*

MASSACHUSETTS

MA-1 Richard Neal (D)
 MA-2 Jim McGovern (D)
 MA-3 Niki Tsongas (D)
 MA-4 Joseph Kennedy III (D)
 MA-5 Katherine Clark (D)
 MA-6 Seth Moulton (D)
 MA-7 Michael Capuano (D)
 MA-8 Stephen Lynch (D)
 MA-9 William Keating (D)

MICHIGAN

MI-2 Dennis Murphy (D)+
 MI-5 Daniel Kildee (D)
 MI-6 Paul Clements (D)+
 MI-7 Gretchen Driskell (D)+
 MI-9 Sandy Levin (D)
 MI-10 Frank Accavitti (D)*
 MI-11 Anil Kumar (D)+
 MI-12 Debbie Dingell (D)
 MI-13 John Conyers (D)
 MI-14 Brenda Lawrence (D)

MINNESOTA

MN-1 Tim Walz (D)
 MN-2 Angela Craig (D)*
 MN-7 Collin Peterson (D)
 MN-8 Richard Nolan (D)

MISSISSIPPI

MS-2 Bennie Thompson (D)

MISSOURI

G Chris Koster (D)*
 SS Robin Smith (D)+
 S1 Jason Kander (D)+
 MO-1 William Lacy Clay, Jr (D)
 MO-2 Bill Otto (D)+
 MO-5 Emanuel Cleaver (D)
 MO-6 Sam Graves (R)

MONTANA

G Steve Bullock (D)
 AG Tim Fox (R)
 SS Monica Lindeen (D)+
 A Jessee Laslovich (D)
 SP Elsie Arntzen (R)*
 MT-AL Ryan Zinke (R)

NEBRASKA

NE-1 Daniel Wik (D)+

NEVADA

S1 Catherine Cortez Masto (D)*
 NV-1 Dina Titus (D)
 NV-2 Chip Evans (D)+
 NV-3 Jacklyn Rosen (D)*
 NV-4 Ruben Kihuen (D)+

NEW HAMPSHIRE

G Colin Van Ostern (D)*
 S1 Maggie Hassan (D)+
 NH-1 Carol Shea-Porter (D)+
 NH-2 Ann McLane Kuster (D)

NEW JERSEY

NJ-1 Donald Norcross (D)
 NJ-2 Frank LoBiondo (R)
 NJ-3 Tom MacArthur (R)
 NJ-4 Christopher Smith (R)
 NJ-5 Josh Gottheimer (D)+
 NJ-6 Frank Pallone (D)
 NJ-7 Peter Jacob (D)+
 NJ-8 Albio Sires (D)
 NJ-9 William Pascrell (D)
 NJ-10 Donald Payne, Jr (D)
 NJ-11 Joseph Wenzel (D)+
 NJ-12 Bonnie Watson Coleman (D)

NEW MEXICO

SS Maggie Toulouse Oliver (D)+
 NM-1 Michelle Lujan Grisham (D)
 NM-2 Merrie Lee Soules (D)+
 NM-3 Ben Ray Lujan (D)

NEW YORK

S1 Charles Schumer (D)
 NY-1 Lee Zeldin (R)
 NY-2 Peter King (R)
 NY-3 Jack Martins (R)
 NY-6 Grace Meng (D)
 NY-7 Nydia Velazquez (D)
 NY-8 Hakeem Jeffries (D)
 NY-9 Yvette Clarke (D)
 NY-10 Jerrold Nadler (D)
 NY-11 Daniel Donovan (R)
 NY-12 Carolyn Maloney (D)
 NY-13 Adriano Espaillat (D)*
 NY-14 Joseph Crowley (D)
 NY-15 Jose Serrano (D)
 NY-16 Eliot Engel (D)
 NY-17 Nita Lowey (D)
 NY-18 Sean Patrick Maloney (D)
 NY-20 Paul Tonko (D)
 NY-21 Elise Stefanik (R)
 NY-23 John Plumb (D)+
 NY-25 Louise Slaughter (D)
 NY-26 Brian Higgins (D)
 NY-27 Diana Kastenbaum (D)+

NORTH CAROLINA

G Roy Cooper (D)+
 LG Linda Coleman (D)+
 AG Josh Stein (D)+
 SS Elaine Marshall (D)
 T Dan Blue III (D)+
 LC Charles Meeker (D)+
 A Beth Wood (D)
 SP June Atkinson (D)
 CI Wayne Goodwin (D)
 NC-1 G.K. Butterfield (D)
 NC-4 David Price (D)
 NC-8 Thomas Mills (D)+
 NC-9 Christian Cano (D)+
 NC-10 Andy Millart (D)+
 NC-11 Rick Bryson (D)+
 NC-12 Alma Adams (D)
 NC-13 Bruce Davis (D)+

NORTH DAKOTA

G Marvin Nelson (D)*
 LG Joan Heckaman (D)*
 T Tim Mathern (D)+

OHIO

S1 Ted Strickland (D)+
 OH-1 Michelle Young (D)+
 OH-3 Joyce Beatty (D)
 OH-4 Janet Garrett (D)+
 OH-5 James Neu (D)+
 OH-7 Roy Rich (D)+
 OH-9 Marcy Kaptur (D)

OHIO (cont.)

OH-11 Marcia Fudge (D)
 OH-13 Tim Ryan (D)
 OH-14 David Joyce (R)
 OH-15 Scott Wharton (D)+

OREGON

OR-4 Peter DeFazio (D)

PENNSYLVANIA

T Joe Torsella (D)+
 A Eugene DePasquale (D)
 S1 Katie McGinty (D)+
 PA-1 Bob Brady (D)
 PA-2 Dwight Evans (D)*
 PA-5 Kerith Strano Taylor (D)+
 PA-6 Mike Parrish (D)+
 PA-7 Patrick Meehan (R)
 PA-8 Steve Santarsiero (D)*
 PA-9 Bill Shuster (R)
 PA-11 Mike Marsicano (D)+
 PA-12 Erin McClelland (D)+
 PA-13 Brendan Boyle (D)
 PA-14 Mike Doyle (D)
 PA-15 Rick Daugherty (D)+
 PA-16 Christina Hartman (D)*
 PA-17 Matt Cartwright (D)
 PA-18 Tim Murphy (R)

RHODE ISLAND

RI-1 David Cicilline (D)
 RI-2 James Langevin (D)

SOUTH CAROLINA

S1 Thomas Dixon (D)+
 SC-1 Dimitri Cherny (D)+
 SC-2 Arik Bjorn (D)+
 SC-4 Chris Fedalei (D)+
 SC-5 Fran Person (D)+
 SC-6 James Clyburn (D)
 SC-7 Mal Hyman (D)+

TENNESSEE

TN-9 Steve Cohen (D)

TEXAS

TX-1 Shirley McKella (D)+
 TX-6 Ruby Faye Woolbridge (D)+
 TX-12 Bill Bradshaw (D)+
 TX-14 Michael Cole (D)+
 TX-18 Sheila Jackson Lee (D)
 TX-20 Joaquin Castro (D)
 TX-21 Tom Wakely (D)+
 TX-23 Pete Gallego (D)+
 TX-24 Jan McDowell (D)+
 TX-26 Eric Mauck (D)+
 TX-29 Gene Green (D)

TX-33 Mark Veasey (D)
 TX-34 Filemon Vela (D)
 TX-35 Lloyd Doggett (D)

UTAH

AG Jon Harper (D)+
 UT-4 Doug Owens (D)+

VERMONT

LG David Zuckerman (D)+
 AG T. J. Donovan (D)*
 SS Jim Condos (D)
 T Beth Pearce (D)
 A Doug Hoffer (D)
 S1 Patrick Leahy (D)
 VT-AL Peter Welch (D)

VIRGINIA

VA-1 Matt Rowe (D)+
 VA-3 Robert Scott (D)
 VA-4 Don McEachin (D)*
 VA-5 Jane Dittmar (D)*
 VA-6 Kai Degner (D)+
 VA-7 Eileen Bedell (D)+
 VA-9 Derek Kitts (D)+

WASHINGTON

AG Bob Ferguson (D)
 SS Tina Podlodowski (D)+
 A Jeff Sprung (D)+
 WA-3 Jim Moeller (D)+
 WA-5 Joe Pakootas (D)+
 WA-8 Alida Skold (D)+
 WA-9 Adam Smith (D)
 WA-10 Denny Heck (D)

WEST VIRGINIA

G Jim Justice (D)*
 AG Doug Reynolds (D)+
 SS Natalie Tennant (D)
 T John Perdue (D)
 A Mary Ann Claytor (D)+
 CA Walt Helmick (D)
 WV-1 David McKinley (R)
 WV-2 Mark Hunt (D)+

WISCONSIN

S1 Russ Feingold (D)+
 WI-2 Mark Pocan (D)
 WI-4 Gwen Moore (D)
 WI-6 Sarah Lloyd (D)+
 WI-8 Tom Nelson (D)*

WYOMING

WY-AL Ryan Greene (D)*

Boilermakers attend United State of Women summit



BOILERMAKERS TAKE TIME DURING THE UNITED STATE OF WOMEN SUMMIT TO MEET WITH AFL-CIO SECRETARY-TREASURER LIZ SHULER. L. to r., Bridget Martin, Crystal Spratley, Amanda Green, Michelle Nagle, and Shuler.

FOUR BOILERMAKERS ATTENDED the first summit on The United State of Women June 14 in Washington D.C. They included Bridget Martin, Special Assistant to the International President; Crystal Spratley and Michelle Nagle, Local 83 (Kansas City, Missouri); and Amanda Green, Local 29 (Boston, Massachusetts).

“It was an inspiring conference for women,” said Martin. She noted that one highlight was a panel entitled “A Conversation on Working Families Economic Policies,” which featured AFL-CIO Secretary-Treasurer Liz Shuler

and equal pay advocate Lilly Ledbetter. “Shuler tackled some of the persistent challenges working women face,” said Martin. She said that Shuler urged the crowd of 5,000 to embrace one another in the workplace and to look at unions as a way to win a better future.

While at the conference, Martin, Spratley, Nagle, and Green met with Shuler. “Conferences that allow us to meet sisters face-to-face are a powerful means of building community,” said Martin. ■

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Subletter

Bank of Labor funds financial literacy curriculum

Training helps pre-apprentices and apprentices become stable workers

A NEW TRAINING program funded by the Bank of Labor is helping union apprentices in the construction industry become better able to manage their money.

The curriculum, developed by the North American Building Trades Unions, launched in September 2015 and is a part of NABTU's Apprenticeship Readiness Program.

Since its launch, the new curriculum has been well-received by apprenticeship training instructors. One hundred NABTU pre-apprenticeship locations across the U.S. and three international unions, including the Boilermakers, are teaching it, according to Bridget Martin, Special Assistant to the International President, Bank Sector Operations. That number is expected to grow.

"Many people have difficulty managing their money," said Martin. "This is particularly true for entry-level construction workers who get irregular paychecks. They need to be taught life skills to survive in our industry." She said many drop out of the trade due to financial concerns.

Some of the issues that plague union construction workers include: cyclical work, downtime between jobs, work interruptions due to weather, and receiving pay only when they're working. Another challenge for apprentices is in learning how to budget their money, starting with their first paycheck. "Most have never seen that much money at one time. The first thing they do is buy a truck, boat or motorcycle," said Martin. "Then in six months they can't make the payments."

Tom Kriger, Ph.D., director of research and development for NABTU and a member of the team that developed the curriculum, said he'd been looking for a financial piece to add to the Apprentice Readiness Program but had found



"Our goal is to really develop a sense of financial literacy and mastery of financial competency on the part of apprentices."

nothing. He was pleased with the grant from the Bank of Labor so one could be created.

Kriger said the program teaches a wide range of financial information including budgeting, when to use credit, how to get out of debt, long-term financial planning and saving for retirement.

"Our goal is to really develop a sense of financial literacy and mastery of financial competency on the part of apprentices," said Kriger.

This program is available at no charge to any affiliate of NABTU. Apprenticeship directors that are interested in the curriculum should contact Kriger at NABTU at (202) 347-1461. ■

MOVING? LET US KNOW!

YOU CAN CHANGE YOUR ADDRESS ONLINE AT
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Also please notify the secretary of your local lodge.



HEALTH AND WELFARE TRUSTEES ANNOUNCE BENEFIT IMPROVEMENTS EFFECTIVE JANUARY 2017

Rates will not increase for Active G/GR or Retiree Coverage

Although Active G/GR rates have not increased since 2010, participants of the Health and Welfare Fund will see benefit improvements effective January 1, 2017.

The Health and Welfare Board of Trustees approved the following benefit improvements at the September 2016 board meeting:

- Increase in the adult and pediatric dental benefit from \$1,000 to \$1,500 annually. The orthodontia benefit will remain the same.

- Increase in the pediatric vision benefit to \$250 annually.
- Enhancing coverage to the in-network level for services received in Alaska.
- Adding advanced care planning and end-of-life consultations, to include learning about available options for end-of-life care and determining which types of care best fit personal wishes.

Participants will receive the Summary Material Modification notice that will include a full description of these changes in November 2016. For additional information about these enhancements or other topics, contact the Fund Office at 913-342-6555 or visit bnf-kc.com. ■

FOR GENERATIONS, OUR MISSION HAS BEEN SIMPLE "always protecting our Boilermaker family"



THE BOILERMAKER NATIONAL FUNDS HAVE PROTECTED GENERATIONS OF PARTICIPATING MEMBERS AND THEIR FAMILIES.

These benefits exist because the Plans' trustees bring insight, stability and the foresight to make hard decisions to protect the Plans and its Participants. This strength guides the vision to support the health of Boilermaker members and to provide them with a dignified and secure retirement.

In 1947, the Taft-Hartley Act gave unions the right to set up mutually-managed trusts with employers, and this act paved the way for the funds Boilermakers enjoy today:

- ✓ National Health and Welfare Fund (1954)
- ✓ Boilermaker-Blacksmith National Pension Trust (1960)
- ✓ Boilermakers National Annuity Trust (1985)

Today our funds are widely recognized as some of the very best in the nation.



Learn more at www.bnf-kc.com

L-D561 members ink 8-year contract

Lodge sees wage increases, other improvements

MEMBERS OF LOCAL D561 (Weeping Water, Nebraska) employed by Kerford Limestone ratified an eight-year collective bargaining agreement in late July that will provide a 24.6 percent wage increase over the term of the agreement along with other improvements.

International Rep Bill Coleman said negotiations began on Monday, July 25, and lodge members voted on the proposed contract on Friday of the same week. "The unusually long term of the agreement raised some initial concerns with members," he noted, "but the overall package was very good."

Members approved the contract 35-2.

L-D561 President Rolland "Kit" Cooper called the contract "one of the best I've ever been involved in."

Other changes included improvements in vacation pay, disability pay and 401(k) contributions as well as an attendance incentive program and a \$1,000 signing bonus.



L-D561 NEGOTIATING COMMITTEE MEMBERS, l. to r., Jim Rhedin, Kermit Gates, Scott Schreiner, Ernie West and Rolland "Kit" Cooper.

L-D561 members work in an underground limestone mine, producing products for various uses, including cement, cattle feed, shoreline protection (rip rap), and consumer items such as antacids. ■

Boilermakers raise money for local hospice

Yearly golf scramble brings in thousands for charity

BOILERMAKERS FROM LOCAL 105 (Piketon, Ohio) donated \$5,000, the proceeds of their annual four-man golf scramble, to the Southern Ohio Medical Center Hospice in early July. The tournament, held on June 25 at the



Shawnee Golf Course in Portsmouth, Ohio, was their 18th golf fundraiser and their 10th consecutive donation to SOMC Hospice. L-105 Business Manager/ Secretary-Treasurer Scott Hammond said after the first eight years of the tournament, members in L-105 voted to donate all proceeds to the hospice. Over the history of the event, they've raised more than \$50,000.

Local 667 (Charleston, West Virginia) and Local 40 (Elizabethtown, Kentucky) participate, and also sponsor the tournament, which draws people from other crafts in addition to Boilermakers. This year there were 26 four-person teams. Hammond said they had to turn people away. "It's a very popular event among our membership," he noted. "It's the best show in town." ■

LOCAL 105 BOILERMAKERS PRESENT A CHECK TO THE SOUTHERN OHIO MEDICAL CENTER HOSPICE. From left: Sheila Riggs, Southern Ohio Medical Center Hospice; Scott Hammond, BM-ST, Local 105 (Piketon, Ohio); Teresa Ruby, SOMC Hospice; and Joe Ledford, chairman of the golf committee for L-105.



LOCALS AWARD SERVICE PINS

Local 1 • Chicago

JOHN F. RIEL, BM-ST of Local 1, Chicago, reports presentation of membership pins to the following:

45 YEARS Edward Anderson, Mark Gustafson;

40 YEARS Eugene M. Forkin III; and

25 YEARS Robert Taylor.

Local 83 • Kansas City, Mo.

JOE LEWANDOWSKI, BM-ST of Local 83, Kansas City, Mo., reports presentation of membership pins to the following:

60 YEARS O.C. Simpson;

55 YEARS Joseph G. Jacobs, James R. Miller, Charles E. Perkins;

50 YEARS Lawrence E. Dolloff, Glen R. Edwards, Larry G. Elder, Benny J. McCollum, Jerry L. Noland, Mike D. Plowman, Walton D. Roberts, Geary D. Shaddox, Bobby E. Simpson, Bruce E. Treadway, Richard Wentworth Sr.;

45 YEARS Gale Bear, James S. Burris, Roy E. Burris, Roger Hassebroek, Salvatore Hernandez, William Higinbotham, Dwayne J. Jensen, Randy L. Johnson, Frank D. King, David M. Lawson, Cecil L. Miller, Paul R. Ross, Jerry J. Rother, Kenneth Stufflebean;

40 YEARS Morris O. Anderson, Robert S. Axtell, Alan Beikmann, Leonard K. Benfield, Mike E. Bonner, Paul Clardy, Billy G. Cochran, Robert S. Cox Jr., John M. Dibble, Robert G. Dreyer, Fred M. Evans Jr., Joseph A. Fasone, Harold L. Frye, Mike Gentry, Timothy A. Goldsmith, Roelof E. Gorham, Thomas J. Gregg, Kenneth R. Hammell, Ernest D. Johnson, Wesley R. Johnson, Patrick J. Joyce, Norm Keim, James E. Kirby, James H. Kruzic, Claude W. Lackey, Dennis B. Livingston, John R. Livingston, Rex R. Longworth, Tommy C. Maynard, Danny A. Mundell, Terry Q. Newberry, Robert F. Newport, John W. Nichols, James Osbourn, James R. Owen Sr., Joe G. Padilla, David A. Reed Jr., Nickolas L. Reynolds, Lambert P. Rolfzen, Johnnie L. Rollins, Carl D. Stacey, David A. Stine, Robert G. Tubbs, Mark W. Watson, Wayne A. Wilke, Jon C. Wilson, Marion J. Wolfe, Leroy M. Wood;

35 YEARS Kelvin P. Broyles, Mark T. Ewigman, George D. Ford, David S. Leimer, Michael J. Miller, John H. Stratton, Robert M. Wharton;

30 YEARS John R. Atkinson, Jerry K. Bailey, Arnold F. Eivins, Joseph J. Miller Jr., Wayne A. Parsons, James L. Pflugradt, Jack D. Platt, Steven Saitta;

25 YEARS Lethell C. Boyd, Mark Branscum, Harley W. Douglas Jr., David Gregg, John E. Malone, James L. Rogers Sr., Larry M. Wattenbarger, Roman T. Williamson;

20 YEARS Paul Glenn Bailey, William Nelson, Co Nguyen, Trong Nguyen, Dwight Wilson; and

15 YEARS Larry Cain, Glen H. Cavitt, Kenneth D. Conley, Ringo Coppola, Cary L. Cotton, Harold H. Didrickson, Thomas M. Duggan, David McKinno Ervin, Michael Lee Futrell, Gordon Gorajewski, Charles Dale Hunt, Jason Irvin, Gavin S. Lang Sr., Brian Machal, Daniel M. McArdle, Edward L. McGinnis, Donald W. Mueller, Louis J. Oelke, Michael B. Pachmayr, Richard Phinney, Richard A. Runge, Michael Scherman, Larry D. Shafer, Michael J. Smithers, Mark Sharp, Steve S. Vaughn, Merri Wahwassuck Jr., George W. Warner, Danny R. Weller, Bennett B. West.

Local 132 • Galveston, Texas

CLAY HERFORD, BM-ST of Local 132, Galveston, Texas, reports presentation of a membership pin to the following:

50 YEARS George D. Rogers.

Local 344 • Ridgecrest, California

JOHN HOGGATT, PRESIDENT of Local 344, Ridgecrest, California, reports presentation of membership pins to the following:

35 YEARS Ken Adock, Joel Muniz;

30 YEARS Guadalupe Hernandez, Juan Arellano, Francisco Grandes;

25 YEARS Juan Velez; and

20 YEARS Alfred E. Kirkpatrick, Clinton H. Lawrence, John K. Reynolds, Bernard J. Szczypiorski, Michael W. Tomaras, Paul L. Ulbricht, Henderson Zino, Donald F. Boyle, Donald E. Deeds, Steven A. Hamblen, Fran H. Hanzl, Shawn Johnson, Eugenio Lopez.

DON'T SEE YOUR LODGE? We publish only those lists sent from local lodge officers for pins received in the current year. If you don't see your lodge here, please ask one of your lodge officers to send us the list.

MAIL:
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 Suite 570
 Kansas City, KS 66101

FAX: (913) 281-8110

EMAIL: reporter@boilermakers.org

With deep sorrow,

the International Brotherhood records the death of these members as reported to the International Secretary-Treasurer's office and extends its heartfelt sympathy to the bereaved families.

NTL	Burton, Stephen D.	101	Gray, Ken L.	154	Eckles, William T.	487	Worachek, Phillip A.
NTL	Hinojosa, Wilfredo	101	Moore, Hosea L.	154	Hanna, Harry W.	500	Allen, Alfred F.
NTL	Hunker Jr., Raymond	101	Plummer, Frank P.	154	Mrozowski, John	502	King, Daniel J.
NTL	Jackson, Carl P.	101	Steele, Melvin G.	154	Parise, James	568	Searls, Daniel C.
NTL	Martinez, Richard D.	104	Bennett, Ronald D.	154	Ragsdale, Anthony S.	580	Isnor, Frank A.
NTL	Richardson, Howard G.	104	Cleasby, Bruce H.	154	Reihart Jr., David W.	587	Harris, Cecil C.
NTL	Thebeau, Evan G.	104	Gleaton, Benjamin N.	154	Silak, Raymond P.	587	Kervin, Jessie A.
NTL	Wyatt, Lawrence R.	104	Jennings, Charles F.	154	Stitt Jr., Robert E.	614	Guffrey, Arnold H.
6	Ham, Cladius L.	104	Nagy, Alex	154	Wadsworth, Ronald D.	627	Hubbard, Frank D.
6	Olea, Luis A.	104	Preuett, Ronald E.	154	Walters, Joseph C.	627	Marin, Armando J.
7	Weishaar Jr., Donald R.	104	Shelden, Richard T.	169	Fultz II, Luthur J.	647	Kinsella, Harold W.
11	Kuhl, James H.	104	Volkman, Donald E.	169	Niven, David M.	647	Wittsack, Herman J.
13	Broderick, Thomas	104	Weiss, Robert	191	Anderson, Lawrence W.	656	Ellis, Ronald D.
13	Cimino Jr., D.	104	Zimmerman, Lance K.	191	Holland, Arthur J.	667	Lewis, Charles P.
13	Dickinson, Wayne B.	105	Schroeder, Lawrence J.	199	Wisecup, Joseph A.	667	Loftis, Ersel D.
13	Farrell, Joseph G.	106	Mack, Carlton M.	237	Belyea, Foye M.	687	Biggs, Jimmy D.
13	Whalen, William W.	107	Fote, Salvatore J.	271	Turcotte, Serge	693	Crouthamel, Christopher
13	Woodward, William C.	107	Parins, Dale B.	305	Gracia, Manuel E.	696	Leach, Tracey E.
26	Hanchey, Jerome W.	107	Stelzer, Gary J.	343	Legaspi Jr., Alfonso M.	726	Kasey, Thomas F.
26	Pridgen, Eddie C.	108	Carr, Roger D.	357	Stanfield, Charles A.	744	Coachman, James E.
27	Elkins, Gary L.	108	Cox, Roger D.	359	Carter, Wayne L.	744	Glover, Richard
28	Cook, George W.	110	Robinson, Marshall C.	359	Curtis, Raymond C.	744	Hynd, William M.
28	Reilly, James J.	128	Dziob, Felix	359	Polonicoff, Daniel C.	744	Taylor, Robbin W.
29	Doyle Jr., John J.	128	Gibbons, Arthur	359	Steenhuisen, Nikkolas A.	752	Snow, David L.
29	Spencer, Carlton W.	128	Keeping, James W.	359	Stephanson, Robert J.	807	Knowles, Richard D.
37	Leonard, Jesse A.	128	Kobrynovich, Anthony	359	Turnbull, David A.	903	Williams, Charles E.
37	Nicolosi, Tony	128	Lumley, Stanley H.	363	Brannon, Ernest D.	1086	Martin, Alvin L.
40	Cauley, James E.	128	Mitchell, Marcus	363	Davis, James D.	1086	Nagy, Sandor
40	Slinker, Guy R.	128	Secord, Barney	363	Harshaw, Dannie L.	1509	Schultz, Fred C.
40	Striegel, Edward C.	128	Sigerych, O.	374	Nelson, Lawrence E.	1509	Seng, Daniel P.
60	Workman, Robert D.	128	Stephenson, Robert C.	433	Cribbs, Kenneth E.	1510	Scott, Douglas A.
69	Cason, William R.	146	Anderson, Warren J.	433	Steponaitis, Dillon C.	1620	Case, Timothy
69	Hamilton, Thomas W.	146	Bailey, Norman A.	433	Wright, Clifford E.	1934	Hadley, Herman
73	Grant Sr., Warren F.	146	Berentes Sr., Steve	449	Toppe, Donald H.	D12	Bromberg, Charles G.
73	MacIntyre, Ryan J.	146	Ferris, Rick E.	449	Weber, John P.	D387	McConnell, Paul
83	Brixey, Charles E.	146	Geddie, Scott	453	Wallace, Ronald H.	D561	Cappen, John A.
83	Crowell, John M.	146	Kabatoff, Jacob	453	Wilson, Larry M.	D999	Kresge, Ricky L.
83	McQueen, Henry J.	146	Kiser, Andrew R.	454	Ashley, James L.	S50	Brown, Frederick J.
83	Ussery, Bryan A.	146	LaChance, Bobby A.	454	Moss, Wayne O.	S50	Dipeppi, George W.
92	Atwood, Jerry L.	146	Losier, Normand	454	Rivas, Jose G.		
92	Thompson, Gerald D.	154	Counts, Russell A.	486	Quinn, Timothy P.		

'Dean of Boilermakers' John Skermont passes

Retired Local 1 member served 25 years as BM-ST

JOHN J. SKERMONT, A retired 45-year member of Local 1 (Chicago) who served 25 years as the lodge's BM-ST, passed away September 13 at the age of 69. He is survived by his wife Susan (nee Christy); three daughters, Patricia (Daniel) Pohrte, Amy (Gabriel) Cuevas, and Jaclyn (Kristopher) Lunquist; grandchildren John, Lola, Mckinley, Max, Juno and Margot; and sisters Kathleen (Robert) Mrugala and Peggy (Jack) Crotty.

Skermont served on the boards of the Boilermaker-Blacksmith National Pension Trust and the Boilermakers National Health and Welfare Fund.

International President Newton B. Jones said the International Executive Council looked upon Skermont as the dean of the Boilermakers because of his long service as well as his steady, reserved and respected leadership style. "He was a true statesman whose solid and honorable demeanor left an imprint on this organization," Jones said. "Our thoughts and prayers go out to his family and friends. He will be dearly missed."

Skermont was a veteran of the Vietnam War, serving as a sergeant in the Army artillery from 1968 to 1970.



JOHN J. SKERMONT
1947-2016

A NOTICE TO EMPLOYEES SUBJECT TO UNION SECURITY CLAUSES

EMPLOYEES WORKING UNDER COLLECTIVE BARGAINING AGREEMENTS CONTAINING UNION SECURITY CLAUSES are required, as a condition of employment, to pay either monthly dues or fees to the union. This is their only obligation to the union, regardless of the wording of the clauses. Individuals who are members of the Boilermakers pay monthly dues. Individuals who are not members pay fees.

These dues and fees, which are authorized by law, represent your fair share of sustaining the broad range of programs offered by the Boilermakers in support of you and your fellow workers. The most important job right you can have is the right to collective bargaining. The working conditions of all bargaining unit employees are improved immeasurably when the union gains higher wages, better health care and pensions, fairness in the disciplinary system, overtime pay, vacations, and many other improvements in working conditions at the bargaining table.

Because they negotiate together through their union, employees who are represented by a union typically receive higher wages and better benefits than nonunion workers doing similar jobs in the same industry. Strength in numbers is what makes this possible. The stronger your union, the better your contract. We urge all employees to participate and become part of your labor organization.

An objecting nonmember who is subject to a union security clause has a legal right to file objections to funding expenditures which are not germane to the collective bargaining process. Fee-paying nonmembers who choose to file such objections should advise the International Brotherhood of Boilermakers in writing, in the form of a letter, signed by the objector, and sent to the International Secretary-Treasurer of the International Brotherhood of Boilermakers, 753 State Ave., Suite 565, Kansas City, KS 66101. The letter must contain the objector's home address and local lodge number, if known.

Upon receipt of the objection, the International President shall provide a description of the procedures to be followed. This objection must be filed every year during the month of November, or within the first 30 days in which the objector is required to pay dues or fees to the union, or within 30 days after the objector becomes a nonmember. Examples of expenditures germane to the collective bargaining process are those made for the negotiation, enforcement, and administration of collective bargaining agreements, meetings with employer and union representatives, proceedings on behalf of workers under the grievance procedure, arbitration proceedings, servicing the bargaining units that we represent, internal union administration, and matters related to these activities.

Examples of expenditures not germane to the collective bargaining process are those made for political purposes, for general community service, for charitable activities, for non-worker related legislative activities, for members-only benefits, and for certain affiliation costs.

In considering these matters, you should be aware that only members have the following rights:

- to vote on the terms of your collective bargaining agreement;
- to participate in the development of contract proposals;
- to nominate and vote for local union officers;
- to attend International conventions as a delegate;
- to participate in strike votes; and
- to numerous other benefits available only to members, such as those described above and qualified Union Plus programs.

It is clearly to your advantage to continue to be a full, active member of the International Brotherhood of Boilermakers. Only through unity and solidarity can we better our working conditions and reap benefits for ourselves and our families.

DEATH BENEFITS

The death benefit plan under the Boilermaker-Blacksmith National Pension Trust has paid the beneficiaries of the following deceased members who were covered by the plan since the last issue of our publication. If you have not yet been furnished this information, contact your local lodge, secure the beneficiary forms, complete the required information, and forward to the Administrative Office of the Pension Fund, 754 Minnesota Avenue, Suite 522, Kansas City, KS 66101, at the earliest possible date.

NOTE: These additional death benefits can only be derived for members who worked under a collective bargaining agreement with an employer contributing to the Boilermaker-Blacksmith National Pension Trust.

BNF	Allen, Shelley A.	\$6,000.00	13	Farrell, Joseph G.	\$6,000.00	72	Head, Richard W.	\$6,000.00
BNF	Freeman, Geraldine A.	\$6,000.00	13	McClintock, David J.	\$6,000.00	72	Kellmer, Lawrence M.	\$6,000.00
INTL	Hinojosa, Wilfredo	\$6,000.00	13	Whalen, William W.	\$6,000.00	72	McDonald, Norman B.	\$6,000.00
INTL	Jacobson, Enis A.	\$6,000.00	13	Woodward, William C.	\$6,000.00	72	Moen, Rodney J.	\$6,000.00
NTL	Biggs, Jimmy D.	\$6,000.00	18	Seibert, Charles F.	\$6,000.00	72	Pearcey, E. J.	\$6,000.00
NTL	Evenson, John L.	\$6,000.00	19	Johnson, James	\$3,647.00	72	Poulin, Bruce F.	\$6,000.00
NTL	Franks, Grant E.	\$6,000.00	26	Helms, Franklin S.	\$6,085.00	72	Saylor, Steven L.	\$6,000.00
NTL	Harshaw, Dannie L.	\$6,000.00	26	Lundy Jr., Elmer A.	\$6,000.00	72	Spears, Schuyler E.	\$6,000.00
NTL	Hodge, Charles E.	\$6,000.00	26	Pridgen, Eddie C.	\$6,000.00	72	Sullivan, William R.	\$6,000.00
NTL	Hood, Johnny J.	\$6,000.00	27	Brown, Steven E.	\$6,000.00	72	Weber, Randy N.	\$9,941.00
NTL	Hunker, Raymond J.	\$6,000.00	27	Glenn, Dule	\$6,000.00	72	Wood, Bertram H.	\$6,000.00
NTL	Jackson, Carl P.	\$6,000.00	27	Hudson, Leroy	\$6,000.00	74	Martinez, Patrick H.	\$6,000.00
NTL	Kidd, Virgil C.	\$6,000.00	27	Melancon, Darrell J.	\$6,000.00	74	Morse, Johnny W.	\$6,000.00
NTL	Lee, Charles G.	\$6,000.00	27	Sellers, Fred L.	\$6,000.00	74	Sheppard, John E.	\$6,000.00
NTL	Lucas, David	\$6,000.00	27	Semar, Richard A.	\$6,000.00	74	Turpin, Harold W.	\$6,000.00
NTL	Orellana, Juan A.	\$6,000.00	28	Crosby, Arthur J.	\$6,000.00	83	Brixey, Charles E.	\$6,000.00
NTL	Richardson, Howard G.	\$6,000.00	28	Graham, George E.	\$11,000.00	83	Crowell, John M.	\$6,000.00
NTL	Smith, Aubrey	\$6,000.00	28	Hilton, Joshua L.	\$939.00	83	McQueen, Henry J.	\$6,000.00
NTL	Spears Jr., Calvin L.	\$6,000.00	28	Kendrick, Clifford C.	\$11,000.00	83	Miller, Delmer D.	\$6,000.00
NTL	Taylor, Joe W.	\$6,000.00	28	Oliveira, Joaquim	\$11,000.00	83	Simpson, O.C.	\$6,000.00
NTL	Wyatt, Lawrence R.	\$6,000.00	28	Reilly, James J.	\$6,000.00	83	Ussery, Bryan A.	\$6,000.00
NTL	Yates, Harold W.	\$6,000.00	28	Richardson, Peter V.	\$11,000.00	92	Graf, John M.	\$6,000.00
1	Kowalski, Ronald R.	\$6,000.00	28	Wegman, Frederick E.	\$6,000.00	92	Haigh, William K.	\$6,000.00
1	Lane, Robert W.	\$6,000.00	29	Doyle, John J.	\$6,000.00	92	Harb, Peter E.	\$6,000.00
4	June, Cody T.	\$15,000.00	29	Potter Jr., William T.	\$6,000.00	92	Klusck, Martin R.	\$6,000.00
5	Marcelle, Jeffrey L.	\$6,000.00	30	Marr, Michael G.	\$6,000.00	92	Ray, Nathaniel L.	\$6,000.00
5	Morgan, Harold K.	\$6,000.00	30	Wilson, Jake	\$6,000.00	92	Russell, Willie C.	\$6,000.00
6	Bruce, Phillip E.	\$6,000.00	37	Blagio, Clarence E.	\$6,000.00	92	Thompson, Gerald D.	\$6,000.00
6	Busch Sr., Robert G.	\$6,000.00	37	Hebert Sr., Richard P.	\$6,000.00	92	Webber, Gary	\$15,000.00
6	Cardenas, Catarino G.	\$6,000.00	37	Jenkins Sr., John D.	\$6,000.00	101	Fisher, David	\$545.00
6	Casoose, Johnson	\$6,000.00	37	Kennair Jr., John E.	\$6,000.00	101	Plummer, Frank P.	\$6,000.00
6	Conatser, Earnest W.	\$6,000.00	37	Nicolosi, Tony	\$6,000.00	101	Steele, Melvin G.	\$6,000.00
6	Dixon, Theodore A.	\$6,000.00	37	Shotwell, Fletcher H.	\$6,000.00	104	Bennett, Ronald D.	\$6,000.00
6	Gleaton, Benjamin N.	\$6,000.00	40	Coleman, James D.	\$6,000.00	104	Bereczky, Steve	\$6,000.00
6	Ham, Cladius L.	\$6,000.00	40	Leonard, Douglas	\$4,209.00	104	Beutler, Carl J.	\$6,000.00
6	Hamer, Spencer	\$6,000.00	40	Slinker, Guy R.	\$6,000.00	104	Murphy, Harry R.	\$6,000.00
6	Hernandez, Alfred O.	\$6,000.00	40	Thompson, Edwin L.	\$6,000.00	104	Nagy, Alex S.	\$6,000.00
6	Mathews, Robert A.	\$6,000.00	40	Utterback, Calvin W.	\$6,000.00	104	Shelden, Richard T.	\$6,000.00
6	Rice, Duane H.	\$6,000.00	45	Maxey, Wesley N.	\$6,000.00	104	Urness, Phillip R.	\$6,000.00
6	Silva, Richard E.	\$6,000.00	57	Puckett, Phillip D.	\$15,000.00	104	Volkman, Donald E.	\$6,000.00
6	Starnes, Ralph D.	\$6,000.00	60	Drumm, George N.	\$6,000.00	104	Warehime, Violet J.	\$6,000.00
7	Cumpston, Jerry M.	\$6,000.00	60	Moreland, James	\$6,000.00	104	Weiss Sr., Robert D.	\$6,000.00
7	Weishaar Jr., Donald R.	\$6,000.00	60	Ridley, John M.	\$6,000.00	104	Weller, Richard E.	\$6,000.00
11	Konola Jr., Frank R.	\$6,000.00	60	Workman, Robert D.	\$6,000.00	104	Ziehe, Wayne C.	\$6,000.00
11	Kuhl, James H.	\$6,000.00	69	Cason, William R.	\$6,000.00	105	Brown, Ted E.	\$6,000.00
11	Luloff, Harlow D.	\$6,000.00	72	Boesch, Harold A.	\$6,000.00	105	Conley, Dwight D.	\$6,000.00
13	Broderick, Thomas F.	\$6,000.00	72	Burke, Gary	\$6,000.00	105	Schroeder, Larry J.	\$6,000.00
13	Cimino Jr., Dominick	\$6,000.00	72	Chandler, Richard L.	\$6,000.00	106	Harris, Steven A.	\$2,126.00
13	Dickinson, Wayne B.	\$6,000.00	72	Duling, Dwayne I.	\$6,000.00	107	Fote, Salvatore J.	\$6,000.00
13	Dunnigan, James F.	\$6,000.00	72	Haskins, Donald	\$6,000.00	107	Girard, Richard L.	\$6,000.00

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Death Benefits

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107	Parins, Dale B.	\$6,000.00	433	Cribbs, Kenneth E.	\$6,000.00	587	Cook, J.C.	\$6,000.00
107	Stelzer, Gary J.	\$6,000.00	433	Moye, Donald E.	\$6,000.00	587	Kervin, Jesse A.	\$6,000.00
108	Carr, Roger D.	\$6,000.00	433	Riffe, Kenna D.	\$6,000.00	587	Skinner, Myrtis	\$6,000.00
108	Cox, Roger D.	\$6,000.00	433	Steponaitis, Dillon C.	\$15,000.00	587	Vaughn, J.C.	\$6,000.00
108	Miller, Ewel R.	\$6,000.00	433	Wright, Clifford E.	\$6,000.00	592	Littlebear, John	\$15,000.00
132	Pryor, Thomas C.	\$6,000.00	449	Butler, Sharon A.	\$6,000.00	592	Turner, Samuel	\$6,000.00
132	Warren, Philip M.	\$6,000.00	449	Ferron, Dustin M.	\$363.00	592	Watson, Charles F.	\$6,000.00
154	Bey, Robert	\$6,000.00	449	Kintopf, Kenneth	\$6,000.00	627	Dover, Lee R.	\$6,000.00
154	Doppelheuer, Carl E.	\$6,000.00	449	Le Cloux, Shawn	\$4,056.00	638	Eveigan, Peter G.	\$6,000.00
154	Hanna, Harry W.	\$6,000.00	449	Routhieaux, Larry A.	\$6,000.00	647	Bignell, Wallace J.	\$6,000.00
154	Mrozowski, John R.	\$6,000.00	449	Weber, Clyde F.	\$6,000.00	647	Johnson, Dale A.	\$6,000.00
154	Parise, James A.	\$6,000.00	453	Arms, Charles E.	\$6,000.00	647	Juliot, Steven P.	\$6,000.00
154	Ragsdale, Anthony S.	\$6,000.00	453	Wallace, Ronald H.	\$6,000.00	647	Wittsack, Herman J.	\$6,000.00
154	Silak, Raymond P.	\$6,000.00	453	Wilson, Larry M.	\$6,000.00	656	McCamish, Roy L.	\$6,000.00
154	Spangler Jr., Phillip M.	\$6,000.00	454	Ashley, James L.	\$6,000.00	667	Adams, Nicholas J.	\$351.00
154	Walters, Joseph C.	\$6,000.00	454	Crane, Virgil G.	\$6,000.00	667	Gabbert, William M.	\$6,000.00
169	Bowers, James A.	\$6,000.00	454	Hood, Robert L.	\$6,000.00	667	Hurlow, Leonard L.	\$6,000.00
169	Dalpiaz, James S.	\$6,000.00	454	Moss, Wayne O.	\$6,000.00	667	Lewis, Charles P.	\$6,000.00
169	Niven, David M.	\$6,000.00	455	Ridgeway, James L.	\$6,000.00	667	Loftis, Ersel D.	\$6,000.00
169	Owens, Dennis R.	\$6,000.00	483	Scharein, Clarence	\$6,000.00	667	Winland, Cyrus D.	\$3,355.00
175	Rowe, Rex L.	\$6,000.00	487	Massey, Milton	\$6,000.00	687	Lee, Shawn F.	\$15,000.00
177	Phillips, Ronald J.	\$6,000.00	487	Seidl, Eugene A.	\$6,000.00	687	Skipper, Charles D.	\$6,000.00
182	Blessing Jr., Robert H.	\$6,000.00	500	Allen, Alfred F.	\$6,000.00	696	Diercks, Allan M.	\$6,000.00
193	Grimes Jr., Vernon L.	\$6,000.00	500	La Roque, Dennis P.	\$6,000.00	696	Gorkisch, Jeffrey L.	\$6,000.00
193	McBee, Clarence T.	\$6,000.00	500	Newman, Carl G.	\$6,000.00	744	Avellino, Nick J.	\$6,000.00
197	Verenini Sr., Frank F.	\$6,000.00	500	Wight, James E.	\$6,000.00	744	Coachman, James E.	\$6,000.00
199	Herrin, Thomas J.	\$6,000.00	502	Morse, Michael D.	\$6,000.00	744	Hynd, William M.	\$6,000.00
199	Nunnery, Jeremy J.	\$15,000.00	502	Soule, Larry S.	\$6,000.00	744	Raukhorst, Donald A.	\$6,000.00
199	Wisecup, Joseph A.	\$6,000.00	531	Brooks, Edward D.	\$6,000.00	744	Taylor, Robbin W.	\$6,000.00
242	Stanard, Dale W.	\$6,000.00	531	Flanary, Lonnie L.	\$6,000.00	752	Fitzgerald Jr., William P.	\$6,000.00
263	Shirley, James B.	\$6,000.00	549	Hawkins, Coy J.	\$6,000.00	802	Gifford, William B.	\$6,000.00
343	Legaspi, Alfonso M.	\$6,000.00	549	Skrabanik, Manfred J.	\$6,000.00	802	Williams, Newell F.	\$6,000.00
343	Trujillo, Joe C.	\$6,000.00	549	Velasco, L.T.	\$6,000.00	807	Knowles, Richard D.	\$6,000.00
358	Chavis, Willie A.	\$6,000.00	568	Gisselberg, Robert E.	\$6,000.00	1086	Nagy, Sandor	\$6,000.00
363	Littlefield, Harold D.	\$6,000.00	568	Mooney, Alan	\$6,000.00	1212	Castaneda, Jorge A.	\$6,000.00
374	Costello, Martin E.	\$6,000.00	568	Searls, Daniel C.	\$6,000.00	1234	Blas, Joseph W.	\$6,000.00
374	Horn, Vernon D.	\$6,000.00	568	Willard, Jack D.	\$6,000.00	1509	Schultz, Frederick C.	\$6,000.00
374	Nelson, Lawrence E.	\$6,000.00	568	Zimmerman, Lance K.	\$6,000.00	1510	Williams, John A.	\$6,000.00
374	Pope, John D.	\$6,000.00	582	Douglas, Robert L.	\$6,000.00	1592	Bonstingl, William A.	\$6,000.00
433	Aversa, Ralph J.	\$6,000.00	582	Garrene, James D.	\$6,000.00	1600	Browne, Gary R.	\$6,000.00
			582	Robinson, James H.	\$6,000.00	1603	Rice, Sidney A.	\$6,000.00
			582	Sholmire, Roy D.	\$6,000.00	1603	Smith, Charles L.	\$6,000.00
			582	Whiddon, Harold L.	\$6,000.00	1666	Meade, Elmer M.	\$6,000.00
			584	Stroup, William R.	\$6,000.00	1978	Gunyan, Ronald L.	\$6,000.00
			587	Bankester, Walter A.	\$6,000.00			

KEEP THE FUND OFFICE INFORMED of changes to your beneficiary, mailing address, telephone number, or marital status. This helps us make sure you and your Beneficiaries receive all information and notices. Designate your Beneficiary by completing the Plan's Designation of Beneficiary Form. The original Beneficiary Form must be received in the Fund Office prior to your death. If your Beneficiary dies before you, or you want to change your Beneficiary, promptly request a Designation of Beneficiary Form from the Fund Office or download a form using the web address:

<https://www.bnf-kc.com/downloads.aspx>.

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