

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

THE REPORTER

JULY-SEPTEMBER 2018

Volume 57 | Number 3



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ON BIG ISLAND**

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An erupting volcano and a near-miss by Hurricane Lane are but two of the challenges faced by Boilermakers building Hawaii's eucalyptus-fired power plant.

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NEWTON B. JONES
International President

EPA proposes replacement for Clean Power Plan

“The Boilermakers union strongly supports the Affordable Clean Energy rule and the relief it provides to the beleaguered coal mining and coal energy sectors.”

ACE rule seeks to undo CPP overreach

A NEW EPA rule to reduce greenhouse gas emissions from existing coal-fired power plants is generating heat of its own. Proponents, including the Boilermakers union, support the rule while opposing groups seek to kill it. Known as the Affordable Clean Energy (ACE) rule, the proposal would replace the controversial Clean Power Plan (CPP) promulgated by the EPA during the Obama administration.

Currently, the CPP is in legal limbo. Our union is part of a coalition that challenges the legality of the plan, arguing that it is an overreach of what is allowed under the Clean Air Act and infringes on states’ rights. The coalition includes two other unions — the United Mine Workers of America and the International Brotherhood of Electrical Workers — along with 27 states, 24 trade associations and 37 rural electric co-ops.

Our coalition was successful in petitioning the courts to review the legality of the CPP, and the U.S. Court of Appeals for the D.C. Circuit had begun that process when we convinced the Supreme Court to issue a stay — halting implementation of the rule until the circuit court could conclude its review and render a decision. Issuing a stay while a case is before a lower court had never been done before. It signifies to us and to others that the high court thinks it likely that the plan will be found by the circuit court to be in violation of the Clean Air Act.

ACE scales back CPP’s overly broad reach, gives states control

A PRINCIPAL ARGUMENT against the CPP is that it intrudes on the rights of states to create their own approach to controlling how electric energy providers operate within a state’s own borders, and it usurps the states’ authority

to establish regulations to control emissions. Under the CPP, the EPA tells each state how much it must reduce total greenhouse gas (GHG) emissions, and it lays out “building blocks” or options to achieve those reductions. Those building blocks include improving coal-fired power plant operating efficiencies, replacing coal plants with natural gas facilities and increasing the use of renewable energy sources.

In effect, the CPP coerces states and energy providers to shut down coal plants, convert them to natural gas, replace them with new natural gas units, or place more renewable energy from wind or solar farms on the grid while cutting back on electricity dispatched to the grid from coal plants.

Unfortunately for workers who make a living building, maintaining, repairing and operating coal plants, miners providing coal for those plants, and communities where those plants are a primary source of jobs and tax support, the very threat of CPP is a factor in closing coal plants prematurely. (Other factors include the availability of abundant and cheap natural gas and lower cost renewable energy sources thanks to overly generous government subsidies.)

The ACE rule scales back the CPP’s approach to regulatory enforcement so that EPA requirements conform to the Clean Air Act’s actual language. ACE does not set emission goals for each state. Nor does it push states toward energy alternatives like natural gas and renewables. Instead, it offers guidelines for “heat rate improvement” (HRI). Heat rate is simply a measure of the amount of energy that goes into producing a unit of electricity; the lower the heat rate, the more efficient the coal-fired power plant and the less the emissions per unit of electricity. Like the CPP rule, ACE meets the 2025 Paris Agreement targets for utility emission reductions.

ACE guidelines allow for coal plants to include equipment and operating upgrades to lower heat rates in a number of ways, such as computer systems that better adjust process

The focus of ACE is on heat rate improvements — making existing plants run more efficiently to lower the heat required to generate a unit of electricity and thus reduce the amount of coal required, lowering emissions.

controllers during rapid load changes, replacement or more frequent maintenance of boiler feed pumps, replacement of seals to reduce heat loss from air heaters and ducts, and use of more advanced induction fans.

Some of these improvements would provide additional work for Boilermakers and other union crafts and could extend the life of the facilities.

ACE focuses emission controls “inside the fence”

ANOTHER ISSUE WITH the Clean Power Plan is that it treats individual plant emissions as part of a state-wide problem to be addressed at the state level. That is not what the Clean Air Act provides. The CAA clearly states that emissions must be addressed at the source. Coal plant owners and operators must take corrective action “inside the fence” of the plant property.

By treating emissions as a statewide issue, the CPP creates situations in which coal plant owners and operators are required to take action outside the fence. For example, a utility may be pressured to construct wind or solar farms far from a coal plant to offset electricity produced by the plant. Utilities may also be pressured to reduce the amount of electricity coal plants send to the grid in favor of electricity provided by renewables.

ACE keeps the focus at the source of the emissions, as the Clean Air Act intends.

Rule amends New Source Review to make needed upgrades less burdensome

OWNERS AND OPERATORS who wish to make efficiency improvements to existing coal plants face a hurdle known as New Source Review. NSR is a permitting program under the Clean Air Act. It requires owners who seek to substantially upgrade or build new power plants to endure a rigorous examination of project plans, and should it be determined that the project increases annual emissions, state-of-the-art pollution controls would be required for the project to proceed.

Utilities have long argued that the costs and delays inherent in New Source Reviews act as a deterrent to make needed efficiency improvements, especially for plants that are nearing the end of their life cycle.

ACE proposes amending the NSR requirement so that emissions would be determined on an hourly basis rather than an annual assessment. An hourly rate, according to the EPA, would enable electric utilities to make efficiency improvements to lower emissions without necessarily triggering NSR. This approach would offer welcome relief to power plant owners and operators. Opponents of the change allege it could lead to higher overall emission rates.

ACE lacks provision for carbon capture and storage

WHILE ACE OFFERS states more control to regulate coal plant emissions, and while it gives coal plant owners and operators more latitude in making efficiency improvements that can extend the life of their plants, the rule does not specifically call for carbon capture and storage (CCS) as an option for states to include in their emission plans.

Again, the focus of ACE is on heat rate improvements — making existing plants run more efficiently to lower the heat required to generate a unit of electricity and thus reduce the amount of coal required, lowering emissions.

Yet CCS can and should play a role in solving our emissions challenge, whether for coal plants, gas plants or other heavy industries. Recent advances in technologies prove CO₂ can be captured at or near 100 percent. Now, with the FUTURE Act (as discussed in my previous column), there are much higher government financial incentives for utilities, refineries and other industries to work CCS into their portfolios.

The Boilermakers union strongly supports the Affordable Clean Energy rule and the relief it provides to the beleaguered coal mining and coal energy sectors. The rule may help preserve a coal fleet that has been wracked by the anti-fossil fuel policies under the previous administration as well as by market pressures from cheap and abundant natural gas, and from renewables that have benefited from overly generous and inefficiently applied federal subsidies.

We look forward to a time when the widespread application of CCS technologies effectively addresses the challenge of industrial greenhouse gas emissions. In the meantime, EPA will continue to face the difficult task of promulgating rules that are fair and workable — for workers, industry, society and the climate. ■



ISO CONFERENCE STRESSES ORGANIZING, RECRUITING

Leaders from 104 local and district lodges attend

WITH UNIONS INCREASINGLY under attack, nearly 200 Boilermakers demonstrated their solidarity at this year's Industrial Sector Operations Conference, eager to find the right tools to grow Boilermaker membership and strengthen their locals. The conference, held in Las Vegas July 24-27, drew one of the highest turnouts in its history. Delegates gained informative and inspirational advice about organizing, recruiting and the need to increase union density worldwide.

During the four-day conference, delegates met in plenary sessions, five industry-specific caucuses and 29 breakout sessions. Speakers addressed delegates on local lodge finances, shipbuilding, railroad retirement, labor arbitration, organizing and recruitment, labor law, audits, being an effective steward, social media and many other topics important for leaders in the Industrial Sector.

Also presenting at the plenary sessions were Bank of Labor Market President Mike Snowden, ED-CSO Mark Vandiver, Union Sportsmen's Alliance Director of Membership Brian Dowler, President and CEO of Ullico Ed Smith and Director of Government Affairs Cecile Conroy.

IP Jones praises members' impact on society, urges activism

"ACROSS NORTH AMERICA, Boilermakers go to work each day to make the lives of our fellow citizens safer, easier, better," said International President Newton B. Jones in his opening remarks. "And whether you represent



IP NEWTON JONES: All members should be advocates for the union.

railroads or shipbuilding, stove-making or cement, or any of the other industries in which our members work — and whatever your role is within the organization — we're all here in Las Vegas for the same reason: We want to see our union grow and prosper long into the future, so that our work opportunities and our livelihoods can grow and prosper long into the future."

Jones pointed to workers at Local M7 in Lowell, Michigan, employed by Attwood Marine [see local news story on page 28], as an example of how Boilermakers contribute to society.

"Brothers and Sisters, Local M7 is representative of so many of our industrial sector lodges," he said. "M7 members contribute not only to their employer's profitability but to the community where they work. They seek — and



MOTIVATIONAL SPEAKER DAN CLARK challenges delegates to recruit, especially in right-to-work states.

they deserve — improvements in their standard of living for themselves and their families. And, really, that's what unions are about."

Jones also spoke about anti-union developments, like the Supreme Court's Janus decision and the push for right to work in Missouri and elsewhere.

"For too long, political, judicial and economic forces have pushed us down, reducing our work opportunities, impacting our pensions, making it more difficult to organize," he said.

He called on all ISO members to become advocates for growing the union. "Spread the word. Show your pride and explain that the more dues-paying members a local has, the stronger its bargaining position is for better wages and benefits."

Clark challenges delegates to recruit

MOTIVATIONAL SPEAKER, BUSINESS coach, award-winning author and talk show host Dan Clark, invigorated delegates with his high-energy challenge: Accept personal responsibility to recruit and organize for the Brotherhood.

"We need to more effectively recruit," he said. "Show the non-union how cool it is to be a part of a trade organization. Do that by looking at recruiting as 'attracting.'"

Boilermakers have the responsibility to attract people, especially in right-to-work states, said Clark, cautioning delegates to "preach only what you practice. We've got to remember that people are watching."

Clark related his experience consulting for two football teams, the Tampa Bay Buccaneers and the Dallas Cowboys. He found distinct differences between the teams — from the cleanliness of their offices to the focus of the players and their missions. The losing Buccaneers' focus was on "play-



JOE O'ROURKE, VP/GM of Victoria Shipyards, gives an overview of Canadian shipbuilding.

ing football" as a job. The winning Cowboys focus was on "winning the Super Bowl" as a calling.

"The difference between the teams is that they attracted what they thought they deserved," Clark noted.

While winning the Super Bowl isn't the same as union recruiting, the lesson is the same — a union will attract what it thinks it deserves. Clark urged delegates to dig deeper to understand why they're Boilermakers. Remembering that, he said, will help them "attract" or recruit new members.

O'Rourke outlines rebirth of shipbuilding in Canada

JOE O'ROURKE, VICE president and general manager of Victoria Shipyards in Victoria, British Columbia, summed up the revitalized shipbuilding industry in Canada.

The shipyards serve the long-term needs of Canada's Coast Guard and Navy and are a partner under Canada's National Shipbuilding Strategy.

"Shipbuilding in Canada disappeared for over two and a half decades," O'Rourke said. He noted that now Vancouver is building on a history of quality ship repair and refit service with federal and provincial support of blue collar jobs.

That support includes more robust apprentice programs with integrated training in shipyards, increasing the "honor and integrity of those working in the trades."

O'Rourke extolled the union and its commitment to excellence. "I've always found working with the Boilermakers is the way to get the deal done. I see more honesty on a deck plate than I do in the board room."

continued on next page

ISO CONFERENCE

continued from previous page

IndustriALL's Hartwich calls for increased global union density

MATTHIAS HARTWICH, DIRECTOR at IndustriALL Global Union, painted a bleak picture of global working conditions, noting that 40 percent of the world's population lives on less than \$2 a day.

"Some precarious workers (contracted employees with no rights or benefits) are selling their safety boots to buy food for their children," Hartwich said. "So now multinational corporations don't give them safety boots," which compounds the abysmal safety conditions many face during long workdays.

Hartwich also said that in the global economy, only 7 percent of workers are organized in free trade unions. Most have no health insurance, so they have no hope of going to a doctor. In addition, wealth distribution is worse than it was in 1913, on the eve of the first world war.

"There is enough space for global wealth. There is enough wealth. It's just not fairly distributed," he said.

Brown calls for recruiting to build union power

TYLER BROWN, EXECUTIVE Director of ISO and Chief of Staff, delivered a fiery closing to the conference, encouraging delegates to wear their Boilermaker union pride as they go back to their locals and to their jobs.

"We've accomplished a lot throughout our history, and we continue to be leaders as a progressive and forward-thinking union," Brown said. "Pride in our union draws us together. And we need that — we need our solidarity — now, especially."

Brown blasted the "insanity" that is negatively impacting unions across North America during the current political climate in the United States. He called for every delegate to become a recruiter, to make the changes that unions need at this time in history, and to organize, recruit and grow like never before.

"We need to build our union stronger and stronger to build our collective power. We need everyone to go on the offensive when it comes to our union, our work and the issues that impact us."

Brown emphasized that members are the union. "You are our union's most important resource," he said. "You are what makes me proud to be your union brother. You all are what makes me proud to be a Boilermaker." ■



MATTHIAS HARTWICH, Director at IndustriALL Global Union, calls for a more even distribution of wealth throughout the world.



ED-ISO TYLER BROWN encourages delegates to wear their union pride and bring more members into the Brotherhood.



DELEGATES LISTEN as Ashley Thompson, Supervisor of Membership Services, discusses membership reporting.

Western States Tripartite conference focuses on manpower

Owners, contractors, Boilermakers come together to address industry challenges

INTERNATIONAL VICE PRESIDENT-Western States J. Tom Baca called them the “yin and the yang” of the Western States Section: A biomass (eucalyptus-burning) plant-build on tropical “Big Island” Hawaii and a coal plant project in frigid Fairbanks, Alaska. Featured in two short films during the 2018 Western States Tripartite Conference in Coeur d’Alene, Idaho, this past July, those two Boilermaker projects also illustrate the uniquely complex challenges faced by owners, contractors and Boilermakers spanning the Western States’ diverse projects and landscapes in an ever-evolving industry.

That’s exactly why the tripartite conference exists.

“We started our tripartites over 20 years ago to bring everyone together — owners, contractors and Boilermakers — in one place to talk and solve problems,” IVP Baca reminded participants. “I’m glad



IVP Western States J. Tom Baca

we all take a little time for this. Really, this is for our owners, so we know what you need. That’s how the Boilermakers work. You tell us what you need, and we come in and get the job done for you.”

Getting the job done means making sure enough Boiler-

makers are available to *do* the job. Organizing, recruitment and manpower scheduling were major discussion focuses during the four-day event.

“We are dedicated to making sure we have the qualified manpower available on time, ready to go to work when they’re needed,” International President Newton B. Jones told attendees. “We are going full bore into recruiting and training and building the capabilities and skills this craft needs to go forward.”

IP Jones went on to outline the M.O.R.E. Work Investment Fund, the strategic plan designed to do just that by increasing Boilermaker marketing, organizing, recruitment and employment. He pointed out that the Western States Section is leading the charge, having piloted an early model of the initiative. All Boilermaker areas have confirmed their commitment to the plan.



Bob Van Engelenhoven of Rocky Mountain Power, PacifiCorp, raises a point for the Boilermakers, contractors and other employers to discuss.

Manpower scheduling was another key component discussed at the conference. Mark Keffeler, International Rep in the Western States, talked about the challenges faced by the union, particularly when outages overlap and the demand for welders exceeds the number of qualified craftsmen available.

IVP Baca emphasized that manpower challenges are being addressed and that the M.O.R.E. Work Investment Fund will provide the structure and resources to enhance craft availability. “We’re going to man our work. Period,” he said. “And we’re going to man it with the best trained Boilermakers.”

Complementing the manpower scheduling discussion, keynote speaker Dr. Peter Philips, Professor and Chair of Economics at the University of Utah, focused on Boiler-



Dr. Peter Philips

maker labor shortages in Construction Sector Operations and the ebb and flow of manpower needs relative to economic factors.

“One of the things that was implicit in the conversation about manpower scheduling was that there is an institution that can think about — in the

Western States or even nationally — how to move the chess pieces around so that you’ve got the right people, in the right place, at the right time,” Philips said. “That institution is a union. Unions are the only institution that can think

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MEMBERS OF LOCAL D239 in Three Forks, Montana, man the picket line outside the Imerys Talc facility that locked them out August 2. Lodge president Randy Tocci holds a toy unicorn, referencing Montana Governor Steve Bullock's assertion to the media that the lockout is a "unicorn" in Montana — a rare occurrence. The last lockout in the state happened in the 1980s.

Locked out L-D239 stands strong, seeks return to work, fair contract

Local community, nationwide and global support pours in after French multinational demands cuts to pensions, healthcare

THIRTY-FIVE LOCAL D239 Boilermakers in Three Forks, Montana, have been locked out at Imerys Talc America since August 2, their families going without paychecks and more after the French-owned company served up "last, best and final" contract demands that removed critical benefits.

"We want to keep working and honor our commitments while we continue the bargaining process with Imerys, and we're open to mediation," says L-D239 President Randy Tocci, who has worked at the talc mill for 38 years. "But we've been locked out because of corporate greed, pure and simple."

At issue: Multinational Imerys' proposed contract sought to freeze workers' defined benefit pension, slash a 401(k) program, end health insurance for future retirees, eliminate seniority provisions and reduce overtime pay, among other cuts and changes that would negatively impact workers.

Tocci notes that average length of service among the workers is about 25 years, and Imerys' Three Forks operation is among the company's most productive plants.

L-D239 immediately set up a picket line outside the talc mill and has been manning it nonstop since the early August lockout. And they've received a lot of support: The local community; local, state and federal political leaders (including, Montana Governor Steve Bullock), the Montana AFL-CIO, other Boilermakers and International staff have joined or visited the picket line, rallying around the workers and their families. Governor Bullock and U.S. Senator Jon Tester both sent formal letters imploring Imerys to return to the bargaining table. U.S. Senator Steve Daines also expressed his support. Nationwide shows of support have been constant on social media under the banner #StandWithThreeForks. IndustriALL Global Union has also participated, applying pressure to Imerys through its network and formal letters of support for L-D239.

"We are grateful and moved by the support and generosity that's been shared with us," Tocci says. "From food and monetary donations, to the many people who've stopped

"We want to keep working and honor our commitments while we continue the bargaining process with Imerys, and we're open to mediation. But we've been locked out because of corporate greed, pure and simple." — Randy Tocci, President L-D239

by to stand with us. It's a motivator to know that so many people care about what's happening to us — to our families. So many people have our backs."

The International has set up a fund to assist L-D239 members and their families and is providing ongoing public relations and social media support, strategic planning and corporate research, legal consultation, and more. In addition, International staff have been on the ground with the local, as well as offsite coordinating outreach with the media, elected officials and labor organizations.

"Supporting our Local D239 brothers and sisters is a priority," says Tyler Brown, Industrial Sector Operations Executive Director. "This is yet another case in America of a major multinational company looking to increase its profits on the backs of the American workers who are responsible for what's made the company successful in the first place. It seems Imerys Talc would rather pad its own pockets and those of its shareholders than do what's right and fair by its workers. What Imerys is doing is harsh and unfair." ■

Editors Note: As of the Boilermaker Reporter's publishing deadline, a September mediation date was set for Imerys and L-D239. Regardless of the mediation outcome, members and their families continue to need our support.

WESTERN STATES TRIPARTITE

continued from page 7

about that across owners, across contractors, across states. They are one necessary component in solving the problem of efficiently allocating this labor in ways that address labor shortages."

Robbie Hunter, President of the State Building and Construction Trades Council of California, also addressed the conference as a keynote speaker, giving an overview of recent labor activities in California — which included taking out a full-page L.A. Times ad blasting politicians on both sides of the aisle for ignoring labor issues. He also shared good news about potential new refinery contractors on the horizon. Hunter brought the discussion back to the importance of tripartite partnerships among owners, contractors and unions and solving industry challenges together.

HOW YOU CAN HELP

YOU AND YOUR local can stand with Local D239 in a variety of ways:

Send a donation through the fund set up by the International. Checks should be made out to "W.T. Creeden, IST" with "D239 Lockout Assistance" on the memo line. Mail checks to:

International Brotherhood of Boilermakers
Attn: IST W.T. Creeden
753 State Ave., Suite 565
Kansas City, KS 66101

Use your social media power.

Use #StandWithThreeForks to aggregate posts showing support for L-D239 and denouncing Imerys (tag Imerys as @Imerys)

Follow @boilermakers.union on Facebook and @boilermakernews on Twitter, and share news about L-D239 as it develops.

Literally stand with L-D239. Visit Three Forks and pick up a picket sign to rally with the workers.

Watch www.boilermakers.org, social media and your local lodge communications for additional opportunities to support L-D239, as they develop.



SBCTC President Robbie Hunter

"We understand that if our contractors don't make money, they're not going to be here," he said. "We need them to make money, and we need to meet their needs. We're working hard so that all of our commitments are met and so that when a contractor comes into California to do a project, he can quantify how many people he's going to get, how much time it's going to take, and he can leave with a profit and a smile. It's our job to make that happen." ■

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Bank of Labor puts union money back to work — for unions

Nation's only labor majority-owned and -operated bank keeps focus on growing America's middle class

BANK OF LABOR'S vision statement doesn't say a thing about banking. Or investing. Or really even money, for that matter. Its vision is to "re-establish nationwide the opportunity for all Americans to work and earn a 'family wage' in order to maintain a thriving and robust middle class." In other words, to make it possible for anyone who wants to learn a trade, invest themselves in quality training and work hard, to do so and subsequently earn good wages to take care of their families and, one day, retire with a pension.

Bank of Labor's vision is just one thing that sets the nation's only labor majority-owned and -operated bank apart from other financial institutions.

"This is about the national labor movement," says Bank of Labor Market President Mike Snowden. "This is not about a bank. The bank is a vehicle we ride into combat to defeat the (enemies of organized labor). It's our Abrams M1A1 tank, and we're trying to grow our market share to support organized labor."

Support from Bank of Labor comes in the form of union advocacy; investing financial and political capital that fur-

thers organized labor; cultivating strategic partnerships to strengthen organized labor's influence and reach; and financing union training centers, such as the recently-opened J.G. Cooksey WSJAC Boilermaker Training Center in Salt Lake City. Financing more training centers for the Boilermakers and other unions is important, Snowden notes, because the centers provide the quality training and apprenticeship needed for workers to qualify for jobs that provide family wages commensurate with their skills, and because the centers become marketing and recruitment tools for unions.

Snowden explains that unlike the "big four" and other large "traditional" banks, Bank of Labor is not beholden to "big corporate America" customer stakeholders — many of whom, he says, would like to do away with organized labor.

"These major financial institutions' political agendas are very parallel to the agendas of big business in America — because that's their customer base," he says. "They want what their customers want." Which means, he says, investing their finances and political influence in ways that can hurt the labor movement. "So, when organized labor (unions or individual members) puts our money in those banks, we're basically adding to their total deposit picture. We're literally helping them advocate against organized labor. Bank of Labor is your bank. It belongs to you."

The bank has always been aligned with Boilermakers. Established almost 100 years ago by the International Brotherhood of Boilermakers — originally as the Brotherhood State Bank in Kansas City, Kansas — the bank underwent major changes several years ago with a goal to expand nationwide and into more areas of organized labor. Bank services include an array of banking and trust services — from business banking and lending and union member banking to retirement services, mutual funds, personal trust services and more.

Over the past few years, the bank has rebranded as Bank of Labor, grown a customer base that spans



THE BANK OF LABOR TEAM: (top row l. to r.) Matt Johnson, Joe Schoonover, Tori Letson, Mike Snowden, Bridget Martin and Ernesto Ruiz; (seated l. to r.) Alicia Paige, Trent Chastain and Heather Waksmundzki.



BANK OF LABOR'S NEWEST OFFICE opened in 2015 in Washington, D.C., expanding operations to reach the headquarters of many U.S.-based unions.

organizations and individuals in nearly every state, opened an office in Washington, D.C., financed multiple training centers and financed — when no commercial bank would do so — the purchase of a lobster wholesale business by the Maine lobstermen who were responsible for catching the lobster in the first place. Financing the Maine lobstermen's wholesale operations put the lobstermen in control of their product sales and profits and led to the creation of the Maine Lobstering Union as part of the International Association of Machinists and Aerospace Workers (watch a video at www.youtube.com/watch?v=NHrs0BksVyA).

In 2017, Bank of Labor's new loan closings increased 235 percent and new trust accounts increased 868 percent over the previous year, and the bank brought in more than \$40 million in new deposits, added new staff members and invested significantly in technology.

Bank of Labor's growth and development is no accident. The bank's leaders and Board of Directors set a clear plan with strategies for advancement, including:

- Aggregating union money
- Leveraging union money for union jobs
- Growing in ranking among financial institutions
- Financing new training facilities
- Working side-by-side with union business developers
- Tapping every union member as a recruiter/organizer and marketer

Those strategies not only continue increasing awareness and expansion of Bank of Labor but in doing so also strengthen the overall labor movement, Snowden asserts.

"I absolutely believe in the cause, Bank of Labor's vision," says Snowden, who came out of retirement to work for Labor Bank operations two years ago. "I wanted to be a part of turning [the labor movement and America's middle class] around. A lot of this effort is going to be on the backs of the American worker — not because of some political party.

"America was made great because of hard working men and women, and if we are to return to the greatness that America once knew, it will again be done on the backs of Americans — committed, united and hard-working everyday Americans."

For more information, visit www.bankoflabor.com. ■

Bank of Labor is a Member FDIC and Equal Housing Lender.

AFL-CIO elects IVP Fairley to Executive Council

Will assume position held by IP Jones

THE AFL-CIO EXECUTIVE Council unanimously



**IVP-SE
WARREN FAIRLEY**

elected International Vice President – Southeast Warren Fairley to the council July 25. Fairley takes on the position formerly held by International President Newton B. Jones, who stepped down to devote more time to key Boilermaker conferences that are often scheduled at the same time as council meetings.

"I am honored that President Jones would recommend me to fill his position on the council," said Fairley, "and that AFL-CIO President Trumka would support this recommendation."

A 28-year member of Local 693 (Pascagoula, Mississippi), Fairley has served as IVP-SE since 2010. He also holds the positions of Executive Assistant to the International President and Director of Shipbuilding and Marine Division Services.

The AFL-CIO Executive Council is composed of the three top AFL-CIO officers and 55 vice presidents from the senior leadership of labor unions representing the 12.5 million members of the federation. ■

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Boilermakers build eucalyptus-fueled power plant

Members drive on despite volcano, hurricane, earthquakes, torrential rains

THE LAND OF aloha, palm trees and blue waters — as inviting as tropical paradises can be — has held some unexpected challenges for Local 627 (Phoenix) members and travelers from across the country as they build a eucalyptus-fueled biomass power plant on the island of Hawaii (the Big Island).

Located just north of Hilo, in Pepeekeo, the project site sits less than 40 miles from Kilauea, the erupting volcano that has destroyed hundreds of homes and forced thousands to evacuate. During the day, workers can see plumes of ash and steam in the distance; at night, a glow of red hot lava.

The eruptions sometimes produce earthquakes that leave workers at the plant holding tight as structures sway and shake. And in August, workers found themselves hunkering down as Hurricane Lane brushed the Hawaiian Islands, causing major flooding and landslides.

Natural disasters aren't the only surprise. Boilermakers who were onsite in January also had to deal

with stress caused by the infamous false alarm warning of an inbound North Korean ballistic missile.

All in a day's work, say some members at the site, with a wink.

Despite volcanic eruptions, earthquakes, a hurricane and a missile scare, Boilermakers there (about 130 at peak) drive on. They've adapted to safety briefings that include disaster evacuation routes (and the avoidance of poisonous centipedes and aggressive, hand-size cane spiders).

And in a climate that produces over 120 inches of precipitation a year, working in the rain is just part of the program.

Boilermakers at the biomass project understand they have a job to do, and a unique one at that. The work involves retrofitting an idle coal-fired power plant that once supported a sugar mill to one that will burn eucalyptus trees to generate electricity for Hawaiian residents.

Thousands of acres of the trees stand just a few miles up the road. Non-native to the islands, eucalyptus trees grow tall, straight and fast; they can be

continued on next page



Members on the day shift flash the Hawaiian "shaka" salute, a universal sign for peace and harmony.

HONUA OLA BIOMASS

continued from page 13

harvested just seven years after planting. When the project is completed, the trees will be cut, trucked to the plant and ground into fuel-sized chips. Replanting will ensure an endless source of renewable energy, according to the project owners.

Boilermakers are working for AZCO, the prime contractor hired by Honua Ola (“Living Earth”) Bioenergy, formerly known as Hu Honua Bioenergy, with the goal of generating 34MW of electricity for customers of Hawaii Electric Light. The project is part of Hawaii’s effort to reduce its dependence on fossil fuels, especially diesel oil.

The Boilermakers’ scope of work consists of rebuilding the boiler and related steam components and systems, including a new bag house, precipitator, selective catalytic reduction unit, tanks and structural steel and ductwork associated with the pressure vessels and emissions process.

“This is not your typical power plant conversion project,” says Jacob Evenson, Local 627 BM-ST. “Before AZCO and the Boilermakers got involved, the project ran into technical and legal delays that have since been sorted out.”

Those delays resulted in tubes and other components being exposed to the elements. Inspecting parts and removing rust is a substantial and ongoing effort.

Boilermakers are doing good work in a tough environment, says Al Sullivan, project superintendent from Boilermakers Local 169 (Detroit). With the many challenges onsite, safety has been especially important. “AZCO is by far the best company I’ve worked for as far as safety,” he says.

Another distinctive aspect of the project has been the diverse mix of backgrounds the Boilermakers and other trades bring, including native Hawaiian, Navajo from Arizona and other races and ethnicities from across the nation. Cultural differences have not been an issue. According to L-627 job steward Marcus “Porky” Petropoulos, the Boilermakers and other crafts all mesh well together in facing the many project challenges.

Says Paul Vogels, AZCO Site Manager: “The Boilermakers come out here and do something they have been trained through apprenticeship to do — and they do it safely, with high quality and in the time we’re looking for.”

The Honua Ola project is scheduled to be completed by the end of the year, assuming, of course, the cooperation of Pele, the Hawaiian goddess of volcanoes and fire. ■



To watch a video of the Honua Ola project, visit the Boilermaker’s vimeo page at vimeo.com/boilermakers

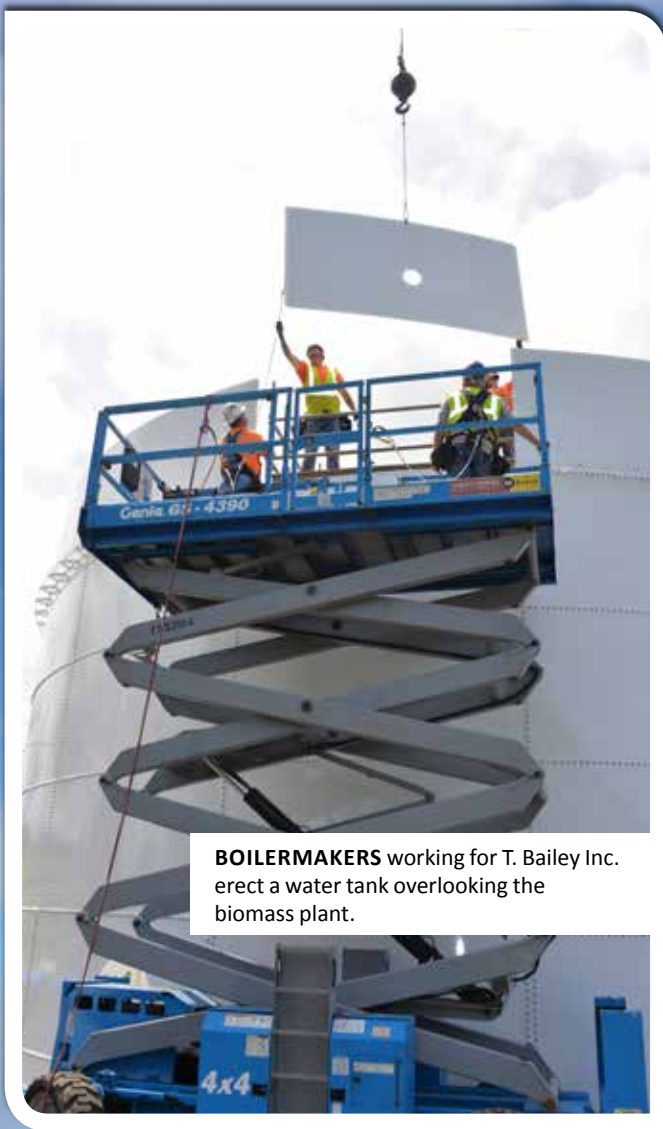


JUSTIN BENJAMIN, a L-647 (Minneapolis) traveler, welds tubes on a header.



RODNEY HOSCHAIN, L-627, builds a bracket for the “bull nose” section of the boiler waterwall.





BOILERMAKERS working for T. Bailey Inc. erect a water tank overlooking the biomass plant.

"The Boilermakers come out here and do something they have been trained through apprenticeship to do – and they do it safely, with high quality and in the time we're looking for." —Paul Vogels, AZCO Site Manager

Union trades reach safety milestone at Vogtle nuclear plant



Owner, contractor applaud 53 million man-hours without lost-time injury

SOUTHERN NUCLEAR COMPANY CEO and President Steve Kuczynski along with Bechtel Site Director Ty Troutman recently announced a major milestone at Vogtle Units 3&4 in southeast Georgia: topping 53 million man-hours without a lost-time injury.

“That’s more than three years without a colleague losing a day of work because of a work-related injury,” they wrote, in an internal communication. “For any construction project, especially a complex and demanding one like ours, this milestone is worthy of celebrating. We continue to add safe work hours and improve upon our safety culture with each passing week, illustrating that zero injuries is possible.”

More than 6,000 union craft workers, including 500 Boilermakers from Local 26 (Savannah, Georgia) and other lodges, have worked at the

site, constructing the first new nuclear units to be built in the United States in 30 years.

“This is a remarkable achievement that all the union crafts and union contractors onsite, and the owner, can be extremely proud of,” said IVP-SE Warren Fairley. “It’s a tribute to the effectiveness of the Boilermakers MOST safety training as well as to similar programs by other trades and the safety culture instilled by Southern Nuclear Company and the signatory contractors represented at Vogtle.”

L-26 BM-ST Johnathon Bates praised the Boilermakers working at Plant Vogtle, noting: “A major job like this — where you’re working at heights, around extremely heavy lifts, moving equipment and other potential hazards — requires constant safety awareness and adherence to safety policies and practices. Our members have certainly done their part to contribute to this impressive safety milestone.”

Photo ©Georgia Power Company. All rights reserved.

Midwest Refinery gets a facelift

(Submitted to the Boilermaker Reporter by William E. Stubblebine, Technical Services Manager, Madison Industrial Service Team, Ltd.)

ENGINEERS, PLANNERS, FABRICATORS and contractors spent over a year in preparation to complete a major renovation of the FCC Unit at the Phillips 66 Wood River Refinery in Roxana, Illinois, in March and April of 2018.

Six hundred Boilermakers (450 from Local 363 in East St. Louis, Illinois, and another 150 from other locals) were among the more than 3,000 personnel who completed this turnaround safely, on time and on budget.

The units involved with the turnaround had completed a full run and included a fluid catalytic cracking, distillation, coking as well as supporting operational units.

Madison Industrial Services Team, Ltd. was the mechanical contractor tasked with the maintenance and upgrade activities in two of the major areas of work.

Madison used 335 Boilermaker journeymen and apprentices (mechanics, welders and riggers), working with 463 UA pipefitters, welders and apprentices, as well as 46 Operating Engineers, plus Laborers, and Teamsters to accomplish the turnaround work. These skilled craftsmen put in approximately 230,000 man-hours with zero recordable injuries and completed the work two days ahead of schedule and within budget. Madison Project Manager Robert Henderson said, "The craft performance on this job was a testament to the Boilermaker MOST Program and the cooperation among trades on the site, working under the GPPMA agreement."

The turnaround included one-piece replacement of the reactor vessel, using Deep South's TC-36000 crane (the seventh largest crane in the United States) and a Liebherr LR-1600 (660 ton) crawler crane to remove the existing 425-ton reactor in one piece. The new reactor was fully shop-fabricated and set in place using the TC-36000 and LR-1600.

TA Coordinator Tom Reuter said, "One key component of the reactor/riser replacement project's success was the ingenuity of Madison's supervision to plan and execute the installation of two-thirds of both risers into the structure while the unit was in operation through the fall of 2017."

Madison also completed the maintenance scope, which included valve and piping jobs, vessel inspections, exchanger cleaning, and the CO heater overhaul. Several capital projects were also completed in parallel with the massive reactor/riser replacement.



Boilermakers working for Madison Industrial lift the new reactor into place.

"The craft performance on this job was a testament to the Boilermaker MOST Program and the cooperation among trades on the site, working under the GPPMA agreement."

— Madison Project Manager Robert Henderson

Excellent welding productivity and quality by Boilermakers employed by Madison changed the critical path of the project. The installation of a water preheat coil in the lower bay of the SCR box was the "as-planned" critical path of the entire event. The work consisted of installing new outer and intermediate tubesheets, 396 SS tubes and completing 400 welds – all performed in significantly less time than the 12 days originally scheduled.

Contractors GRP and Miller Industrial Services utilized 265 Boilermakers plus support craft in the two other major areas of the turnaround.

All told, the company and contractor teams fielded over 3,000 skilled craft and staff personnel for the successful, six-week, around-the-clock project. ■

Former Marine rifle instructor aims for success in Salt Lake City

Andrew Jones brings Corps values to apprentice training

WHAT DO THE Marine Corps and the Boilermakers have in common? If you ask Andrew Jones, quite a lot.

Jones, who is the apprentice instructor at the new J. G. Cooksey WSJAC Training Center in Salt Lake City, says attitude, discipline and camaraderie drive the Boilermaker construction trade — the same traits that make the Corps successful in its mission.

He would know. Jones is both a Boilermaker and a Marine combat veteran. He followed his father, Carl, in joining the Brotherhood and in serving with the Corps. (Now a retired 30-year Boilermaker, Carl served with the 5th Marine Division in Vietnam.)

Andrew Jones got his start in the trade first as a helper and later as an apprentice and journeyman with Salt Lake City Local 182 (since merged with Local 4, Page, Arizona). When the war in Iraq began in 2003, he felt duty-bound to enlist in the Marines. He finished at the top of his class in boot camp and following advanced infantry training volunteered for action in Iraq. After two combat tours there, he returned to the States and became a rifle instructor at the USMC's 29 Palms Air Ground Combat Center in California's Mojave Desert.

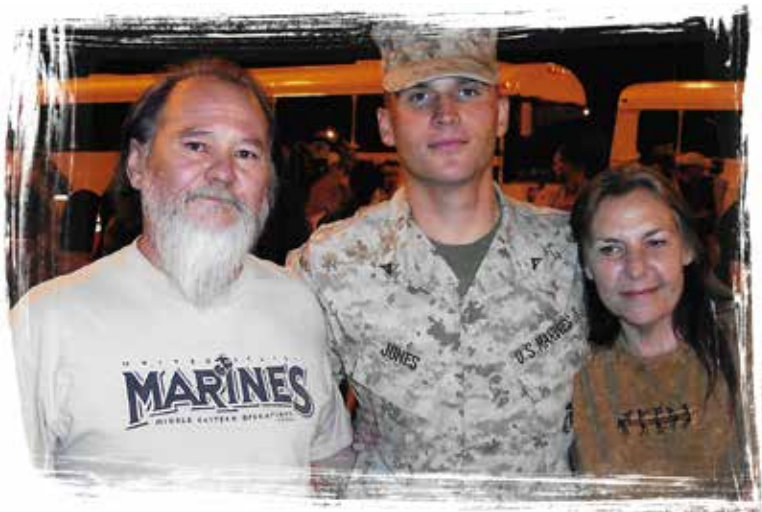
Training thousands of Marines in basic marksmanship and combat marksmanship — including combat assault with night optics and urban combat — honed Jones' teaching skills. They're skills he now puts to good use with the Boilermakers.

But upon his discharge from service in 2008, he first took another path, going to college with the ambition, he says, "to change the world."

He soon found that a college degree didn't guarantee a job would be available. With bills to pay, Jones returned to the Boilermaker trade, working across the Southwest on a variety of projects. He enjoyed the work and building friendships.

Then a story in the *Boilermaker Reporter* caught his eye: The Boilermakers were breaking ground on a new apprentice training center near his home in Salt Lake City. He quickly applied for the position of lead instructor and was thrilled to receive the appointment.

It seems a perfect fit. Teaching apprentices and recruits how to be skilled and dedicated Boilermakers allows Jones the opportunity he sought after his service with the



Jones with his father, Carl (a Marine veteran and retired Boilermaker) and his mother, Shirley Ray Jones.

Marines — if not to change the world, then at least to impact the Brotherhood in a vital way, just as he helped shape new Marines during his time as a rifle marksmanship instructor.

When he attended the May 2018 National Instructor Conference in Chicago, sponsored by the Boilermaker National Apprenticeship Program (BNAP), Jones met scores of other Boilermaker instructors from across the country and confirmed his expectations.

"I see no difference in the Marine Corps versus [the cadre of Boilermaker instructors] at all," he says of his experience at the conference. "You get all these people from all over the



Andrew Jones, left, stands with IR-CSO/AIP Jim Cooksey, center, and IVP-WS J. Tom Baca during the open house for the J.G. Cooksey Training Center in Salt Lake City this past April.



“We’re like Green Berets with stingers.” — Andrew Jones

place, all different, all different ways of looking at things. But when we wake up and we gear up and we get ready for the day, we’re all the same. Lace up our boots, stomp down, be on time. You know, all professionals — that was what I liked about it. The other thing was, in the downtime, it was so business. Everybody was talking business. No matter where we were at, they were still locked on.”

For Jones, one of the key take-aways from the conference is the need to actively recruit. “We’re the best-kept secret in the industry. We’ve got to change that,” he says. “The Boilermakers have so much to offer in terms of careers, benefits and pride.”

While the Brotherhood parallels many of the strengths of his beloved Marine Corps, Jones notes that the elite nature of Boilermakers as a craft brings to mind special operations soldiers “armed” with welding electrode holders.

“We’re like Green Berets with stingers,” he says. ■

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BNAP hosts first-ever National Instructor Conference

Topic experts, hands-on demos lead to high-energy, intensive learning

A NEW TRAINING format brought more than 60 instructors together for a conference in Chicago this past May for three high-energy days of interactive classes, tool and product demonstrations, idea-sharing and even a field trip to nearby Local 374 (Hammond, Indiana) for a close-up look at its blacksmithing operation.

While ongoing training has always been an important component to keep instructors updated and their skills honed, the idea for a National Instructor Conference grew from a need for equal access to uniform, quality information and new concepts the instructors, in turn, can apply consistently at all local apprenticeship programs.

“This concept actually came from the instructor training we had a year earlier [at various regional apprentice locations]. Many of you attended those, and when you filled out your survey forms, you said you wanted more training — and that was across the board for everyone,” Boilermaker National Apprenticeship Program (BNAP) National Coordinator Mark Wertz told instructors during his welcoming remarks. “We’re here to provide the best information to take back to the membership, to the apprentices and the journeymen, so we can provide better quality craftsmen for the trade — so they can go out there and capture the work we’re trying to get and protect the work we already have.”

Instructors network, learn from industry experts

CONFERENCE PLANNERS ORGANIZED instructors into four groups that rotated through classes and demonstrations together. Wertz explained that each group was intentionally mixed to include instructors from different areas of the United States as a way of promoting new interactions and exchange of ideas.

Another priority was for instructors to gain insight directly from subject experts. Classes included: Recruiting and Outreach with Director of National Recruiting Services, Tim Simmons; Helmets to Hardhats with H2H Executive Director Darrell Roberts; Safety, led by Mark Garrett, Director of Health and Safety Services; Torch Safety led by AirGas, Inc. Construction Specialist Dale Breckenridge; MOST with (pre-retirement) MOST Programs Administrator Skipper Branscum; an Electric Power Research Institute (EPRI) overview by EPRI Project Coor-



“We’re here to provide the best information to take back to the membership, to the apprentices and the journeymen, so we can provide better quality craftsmen for the trade — so they can go out there and capture the work we’re trying to get and protect the work we already have.”

— Mark Wertz, BNAP National Coordinator



THE AERIAL LIFT SIMULATOR gives the user a virtual try at safely operating a lift through a series of hazards.

dinator Patty Wade; and demos by RedVector, Dewalt Tools, B&B Pipe and Industrial Tools, and Kelly Press.

Simmons urges instructors to raise bar on recruiting

WITH RECRUITING A priority under the International's M.O.R.E. Work Investment Fund initiative, Tim Simmons (Director of National Recruitment Services and Director of Construction Division Services) pushed instructors to raise the bar on their efforts.

"Recruiting is critical to the health and survival of our Brotherhood and our craft," he said, "and instructors are on the front line."

In their recruitment role, Boilermaker instructors should be reaching out to trade schools, high schools and career centers, Simmons said. "Make your presence known. Get on the advisory boards of welding schools where you live. Let them know the Boilermaker trade is alive and well and we still need people."

He stressed that to recruit successfully, instructors should be able to articulate the advantages of being a union member and a Boilermaker apprentice. "Know the value of your total package. The value of wages and benefits exceeds what non-union contractors pay in wages and per diem. At the end of your career, you'll be living on much more than Social Security. The non-union worker can't say that. And there's more than just the money and benefits — it's the security and pride in belonging to a great organization and people who take care of each other."

Simmons told the instructors, "Every member has a responsibility to recruit. You are obligated for recruiting at least two people: one to replace yourself with another qualified union Boilermaker when you retire, the other to grow your union. The people you bring in and train will be paying your pension going forward. What will the organization be like in 20 or 30 years if we don't replace our skilled and knowledgeable craftsmen and women with people who have the skills and work ethic that we have?"

Interactive, hands-on sessions engage active learning

AMONG OTHER CONFERENCE highlights were Torch Safety, where presenter Dale Breckenridge of Air-Gas brought science and math to life, as he presented the "why" behind safety practices and passed around cross sections and parts; and Kelly Press's hands-on virtual reality demo. An aerial lift simulator put VR-goggled participants on a platform replicating the sights and other sen-

continued on next page



L-374 treats visiting instructors to blacksmithing demo

Hammer forging offers apprentices opportunity to try age-old craft

BOILERMAKER APPRENTICE INSTRUCTORS attending the first-ever BNAP-sponsored national conference in Chicago in May took a road trip to nearby Local 374 (Hammond, Indiana) to watch a demonstration of blacksmithing skills.

Nick Tokarz, L-374 Assistant Director of Development and Training, coordinated and led the demonstration, assisted by L-374 welding instructor Pete Merkel along with Pat Quinn and Dan Neville of the Center for Metal Arts in Johnstown, Pennsylvania.

Tokarz and his colleagues walked the instructors through the process of turning a carbon steel blank into a finished 4-lb hammer using centuries-old blacksmithing methods. The L-374 blacksmith shop includes a forge and power hammer that Tokarz and apprentices built in-house. Tokarz also hand-made many of the shop's blacksmithing tools and acquired the shop's anvils at auctions.

The hammer forging exercise has become a popular tradition for fourth-year apprentices who have completed their certifications and want to test their abilities in the blacksmith craft.

"The guys that stick with it are pretty proud," Tokarz said. "Several apprentices who are third-generation Boilermakers have made hammers, put their names on them, put their fathers' registration numbers on them and given them to their fathers. That shows a lot of character."

Instructors who attended the demonstration asked a lot of questions during and after the sessions. Tokarz said many expressed their gratitude. "They really liked what we're doing because it brings back some of our history. Blacksmithing is part of our heritage."

PHOTO ABOVE: L-374'S NICK TOKARZ explains the hammer forging process.



Canadian members complete project management course

SIXTEEN MEMBERS FROM across Canada completed a week-long course in Halifax, Nova Scotia, in early 2018 aimed at enhancing project management skills. Participants included general foremen with several years of supervisory experience, superintendents and project managers.

Pictured above, l. to r., are: (front row), Donald Gillingham, L-203 (St. John's, Newfoundland); Greg Blender, instructor; Dixon Lewis, L-73 (Halifax, Nova Scotia); Fred Cox, instructor; Peter Fleming, L-146 (Edmonton, Alberta); Jean-Yves Poirier, L-73; Thomas Rice, L-146; Cameron Tardif, L-146; Ryan Morrison, L-73; and (back row), Gerry Klimo, instructor; Jonathan White, National Training Coordinator; Dana Vail, L-73; Jean-Marc Poirier, L-73; Jerren Smith, L-73; Al Gold, L-128 (Toronto, Ontario); Dale "Skipper" Branscum, MOST Administrator; Francois Werbrouck, L-271 (Montreal, Quebec); Kevin Duguay, L-73; Clement Smith, L-203; Mel Bowron, L-128; Kyle Groulx, L-128; Grant Jacobs, Director of National Training.

INSTRUCTOR CONFERENCE

continued from previous page

sations of operating a lift safely and going through a series of maneuvers. The safer the aerial lift simulator session, the more points a participant earned. To add some friendly competition, Kelly offered a prize to the top score at the end of the conference.

Kelly's Ken Rogers explained that while virtual reality and augmented reality (another form of simulation) are fun and operate not unlike video games, they are a practical and portable way to practice in a safe environment — and they are a great way to attract young, potential Boilermaker talent.


"The 13- and 14-year-olds are using this now," Rogers said. "They are the people you'll be recruiting!"

Hands-on competition was also the theme for vendor Lifting Gear Higher, who set up a chain-fall challenge, offer-

ing a prize to the fastest chain-fall time of the week. During breaks and "passing time" between classes, instructors tried to improve their times.

Post-conference surveys provided helpful feedback to improve on the inaugural event and confirmed the conference was valuable to the instructors who attended. Plans call for the National Instructor Conference to be repeated every other year.

Wertz summed up the purpose of the first National Instructor Conference, telling the instructors: "As a local instructor, apprentices look to you as a mentor. The focus is, how can we advance the membership, how do we create a better member, for the trade and for us, the Boilermakers? We can come up with all these ideas and suggestions to make things better, but it only works when you, the instructors, present the ideas. I want you to understand how important you are and why we're doing this for you." ■



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International announces scholarship winners

Twenty-eight graduating seniors receive combined \$56,000

THE BOILERMAKERS' INTERNATIONAL Executive Council scholarship committee has announced the winners of its 2018 scholarship program. The committee awarded \$56,000 to 28 recipients, with \$38,000 going to U.S. applicants and \$18,000 going to Canadian applicants. The one-year grants included one \$5,000 award, 11 \$3,000 awards, two \$2,000 awards and 14 \$1,000 awards.

The committee selected scholarship recipients from a pool of 94 Boilermaker dependents. The applicants were judged on their academic achievements, leadership skills, participation in extracurricular activities and a written essay.

One receives \$5,000 scholarship

JONATHAN HOERNER, son of Local 363 (East St. Louis, Illinois) member John Hoerner, is a graduate of Belleville High School. He is attending the University of Chicago with plans to become an emergency medical doctor.

Eleven receive \$3,000 scholarship

JENNIFER BOCH, Daughter of Local 88 (Essington, Pennsylvania) member John Boch, is a graduate of The Christian Academy. She is studying history at Wilkes University.

MADISON BURCHETT, daughter of Local 108 (Birmingham, Alabama) member Malcom Burchett, is a graduate of Ashville High School. She is studying electrical engineering at the University of Alabama.

ELIJAH FULLERTON, grandson of Local 614 (New London, Connecticut) member John Pannoni, is a graduate of Diman Regional Vocational Technical High School. He is attending the University of Pennsylvania and majoring in economics and business.

ALEXANDRA KARLINCHAK, daughter of Local 744 (Cleveland) member Timothy Karlinkchak, is a graduate of Villa Maria Academy. She is studying biology and pre-med at Wake Forest University.

ROBERT MARTIN JR., son of Local 5 Zone 5 (New York City) member Robert Martin Sr., is a graduate of Hauppauge High School. He's attending the University of Cincinnati and studying civil engineering and materials science.

ERIK MATHEWS, stepson of Local 237 (Hartford, Connecticut) member David Krysztopik, is a graduate of Daniel Hand High School. He is attending Lafayette College, studying in the college of arts and science.

WADE RIDGE, son of Local 51 (Indianapolis) member Randall Ridge, is a graduate of Westfield High School. He is studying mechanical engineering at Purdue University.

LOGAN ROSE, son of Local 169 (Detroit) member Patrick Rose, is a graduate of Marysville High School. He is studying mathematics for his undergrad at Trine University. He also hopes to complete advanced degrees and become a professor.

EVELYN SHAWN, daughter of Local 83 (Kansas City, Missouri) member Travis Shawn, is a graduate of Pittsburgh High School. She is attending Pittsburgh State University, studying English and professional writing.

AMBER TIEN, daughter of Local 40 (Elizabethtown, Kentucky) member Curtis Tien, is a graduate of Williamston High School. She is studying communications at the University of California, Los Angeles.

Not pictured: **NICOLE LIS**, daughter of Local 5, Zone 5 (New York City) member Dariusz Lis.

Two receive \$2,000 scholarship

MOLLY MACDONALD, daughter of Local 580 (Halifax, Nova Scotia) member Paul MacDonald, is a graduate of Hants East Rural High School. She is working toward her Bachelor of Arts in history at University of King's College.

TEAGAN PARKIN, daughter of Local 191 (Victoria, British Columbia) member Kirby Parkin, is a graduate of Georges P. Vanier Secondary School. She is studying biochemistry at North Island College.

Fourteen receive \$1,000 scholarship

MORGAN CAMPBELL, daughter of Local 73 (Halifax, Nova Scotia) member Richard Campbell, is a graduate of the Sydney Academy. She is studying natural resource environmental tech at the Nova Scotia Community College, Strait Area Campus.

KYLIE FEETHAM, stepdaughter of Local 191 (Victoria, British Columbia) member Glen Gibson, is a graduate of Frances Kelsey Secondary School. He is attending the University of Victoria with plans to become a psychologist.

JARED GRACE, son of Local 203 (St. John's, Newfoundland) member Patrick Grace, is a graduate of Mount Pearl Senior High School. He is studying history and physics at the Memorial University of Newfoundland.

KENNEDY HEWITT, daughter of Local 128 (Toronto) member Mark Hewitt, is a graduate of the Collingwood Collegiate Institute. He is studying neuroscience at the University of Guelph.

TIFFANY KERRY, daughter of Local 73 (Halifax, Nova Scotia) member Maurice Duguay, is a graduate of Ecole Marie-Esther High School. She is studying English at the University of Moncton.

continued on page 26



JONATHAN HOERNER



JENNIFER BOCH



MADISON BURCHETT



ELIJAH FULLERTON



ALEXANDRA KARLINCHAK



ROBERT MARTIN JR.



ERIK MATHEWS



WADE RIDGE



LOGAN ROSE



EVELYN SHAWN



AMBER TIEN



MOLLY MACDONALD



TEAGAN PARKIN



MORGAN CAMPBELL



KYLIE FEETHAM



JARED GRACE



KENNEDY HEWITT



TIFFANY KERRY



DAYSEN MCGOLDRICK



CASLIN MORRIS



SYDNEY NAHULIAK



BENJAMIN ULMER

INTERNATIONAL SCHOLARSHIPS

continued from page 25

DAYSEN MCGOLDRICK, son of Local 73 (Halifax, Nova Scotia) member Devon McGoldrick, is a graduate of Kennebecasis Valley High School. He is studying process control and power engineering at New Brunswick Community College.

CASLIN MORRIS, daughter of Local 555 (Winnipeg, Manitoba) member Robert Morris, is a graduate of Garden City Collegiate. She is studying environmental science at Mount Royal University.

SYDNEY NAHULIAK, daughter of Local 555 (Winnipeg, Manitoba) member David Nahuliak, is a graduate of Daughin Regional Comprehensive Secondary School. She is working toward her Bachelor of Nursing at Red River College.

BENJAMIN ULMER, son of Local 555 (Winnipeg, Manitoba) member Christopher Ulmer, is a graduate of Westwood Collegiate. He is studying science at the University of Manitoba.

Not pictured:

MACKENZIE FOSTER, daughter of Local 580 (Halifax, Nova Scotia) member Scott Foster.

ALICIA MACDONALD, daughter of Local 73 (Halifax, Nova Scotia) member Rod MacDonald.

MONICA SUTHERLAND, daughter of Local 73 (Halifax, Nova Scotia) member Todd Sutherland.

TALYIA TOBER, daughter of Local D575 (Moosehorn, Manitoba) member Larry Tober.

GABRIELLE VANDAELE, daughter of Local 73 (Halifax, Nova Scotia) member Maurice Vandaele.



BOILERMAKER SCHOLARSHIPS are open to high school seniors who will be entering their first year of a two- or four-year academic program at a degree-granting, accredited college or university within one year of their high school graduation and who are dependents of Boilermaker members in good standing.

A dependent may be a son, daughter, legally-adopted child, or other dependent of an active, retired, disabled, or deceased member.

Winners are chosen based on a variety of criteria that include grades, standardized test scores, extracurricular activities, and a written essay on an assigned topic.

Applications for the 2019 awards will be available from your local lodge at the end of this year and will be accepted from January 1 to March 1, 2019. **Applications postmarked after the March 1, 2019 deadline cannot be considered.**

Contact your local lodge at the end of December to get an application. The International will not mail applications to individuals.

OTHER AVAILABLE SCHOLARSHIPS

Scholarships are also available through some local lodges, the Union Plus credit card program and some state and regional labor councils.

Dependents of Local 13, Local 83, and Local 108 members who meet the eligibility requirements of the International Executive Council (IEC) Scholarship Program (listed here) may also apply separately to Local 13, Local 83, or Local 108 for their awards program.

Dependents of Local 105 and Local 146 members who are eligible and apply for the Boilermakers IEC Scholarship, are also considered applicants to their respective local lodge award programs.



Dependents of Canadian members who are eligible and apply for the Boilermakers IEC Scholarship are also considered applicants to the Canadian Federation of Labour (CFL) scholarship program.



Other Scholarship Winners

Canadian Federation of Labour, local lodge scholarships announced

THE BOILERMAKERS' INTERNATIONAL Executive Council scholarship committee has announced its selection of the Canadian Federation of Labour award winners. In addition, local lodges have announced their scholarship recipients.

Canadian Federation of Labour scholarship recipients each receive \$1,000 award

Teagan Parkin, daughter of Local 191 (Victoria, British Columbia) member Kirby Parkin, is a graduate of Georges P. Vanier Secondary School. She is studying biochemistry at North Island College.

Molly MacDonald, daughter of Local 580 (Halifax, Nova Scotia) member Paul MacDonald, is a graduate of Hants East Rural High School. She is working toward her Bachelor of Arts in history at University of King's College.



Local 13 grants 23 scholarship awards

LOCAL 13 (Philadelphia) selected winning applicants for two Jeffrey C. Davis Awards and 21 academic scholarships. The Jeffrey C. Davis awards are funded by the family of Jeffrey C. Davis, an apprentice who died in a 2002 job-site explosion. The Local 13 scholarship committee does not release the names of scholarship winners for publication.

Local 105 presents Don Storey Memorial scholarships

FOUR DEPENDENTS OF Local 105 (Chillicothe, Ohio) members received a \$1,000 Don Storey Memorial Scholarship. They are Robert Conaty, son of Robert Conaty; Kayle Gallion, daughter of Timothy Gallion; Baylei Park, step-daughter of Scott Kellogg; and Michaela Potter, daughter of Michael Potter.

Local 146 grants two scholarship awards

LOCAL 146 (Edmonton, Alberta) selected winning applicants for two academic scholarships. Pristina Mendoza, daughter of Ernesto Mendoza, received a \$2,000 award. Losan Shishani, daughter of Maher Shishani, received a \$1,000 award.

L-83 special fund awards five scholarships

LOCAL 83 (Kansas City, Missouri) awarded scholarships to five dependents of local lodge members. Pictured at left back row, l. to r.: Inspector John Seward, Recording Secretary Zach Hayes, and Iowa Rep Tom Dye. Front row, l. to r.: President Robbie Gant, BM-ST Scot Albertson, scholarship recipient Samantha Hicks, Kenneth Hicks, Trustee Dave Delgado and Trustee Danny Eastwood. Not pictured are scholarship recipients Cassandra Daniels, daughter of Scott Daniels; Sophia Henneman, daughter of Arthur Henneman; Josey Johnson, daughter of Matthew Johnson; Richard Peve, son of Richard Peve II; and Emily Schroeder, daughter of Darrin Ryder.



Past scholarship recipients praise Boilermaker legacy

Dozens affirm positive impact of Brotherhood's educational assistance

FOR THE PAST 30 years, the Boilermakers union has awarded scholarships to select high school seniors who have competed through essay writing and academic and community achievement. Recently, the Scholarship Committee asked past recipients how receiving a Boilermaker scholarship impacted their lives. Below is a sampling of their comments. Read their full responses and those of other scholarship recipients at boilermakers.org/scholars

My father was a union Boilermaker for over 38 years. His trade provided for the needs of our family and gave me and my siblings the opportunity to pursue our dreams. A college degree would not have been an option had it not been for the stability, fair wages and insurance afforded my dad by the International Brotherhood of Boilermakers. The stories my dad would tell about engineers after coming home from a long day's work had a strong influence in me becoming one and also shaped my successful 19-year naval career. None of this would have been possible without the scholarship I received from the Boilermakers over 20 years ago! Thank you!

Joseph Fals, Executive Officer of the USS James E. Williams (DDG 95)



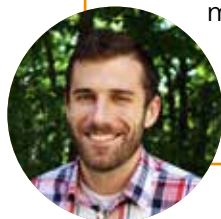
I did not know how I was going to pay for my college education. I had always worked very hard in school and in athletics, hoping that I would be able to earn scholarships to pay for my schooling, because I knew my parents would not be able to. I earned a scholarship that helped pay for my freshman year of college at Boise State University, where I also received a partial athlete scholarship for the women's track team. The Boilermakers' scholarship allowed me to really focus. I graduated magna cum laude with a Bachelor of Science in biology-secondary education in four years with no college debt! Since that time, I have coached track and field and have also taught high school biology, chemistry, microbiology, middle school life science, and am currently in my 6th year as the gifted and talented teacher and program facilitator. I also went on to earn my Master of Science in special education in gifted, talented and creative.

Melanie Bemis-Schrader, Coach and Teacher



I am fortunate that every day I can see the impact of the hard work I am doing. Growing up in a Boilermaker family, I was raised to do great work and be proud of it. I am happy I get to bring those values with me throughout my life.

Andrew Pieterick, Communications Manager at Guest House

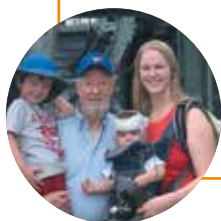


To read all of the responses in their entirety, plus many others from past Boilermaker scholarship winners, please visit our website at: boilermakers.org/scholars



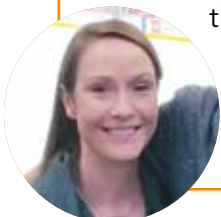
The International Brotherhood of Boilermakers has been a big part of my life, not only in providing me much needed support for my education but in the stories from my dad about the work, the people and the places he shared with me. My dad is an excellent storyteller, and there is something so compelling about hearing stories from jobs that shaped the landscape where I grew up. Now, my dad tells those stories to my sons, and there is something incredibly touching about Grandpa telling his grandsons about working high in the sky that makes the journey so worth it.

Greta (Hall) Heathcote, Manager of Program Coordination at the Banff Center for Arts and Creativity



My career in the science and teaching field would not have been possible without the Boilermakers' scholarship I received. I come from a blue-collar, hard-working family that would have done anything to put me through college. It would have been very difficult to manage the bills that come with college without the added benefit the Boilermakers scholarship provided. I have also met many members of the Boilermakers through my father, and having won this scholarship, I wanted to make my father and the Boilermaker community proud by doing well in school and contributing positively to society. I like to think my teaching is helping develop the next great scientist who may cure a previously incurable disease, and my work solving crimes will give justice and closure for victims and their families.

Jennifer Wagenmaker, Forensic Scientist at the Illinois State Police Forensic Science Center



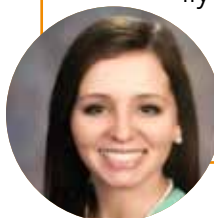
I'd like to thank the Boilermakers for aiding my academic and personal journey through the Boilermakers' scholarship. Your support helped make reaching my goals a matter of time, instead of a distant dream.

Katiemae White, Marketing Coordinator at Friends Forever International



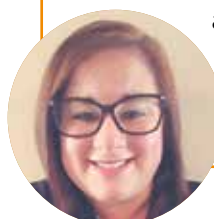
Receiving the Boilermaker scholarship is something that I will always be thankful for as it contributed to the successful college career that has shaped my future. The Boilermakers union has had a tremendous impact on the lives of every member of my family. Through the successes my father, Daron Moore, has had in the union, my family has been able to grow and enjoy great moments together that we otherwise might not have.

Marissa Stack, Tax Associate for PwC



Being a recipient of the Boilermaker scholarship has been an honor. The scholarship helped to remove some of the financial burden of college. Being the daughter of a laborer, I knew that only I could make my dreams happen. Hard work and drive were learned from my father. My dad, Matthew J. Robison, is now a retired Boilermaker from Local 744 after 35 years in the union. He not only inspired work ethic and the importance of having irreplaceable skills, but also respecting everyone you encounter. He has always been a family man, and being among family has always been a priority.

Erin Robison, Medical Surgical RN at St. John Medical Center



M7 members keep Attwood No. 1 in marine parts

From navigation lights to seat pedestals to trolling motors, Boilermakers keep boaters' needs afloat

IF YOU'VE EVER bought a boat accessory for a recreational watercraft, chances are Boilermakers of Local M7 (Lowell, Michigan) had a hand in getting it to you. Members of the lodge work for Attwood Marine Products, the world's largest supplier of boating accessories and parts.

Workers at the sprawling 450,000-square-foot warehouse and plant in Lowell (near Grand Rapids) assemble navigation lights, seat pedestals, MotorGuide trolling motors and myriad other products and accessories. They also stock, customize and distribute thousands of parts to outdoor retailers across North America, from brick and mortar stores like Cabela's and Bass Pro Shops to online shopping sites. Some products are also used in automotive and RV markets.

M7 President Mark Babcock, a 35-year employee, calls Attwood "the Amazon of boating accessories and parts." Indeed, if it supports a fishing seat, makes it easier to lift a deck hatch or heats the water on a yacht, you'll likely find it on the floor-to-ceiling shelves at Attwood. Babcock runs the Spring Department, where gas-assisted rods or "springs" used in boat and RV hatches are calibrated for various manufacturers. Throughout the vast plant, Boilermakers assemble, modify, inventory and distribute tens of thousands of parts every day.

International Rep Dan Luhmann says part of the company's success is its positive relationship with the union (Boilermakers are the only union on site). "I think we have mutual respect, which is important in solving issues before they become a larger problem. They've been a good employer, and we look forward to continued growth and prosperity and the opportunity to bring in new union Boilermakers to Local M7."

Babcock, now in his fourth term as lodge president, agrees. "It's nice to work with a company that, unlike the big corporations, is family oriented — not only coworkers but the management team up front."



IR Dan Luhmann, left, tours the Attwood facility with Human Resources Manager Jamie Orr and L-M7 President Mark Babcock.



John Zoulek assembles a MotorGuide trolling motor.

Babcock stresses to coworkers, especially newer employees, the importance of being in the union. (In 2012, Michigan passed a law that allows workers to opt out of paying dues even though unions are legally required to provide representation services to every worker in a unit.)

"The main thing our union does is give you a voice," Babcock says. "If you don't have a union, you don't have a voice or any power to bargain for wages, benefits and working conditions. The union also brings structure and stability to our worksite."

Local M7 received its Boilermakers union charter in 1996. ■

"If you don't have a union, you don't have a voice or any power to bargain for wages, benefits and working conditions. The union also brings structure and stability to our worksite."

— Mark Babcock, President Local M7



Lance Walkington places boat lights in clamshell packaging for shipment to retailers.



Roger Walling assembles and finishes a boat seat pedestal.



Patti "Spitfire" Godre moves products in the distribution department.



Jeffrey Dukes works on a hot water heater used in yachts and other vessels.



Laurie Markham wires a navigation light.

BROTHERS IN EVERY SENSE OF THE WORD

Miskell legacy spans 76 years

AN HOUR SOUTHWEST of Chicago, knee-high corn dances in a warm breeze. The sun blazes, heating up the small town of Marseilles, Illinois, where the six Miskell brothers sit shoulder to shoulder around the dining room table at middle-brother Jim's house. The men, along with several other relatives, are reminiscing about their family's 76-year Boilermaker heritage, most of it spent working out of Local 60 (Peoria, Illinois).

As young men, the Miskell brothers were off to a strong start as Boilermakers. They followed in the footsteps of their father, Hulet "John" Miskell, who'd earned the work handle "Johnny Good Hand" due to his skill, and because he was a man others relied on and respected. John joined the Boilermakers in 1942, working at a shipyard in Seneca, Illinois, out of the now disbanded Local 429. His pride of being a Boilermaker carried to his six sons, sons-in-law, grandsons and extended family over the next seven decades. And though his five daughters didn't join the union, four of their husbands did.

While some families pass wealth and material goods from generation to generation, John and his wife, Hiddle, passed down something far more valuable to their children: a commitment to hard work, integrity and loyalty. That's what made the Miskells successful Boilermakers.

During the years John travelled for work, Hiddle kept house and raised their 11 children. The brothers all speak lovingly of their mother, crediting her with keeping their family and home together during tough times, and while



Hulet "John" Miskell and wife, Hiddle, raised 11 children on a Boilermaker income.



Father and sons on the job in the 1960's.
Left to right: John Miskell, Don, Jerry and Jim.



Jerry joined the union in 1958



Don joined in 1963



Jim joined in 1964

their dad traveled for long stretches of work on the road. The oldest, Jerry, recalls how his mother laundered all their clothes with a hand wringer washer. Even with time-consuming household chores, she always found time for her children.

Brothers work for “the old man”

GIVEN THE DISPARITY in ages between John and his younger sons — he was 42 when his youngest son was born — it was the older brothers Jerry, Don and Jim, who often worked with their father. The younger three — Bob, John (aka “Little John” so not to be confused with this father) and Tom — worked mostly with one another. The only time all six brothers and their father worked together was during construction of the LaSalle County Nuclear Generating Station in LaSalle County, Illinois, a few miles from Marseilles.

During the six-year project, the Miskells spent their days rigging and fitting. They built the condensers and then flew [rigged and lifted] them. And Little John took part in setting the reactors. While building LaSalle, or on any job with their father, all six knew that their dad was the one they had to please.

“When you were on the job, you were working for the old man,” says Jerry, the oldest. “He’d kick your butt if you didn’t do it the right way.”

Little John agrees. “He put a lot of pressure on you when you went to work.”

The brothers admit that this was because they had a name and reputation to uphold. Standards to maintain. Plus, they respected their father.

That respect started early. Growing up, times were hard. When their father wasn’t traveling with the union, he’d find side jobs to earn money until work would break.

“That’s where me and my brothers learned a lot of our work ethic — helping Dad with side jobs,” says Tom, the youngest.

They also learned how to weld from their father, who always had a project brewing around the house, such as constructing a rooftop TV tower from scratch to improve television reception.

Brothers enjoy family fun on and off the job

THE BROTHERS LEARNED their work ethic from their father both on jobs and at home, but they learned how to have fun with him, too. One Saturday night, coming home after a weeklong job in East Dubuque, Illinois, Jim and Jerry were in one car and Donny and their father in another. After being gone from their families for six days running, they decided they’d race to see who could get home first. As Jim tells it, Jerry slept in the back seat while Jim pushed the car to 90 mph. Suddenly, a tire blew. Jim wrestled the car safely to the side of the road. When he hopped out to investigate, he found all four tires in good condition. Puzzled, he poked around and found the spare in the trunk had blown because the tail pipe had rubbed against it. Needless to say, they lost the race.

While on the job, their father always stressed that the brothers needed to look out for one another. So when Tom took his first job working with Little John at Duck Creek

continued on next page



"Little" John joined in 1969



Bob joined in 1972



Tom joined in 1976

MISKELL BROTHERS

continued from previous page

Power Station in Canton, Illinois, he knew his brother had his back.

Two of the younger brothers were on a ductwork job when Little John took his lunch break, leaving the area where he'd been welding to eat with other union brothers. Tom decided to skip the food and take his lunch break in the form of a nap, lying down on the plank inside the ductwork where they'd been welding. When Little John came back from lunch, he started closing up the access hole in the duct, not knowing Tom was still snoozing inside.

As smoke in the duct started to thicken, Tom finally woke up. He yelled at his brother, who thought he was joking. Little John believed Tom was calling from behind, throwing his voice so it sounded like it came from inside the duct. So, Little John just kept on welding.

The duct filled with more smoke. Tom, feeling a bit of panic, grabbed the plank he'd been sleeping on and hit the spot where Little John was welding, startling him into action. Little John quickly cut the hole open and Tom crawled out.

It's a story they still laugh about today, over four decades later.

Family heritage keeps Miskells in the union

WITH MYRIAD PROFESSIONS to choose from, what put one family on the path to the Brotherhood and kept them there for seven decades? Little Jimmy, Jim's son, a 27-year Boilermaker out of Local 60, says it best:

"These guys right in front of me, they made the stairway for me, and I appreciate them every minute. They worked hard to get our name. I don't want to mess it up. That stuck with me when I joined. It still sticks with me today."

Local 60 BM-ST Kirk Cooper says that the Miskells's legacy is legend. Over the last 38 years, Cooper has worked at one time or another with every brother in the clan.

"They're a very strong union-minded family," Cooper says. "They exemplify what it means to be a Boilermaker. They demonstrate it on the job."

Little John aptly sums up the years of working with his family. No regrets. None of the brothers have them. Only praise for the union, their local, and their family.

"We had all our brothers working together, and we still love each other. There's nothing better than that." ■

"These guys right in front of me, they made the stairway for me, and I appreciate them every minute. They worked hard to get our name. I don't want to mess it up. That stuck with me when I joined. It still sticks with me today."

— Jim Miskell, Jr. joined in 1991



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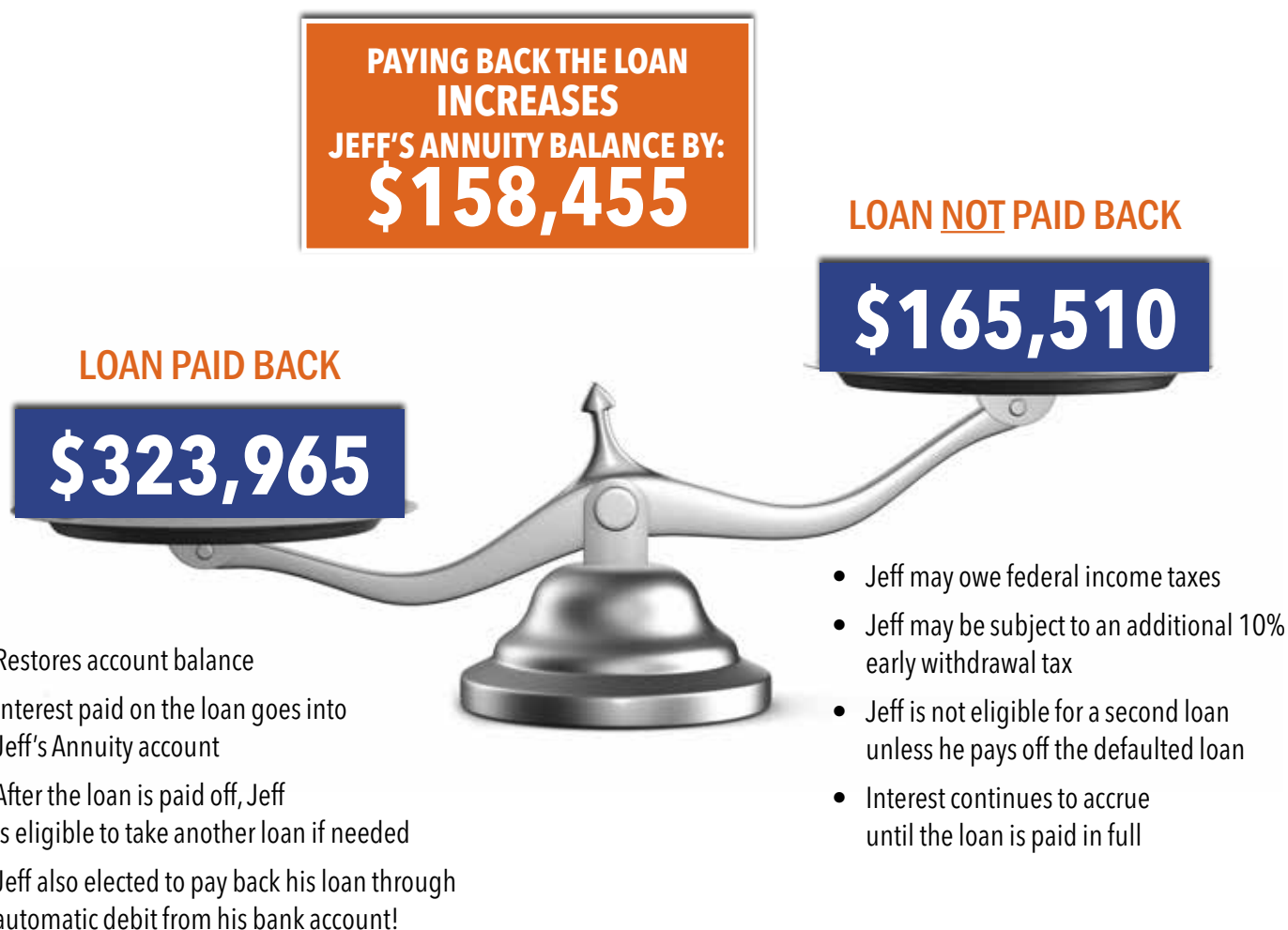


Don't Let Short-Term Needs Affect Your Retirement



Unavoidable events happen. The Annuity Trust provides you with the ability to use a loan to assist you with meeting those financial needs, but don't let a loan, for a short-term need, significantly reduce your retirement savings you work so hard to build.

These examples show Jeff's Annuity account balance after 20 years if he borrows \$50,000 and pays back the loan or does not pay back the loan.



Watch the new Annuity Video with real life Boilermakers' stories at www.bnf-kc.com.

This informational is for educational purposes only. This material is not intended as advice or recommendation about investing or managing your retirement savings.

Assumptions used in the examples: \$100,000 starting Annuity account balance; loan amount of \$50,000; the loan is paid back over 5 years; loan interest is repaid at a 4% annual interest rate; the Annuity account grows at a 6% annual interest rate; the accounts grow for 20 years; and no additional contributions are made to the Annuity account.



LOCALS AWARD SERVICE PINS

National Transient Lodge

MICHAEL W. WEST JR., D-NTDS reports presentation of a membership pin to the following:

60 YEARS Ellis A. Steinhauser

Local 1 • Chicago

ERIC S. DAVIS, BM-ST of Local 1, Chicago, reports presentation of membership pins to the following:

50 YEARS James McIntyre;

45 YEARS William Holmes;

35 YEARS Russell Showalter;

30 YEARS William Baker, Michael Lewandowski, John Nolan;

25 YEARS Craig Adams, Daniel Cerullo, Eileen Conway-Gaynor, Gerald Daniel, Larry Gould, David Kent, Marek Kocielek, Ronald Kowalski, Ron Lopacinski, William Maas, Randall Potts;

20 YEARS Jeff Adler, Sergio Anaya, John Bandura, John Benz, James Bingenheimer Sr., Chris Binversie, Joseph Brender, Daniel Brennan, Matthew Brennan, Brian Brewer, David Buchanan, Wally Bukowski, William Bybee, Larry Ceja, Larry Combs, Gary Conboy, Charles Corsini, Eric Davis, Stanley Finley, Anthony Garcia, Gabriel Giaquinta, Zachary Gustafson, Derek Hoffman, Micheal Kavanaugh, Michael Kemper, David Kosiek, Steve Lambert, Kenneth Leone, Dennis Loew, Brian Lowe, Steve Lubawski, Kevin Maddix, Michael Maggio, James Martin, Mark Matelski, Michael Mikowski, James Olson, Bob Osuch, David Osuch, Charles Parkman, James Perrin, Kurt Pecsénye, Edward Rice, Michael Rothgeb, James Schremp Jr., John Scott, Robert Segiet, David Sommerfeld, Noel Springhart, Adam Taylor, John Waldvogel, Lloyd Wright Sr., Mikal Zahnd.

Local 83 • Kansas City, Missouri

SCOT ALBERTSON, BM-ST of Local 83, Kansas City, Missouri, reports presentation of membership pins to the following:

60 YEARS Glenn K. Johnson, Larry L. Lentz, Harold E. Murphy Sr., Kenneth G. Pentecost, George W. Snell Jr.;

55 YEARS Claud A. Collins, Dewain E. Crouch, Donnie L. Davis, Bobby F. Goad, James R. Gregg, Billy J. Parker, James A. Thomas;

50 YEARS Paul A. Benson, Warren Blaske, Jerry M. Brassfield, Jerry A. Burgoon, Glen D. James, Gary L. Merritt, Gordon Miley, Ronald L. Plaisted, Bill Shell, Charles Shipley Sr., Warren R. Toms;

45 YEARS Raymond W. Allen, Floyd Allen Baxley, David J. Berry, William W. Crowdes, Billy R. Davis, Roger D. Erickson, Larry W. Garmany, Robert W. Grimshaw, Harold L. Hamilton, John D. Jenkins, Gary R. Kampe, Robert M. Lowe, Marion C. Manly, James E. Mason, Charles E. Morse, James A. Otwell, Steven T. Smith, David R. Ussery, James M. Vanzuuk, Kim L. Williamson;

40 YEARS Patrick A. Born, Michael W. Brotherton, Larry D. Capehart, Alexander F. Devereux, Ricky V. Do, Rodney G. Earnest, Charles Eastridge Jr., Larry L. Fitzgerald, Charles J. Galbraith, Darien D. Haefner, Mark R. Hammell, Howard L. Hart, Jerry M. Heiser, John M. Henderson III, Patrick Heptinstall, Richard A. Kriz, Paul D. Lloyd, Randy F. Malloy, Fredrick McDonald Jr., Jim R. McKenzie, Eddie D. Meredith, Steven E. Myers, Gary L. Nevils, David E. Perkins, Carl D. Prewett, Warren Rees, Richard W. Rohaus, Bruce A. Schanuth, Ronald H. Schuster, Stan L. Severson, Geary W. Shaddox, Howard D. Shelton, Christopher P. Siela, Michael J. Smithers, Daniel D. Stafford, Mark A. Suthers, Lyston John Taylor, Kenneth L. Thomas, Rhett Thomas, Dean A. Vliet, John H. Ware Jr., Eldon Dail Watskey, Donald B. Whitsell;

35 YEARS Dennis L. Clark, Dan Garoutte, Rick Ussery, Jimmy R. Wade;

30 YEARS James Blevins, Garry E. Brunner, Charles Elliott, Eddie R. Gibson, Robert R. Hubbard, Joe Hasty, David A. Lutes, Douglas L. Roseberry, Billy Scislowicz, Jeffrey L. Uhing, Terry G. Verrips;

25 YEARS Monte Bowers, Darrell Dormer, Ralph Epp, Harold Hardin, Daryl Phillips, John Reynolds;

20 YEARS Kevin Cook, Kenneth Hicks, Larry Dean Miller, Eric Parks, C. Curtis Perry, Rob Turley; and

15 YEARS Anthony Bierschwal, Danny Coones, Dale Dibble, Dawn Finney, Eddie Foster, Dave Gaber, Keith Gordon, Hugh Grimes Sr., David Kimball, Daniel Lynn, Troy Mitchell, James Minchew, Chris Muckerman, Phong Pham, Michael Tucker, Danny Vickers, Charles Wilson.

Local 549 • Pittsburg, California

TIMOTHY JEFFERIES, ACTING BM-ST of Local 549, Pittsburg, California, reports presentation of membership pins to the following:

50 YEARS Dale Riley;

25 YEARS Thomas May.

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:
The Boilermaker Reporter
 753 State Ave., Suite 570
 Kansas City, KS 66101
FAX: (913) 281-8110
EMAIL: reporter@boilermakers.org

Local 627 • Phoenix

JACOB EVENSON, BM-ST of Local 627, Phoenix, reports presentation of membership pins to the following:

65 YEARS Robert Heath, Kent Killen;

55 YEARS Wilson Adamson, Rodger Dunsdon, Ronald Roberts;

50 YEARS David Akes, David Dunckhurst, Herman Garcia, Dee Giles, Orlo Gillaspy, Richard Johnson, Craig Nelson, Michael Norrie, Edward Stauber, Charles Thompson, L.M. Tipping, Jerry Wilburn;

45 YEARS John Allen, Lloyd (Tick) Andrews, Stenson Begay, Steve Buschschulte, James Chischilly, Pete Dominguez, Sammie Drinkard, Chris Ellsworth, Tom Hoskie, Curtis Lackey, Leonard Mike, John Petroff, Nieves Rico, Earnest Seson, Donald Smith;

40 YEARS Larry Baca, Terry Beall, Philip Bigman, Kenneth J. Bubash, David Caudill, William T. Creeden, John Dale, Dan Deen, Phillip Dow, Patrick Duffy, Ricardo Escalante, Kyle M. Evenson, Wayne Fern, Steve Horlacher, Curtis Jimmie, Jimmie John, Lester Leslie, Mike Leslie, Felix Lester, Robert Logue, Estal S. Magness, Max Magness, Curtis Martin, Robert (Bobby) Mora, Jimmy Payton, Louis Payton, Danny Perry, Ronald Poitra, Dennis Roberts, Roy Rouse, John Silversmith, John Sneed, Carlos Ugarte, Raymond Yazzie;

35 YEARS Gary Aycock, Wilson Deschine, Ben Luckner, Juan Vaughn, Mike Ward;

30 YEARS Cliff Aken, Willie Blackwater, Ray Caldwell, Mark DeJolie, Brian Fountain, Ron Francis, Thomas Leslie, Jack Montgomery, Peter Pagaduan, Raymond Puente, Ralph Sands, Steve Smith, Dave Whitlock, Leroy Williams;

25 YEARS Daniel Esteves, Thomas Kannard, Albert Leslie;

20 YEARS Tony Bryant, Dennis Caballes, Adam Crider, Richard Domingo, Raymond Gonzalez, Delbert John, Paul Linberg, Tom Little, Tillman Paddock, Norman Peed, Aristeo Rivera, Chris Turley, John Vezzetti, Chuck Walker, Dave Wise; and

15 YEARS Calvin Anderson, Lorena Blackwater, Robert Brake, Thomas Burnett, Walter Cox, Charles Dorminy, Stephen Gal, Mark Hughes, Lester Junes, Melissa Little, Ralph Nelson, Joselito Peji, Jerry Perry, Lindsey Royce, Gorgonio Saulog, Mareko Sopi, Joe Thompson, Henry Toogood, Jonathan Yazzie, Darren Yokotake.

Local 647 • Minneapolis

LUKE VOIGT, BM-ST of Local 647, Minneapolis, reports presentation of membership pins to the following:

45 YEARS Richard C. Drolson, Leroy B. Goebel, Gary R. Holter, Robert A. Kleve, Jeffrey S. McPheeters, Paul S. Pendergast, Anthony J. Pilles Sr., Leslie G. Rinerson, Harlan C. Rost, Gary D. Strand;

40 YEARS James Labrec Jr., Jay C. Marshall, Gordon A. Sykora, Mark H. Wynn;

35 YEARS Oscar E. Anderson, Raymond Bliese;

30 YEARS Roger L. Barron, Bennie W. Eide, Daniel J. Guerts, Bahram Nikrad, Randy D. Schmidt, Bruce W. Sundin;

25 YEARS Jerry D. Ballensky, Glenn A. Knutson, Marco Pfeifer, David P. Ruby, James L. Wolf;

20 YEARS Timothy C. Koste, Michael W. McCullough; and

15 YEARS Robert D. Blackwell, William D. Bruns, Robert J. Wiggin.

Local 744 • Cleveland, Ohio

MARTIN D. MAHON, BM-ST of Local 744, Cleveland, Ohio, reports presentation of membership pins to the following:



RETIRED L-744 (CLEVELAND) BM-ST LOUIS JEWELL recently received his 65- and 70-year pins at his residence in Cape Coral, Florida. Brother Jewell is a World War II veteran who was initiated into the Brotherhood August 19, 1948. He served as BM-ST from 1976 until his retirement in 1986. Jewell's older brothers, Robert and Paul, were also Boilermakers as were nephews Paul and Jamie.

70 YEARS Louis R. Jewell;

65 YEARS Lewis A. Wagoner;

60 YEARS Thomas A. Cassidy, Troy W. Cook, Dominic J. Coppa, Edward Cullen, Louis A. Ebosh Jr., Kenneth W. Wilson;

55 YEARS Ewald F. Hammerle, Paul L. Hildebrand;

50 YEARS George H. Brown, Joe Danko, Billy J. Harmon, Jack H. Heidrick, James R. Hynd Jr., Ivan P. Lewis, Lawrence McManamon Sr., Robert Moran, James C. Mudrich Jr., Dale M. Stein, Carl D. Swiger, William G. White, Charles B. Williams;

45 YEARS Charles E. Atwood, William F. Atwood, Samuel C. Bayle III, Jerome J. Bien, Mark L. Billey, Ronald E. Bortmas, Robert S. Boyd, Raymond A. Budny, Christopher Campbell, George Chutter, Paul L. Ciotti, John C. Clark, Robert M. Connor, Michael C. Cox, David E. Davis, Robert W. Davis, Peter C. Denardis, Carl F. Dietz, Jerome J. Dulay, George R. Durisek, Gary G. Ebosh, Gary W. Emerson, Philip H. Estes,

Frederick J. Feik, Joseph J. Feik, John G. Fisher, Wayne Foley, Patrick Gallagher, Francis W. Gardner, John W. Gardner, Lewis L. Gibson, Dave A. Grack, Carl R. Gunnoe Sr., Lonzo D. Herron, Herman L. Hilton, Ernest T. Holloway, Thomas T. Hunn, William N. Joslin, Joseph J. Jurasek, Theodore G. Kaster, John T. Kelly, Theodore Lee Kerecz, Richard J. Konjati, Kenneth J. Krause, Dale M. Kurtz, Andy M. Kush, Larry M. Leaver, John McCachren, Douglas E. McPeck, Howard Ike Meek, Terry L. Mitchell, Harry P. Monahan Jr., Patrick C. Mullen, William E. Niemeyer Jr., John Pavlick, Duane Perkins, Gary G. Polk, James R. Price, Charles Robison Jr., Daniel J. Rocha, Jeffrey L. Rothacher, Robert J. Saterlee, Steven E. Saunders, Thomas J. Sciarra, Donnie R. Scifres, Richard W. Shearer, David A. Spieker, Eugene Starr, Charles L. Tarman, Earl Tharp Jr., Richard E. Tomak, Alvin J. Troyer, Chris A. Vanderwyst, Ronald J. Vanderwyst, James P. Vanvalien, Frank A. Walsh Jr., Robert A. Walsh, Jeffrey D. Weirich, Jack B. Whitehawk, Leonard D. Williams, Russell Wilson;

Continued on page 38

Service Pins

continued from p. 37



Local 744 • Cleveland, Ohio (continued)

40 YEARS Robert S. Atwood, Terry C. Atwood, Stephen C. Bradford, Daniel E. Chappel, David A. Collinsworth, Fate Cook, Thomas G. Debarber, Dave Delucia, Robert Allen Diehl, Frank E. Dillingham, Jack L. Dixon, Mark S. Dombrowski, Christopher M. Donovan, Robert Dow, Daniel E. Dunn, Roger L. Emick, Timothy J. Feik, Jack R. Festi, James T. Festi, Kenneth W. Formet, James V. Galbraith, Robert M. Gardner, David Gillespie, Thomas Herrmann, Elza N. Hill, Charles Huff, Jami R. Jewel, Paul R. Jewel, Frank K. Jewett, Joseph J. Kantor, Francis J. Keating, Charles A. Kent III, Gary W. Kersnick, Kim C. Kotor, Danny D. Kurjian, William C. Lincicome, Christopher Lischerelli, Robert D. Lloyd, Theodore L. Mackey, Robert D. McKinney, Leslie D. McMillan, Dale E. Petrick, Clayton D. Plummer, Danny Porter, Jeffrey J. Przytulski, Thomas P. Regan, Richard L. Robinson, Terry L. Sawyer, Michael A. Simko, Kenneth E. Staley, David D. Stincic, Charles K. Tanner, Michael S. Torok, William Tymoshenko, Boyd A. Vanderwyst, Anthony J. Velasco, Allen W. Wilson, James Willson, Ralph Willson, Paul O. Wiseman, Louis J. Wisnyai, Robert P. Zito;

35 YEARS Gerald J. Barry, Patrick O. Boyle, Michael R. Burkhart, James P. Conway, Michael E. Ebel, Reese F. Edwards, Randy Estes, John T. Finucan Jr., Wayde A. Hatten, James F. Hodgson, Edward A. Holden, Bartholomew Leneghan, Kevin J. Lowry, Martin D. Lowry, Henry Marsilio, Lawrence McCaffery Jr., John A. McCann, Michael T. McCann, Larry E. McCue Jr., James McManamon, Michael P. Monter, John R. Napier, Lawrence S. Novak Jr., Matthew J. Robison, Daniel Sullivan, David Tropkoff, Rodney J. Vanderwyst, Michael R. White, Bentley Wilson;

30 YEARS Jack S. Bambeck, Jay R. Brail, Jerry L. Carlson, James G. Condrich, William Eustache, Gregory L. Eversole, Jake Fornaro, James E. Foxx, Alvin Gates, John T. Hicks, Dennis Hoy, Todd M. Hyder, James M. Juratovac, Paul A. Labonte, Brian D. Loftus, Edward D. McGehee, Donald G. Motz, Jeffrey A. Pelfrey, Charles M. Ruszin, David A. Stansberry Jr.;

25 YEARS Robert J. Burke, Timothy Cook, Louis A. Ebosh III, James Foys, Joseph M. Ginley, Carl "Ricky" Gunnoe, Theodore Kerecz, Lawrence McManamon Jr., Christopher Osting, David E. Reisinger, William Smith, David W. Weirich, Barry R. Wilson; and

20 YEARS Michael Andrews, Brian Carr, James Coachmen, Tony DeVito, Michael Dulay, Joseph Fisher, Jay B. Foster Jr., Thomas Hanton, Tim Karlinchak, Brian Keating, Danny Kurjian Jr., Daniel Lincicome, Patrick Lyon, Terry Murphy, Gene Pamer Jr., Ronny Perkins, Jamie Rothacher, Jesse Stahlman, Chuck Tully, Daniel Walsh.

Lone Star District Lodge • Beaumont, Texas

CLAY HERFORD, BM-ST of Lone Star District Lodge, Beaumont, Texas, reports presentation of membership pins to the following:

LOCAL 74

50 YEARS Larry R. Wittge;
40 YEARS Larry D. Spence;
35 YEARS Herman J. Sullivan Jr.;
30 YEARS Donald E. Sims;
25 YEARS Michael D. Dickman; and
20 YEARS Kenneth L. Briggs, Don K. Tulos Sr.

LOCAL 132

45 YEARS Daniel Popovich, Don A. Verver;
40 YEARS Donovan R. Martin II, Mark Thompson; and
15 YEARS Laura C. Bell, Roger Simek;

LOCAL 587

65 YEARS Melvin Green;
55 YEARS Seth E. Sheldon.

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WWW.BOILERMAKERS.ORG
 OR CALL US AT
(913) 371-2640

Also please notify the secretary of your local lodge.



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 Armoto, David J.	72 Benson, Robert R.	154 Hunter, Gregory R.	647 Brown, Donald J.
NTL Barone, Bobby J.	72 Gannon, Thomas R.	154 Manjerovic, Joseph D.	647 Christensen, Harold N.
NTL Bazell, Gaines T.	72 Hall, Gene C.	154 Schriener, Lyle E.	647 Turbitt, John C.
NTL Bryan, Frederick C.	72 Morehouse, Thomas O.	154 Steigerwald, Herbert F.	647 Weinhandl Jr., John P.
NTL Engelman, Gregory	73 Chiasson, Eric	154 Tokarczyk, Bernard	647 Wenzel, Victor A.
NTL Green, Bert E.	73 Graham, George H.	169 Little, James J.	647 Yoakum, Lawrence J.
NTL Hale, George M.	78 Cichocki, John L.	169 Smerdon, Larry R.	648 Knerr, William L.
NTL Hinkle, Fred R.	83 Hassebroek, Hershel R.	193 Forsythe, Edward	667 Kaylor, Thomas
NTL Holt Jr., Owen	83 Johnson, Stephen R.	193 Strickling, John G.	667 Mowrey Jr., Ister R.
NTL Lindsey, James E.	83 Peevey, Randall A.	194 Leinweber, Samuel	667 Wise, Charles L.
NTL Perry, Ronald G.	83 Perkins, Charles E.	202 Caulkins, James I.	677 Norczyk, Stanley P.
NTL Reynolds, Frank R.	83 Runge, Richard A.	202 Thompson, Freddie	679 McDaniel, Harold K.
NTL Simpson, Charles I.	83 Wruck, Dwight K.	204 Shishido, Ronald T.	687 Knight, Wilfred E.
1 Stewart, Kyle R.	92 Orona, Jose Z.	204 Tuauu, Tavita S.	696 Copeland, Judith A.
1 Strzykalski, Raymond	101 Ham, James E.	242 Keffeler, Duane D.	696 Neville, Douglas A.
1 Vaughn, Vernon M.	101 Rugg, Henry B.	242 Minchew, John W.	696 Plude, Ivan F.
5 Smith, Charles W.	101 Yazzie, Lynn O.	242 White, Norman D.	696 Thoune, Robert L.
5 Trout, Daniel J.	104 Brown, Bruce B.	271 Arsenaault, Georges	730 Bishop, Glen
6 Amador, Victor M.	104 Ellis, Robert E.	359 Fisk, Keith E.	744 Goff, Harold L.
6 Carli, Mathew S.	104 Ellis, William L.	359 Loxton, Darcy A.	744 Wilson, Walter
6 Court, C. L.	104 Facio, Felix H.	359 MacDonald, Douglas J.	749 Jones, Richard W.
6 Garcia, Julio C.	104 Johnson, Andrew J.	363 Brown, David G.	802 Williams, Bobbie R.
6 Grech, Anthony C.	104 McKay Jr., Robert G.	363 Huff, Arthur L.	897 Kirby, Alvin
6 Marglon, Bert E.	104 Morse, Mattie B.	363 Rill, Daniel A.	897 Main, Roy J.
6 Silvia, Robert J.	104 Renner, Edwin D.	374 Esparza, Louis G.	902 Jordon Jr., Thomas H.
6 Teshima, Hubert S.	104 Syska, William F.	374 Plowman, Virgil R.	1073 Lopez, Pedro
7 Mazzeo, Peter J.	104 Waugaman, Lyle W.	374 Powers, Sherman L.	1086 Poole, Earl
13 Huber, John E.	105 Rivers, Charles V.	433 Seymour, Earl F.	1162 Mathis, Frank
13 Myers, William A.	106 Barnes, Garry W.	433 Wagoner, Arnold C.	1191 Crowl, Jay O.
13 White, Milton R.	106 Biehl, David A.	443 Blanchard, Edwin C.	1212 Lopez, Hector C.
26 Crenshaw, Bobby C.	108 Hovater, Timothy K.	443 Schmitt, Robert C.	1230 Smith, Gary E.
27 McGee, James A.	108 Jones, Rickey D.	453 Schean, Robert D.	1234 Falconer Jr., Daniel
27 Melton, Larry P.	109 Jackson, Cleve	454 Barry, Dennis J.	1234 Lesny, Jan
27 Morris, Paul A.	110 Breshears, Thomas R.	455 Kent, Melvin D.	1509 Schmidt, Robert L.
28 Mierzwa, Theodore	110 Pearson, Ronald L.	455 Thompson, Billy D.	1570 Maciolek, Robert
28 Mooney, James T.	112 Seals, Jackie B.	456 Cunningham, Allen M.	1603 Sells, Charles L.
29 Breen, James P.	128 Dempsey, Curtis L.	487 Delebreau, Edward M.	1603 Slusser, David R.
29 Shephard Jr., James F.	128 Gulley, Barry	518 Siler, Louis E.	1637 Lear, James W.
37 Diaz Jr., Anthony P.	128 Haggan, James	531 Park, Melvyn S.	1637 Modich, Stefan J.
37 Heintz Sr., Robert J.	128 Pettit, Thomas K.	549 Delgado, Luis M.	1637 Ramey, Gene A.
37 Scamardo, Christopher J.	128 Thompson, Douglas J.	549 Rames, Dalphin T.	1849 Slejko, Frank
40 Albright, Charles R.	128 Thomson, Michael R.	568 Dinelt, Roger A.	1934 Beffa, Duane H.
40 Hay, James H.	146 Albright, Richard C.	568 Shearer, Harvey	1934 Fahning, Herman C.
40 Sutton, Earl	146 Araya, Luis	582 Ernest, James	1934 Mech, George W.
40 Swift, Herbert R.	146 Bazinet, Gerard G.	582 Garza, Luciano	1999 McFadden, Thomas J.
45 Junkins Jr., Milford O.	146 Burdeyny, Gary P.	582 Trabeau, C. J.	2000 Casino, Fred T.
45 Kimble, Larry C.	146 Ford, Tim	583 Moore, Wilburn C.	2000 Kozakowski, Robert M.
45 McIntosh, Evan T.	146 Landals, William L.	584 Carver, James T.	D331 Payne, Dale R.
45 Pittman, Willard R.	146 Niska Aro, Veijo K.	590 Cheatwood, Charles	D400 Harding, Myles
60 Dawe, Daniel W.	146 Rochette, Joseph L.	599 Harmon Jr., Frank R.	D408 Kominek, George S.
69 Tucker, Arvil	146 Semenchuk, Stanley F.	627 Bloodworth, Michael W.	S185 Franklin, Dwain J.
72 Baisch, Robert L.	146 Ward, George T.	627 Caballero, Conrad J.	
72 Balles, Douglas J.	154 Harris, John C.	647 Allen, Dale H.	

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.

INTL Karcher, Mattie P.	\$6,000	37 Melton, Edgar C.	\$6,000	104 Facio, Felix H.	\$6,000
INTL Valentine, Evelyn	\$6,000	37 Scamardo, Christopher J.	\$6,000	104 Floray, Eldon L.	\$6,000
NTL Armoto, David J.	\$6,000	37 Trigueros, Jose A.	\$6,000	104 Montano, Alfredo	\$6,000
NTL Bazell, Gaines T.	\$6,000	40 Dalton, Ted	\$2,322	104 Morse, Mattie B.	\$6,000
NTL Edwards, Andrew	\$6,000	40 Hay, James H.	\$6,000	104 Persson, Floyd P.	\$6,000
NTL Ginn, James D.	\$6,000	40 Sutton, Earl C.	\$6,000	104 Renner, Edwin D.	\$6,000
NTL Green, Jack G.	\$6,000	40 Swift, Herbert R.	\$6,000	104 Sudduth, George B.	\$6,000
NTL Herring, Ralph E.	\$6,000	45 Cox, Edward R.	\$6,000	104 Syska, William F.	\$6,000
NTL Hicks, James W.	\$6,000	45 McIntosh, Evan	\$15,000	104 Vlahovich, John J.	\$6,000
NTL Houser, Kenneth R.	\$6,000	45 Pittman, Willard R.	\$6,000	105 Ellis, David E.	\$6,000
NTL Junkins, Milford O.	\$6,000	60 Dawe, Daniel W.	\$6,000	105 Teer, Milton J.	\$6,000
NTL Keller, Charles E.	\$6,000	60 Emmons, Monte E.	\$6,000	106 Biehl, David A.	\$6,000
NTL Powell, Charles R.	\$6,000	69 Hensley, Edgar	\$6,000	106 Proctor, William J.	\$6,000
NTL Todd, Robert J.	\$6,000	69 Tucker, Arvil	\$6,000	107 Aldred, John E.	\$6,000
1 Bluis, William J.	\$6,000	72 Balles, Douglas J.	\$6,000	107 Bauer, Gerald R.	\$6,000
1 Cornelio, Louis	\$6,000	72 Gannon, Thomas R.	\$6,000	108 Hovater, Timothy K.	\$6,000
1 Hatfield Jr., William	\$6,000	72 Gedde, Steven W.	\$6,000	108 Jones, Rickey D.	\$6,000
1 Strzykalski, Raymond M.	\$6,000	72 McClure, Larry M.	\$6,000	108 Teat, Gerald H.	\$6,000
5 Hylas, Mark K.	\$6,000	72 Miller, Herbert D.	\$6,000	110 Dunaway, J.W.	\$6,000
6 Carli, Mathew S.	\$6,000	74 Bennett, Samuel D.	\$6,000	110 Sutton, Ronald W.	\$6,000
6 De Young, John R.	\$6,000	79 Fontenot, Mateas J.	\$6,000	117 Jones, Allan M.	\$6,000
6 Hingle Jr., Felix	\$6,000	83 Frye, Harold L.	\$6,000	132 Reynolds, Elnita J.	\$6,000
6 Loera, Jose	\$6,000	83 Hassebroek, Hershel R.	\$6,000	151 Blevins, Burchel L.	\$6,000
6 McKenzie, Aubra H.	\$6,000	83 Hernandez, Elmer R.	\$4,825	154 Armstrong, Thomas C.	\$6,000
6 Panesar, Harnam S.	\$6,000	83 Johnson, Stephen R.	\$6,000	154 Frender, Frederick C.	\$6,000
6 Smith, Joseph	\$6,000	83 Johnson, Verlyn G.	\$6,000	154 Hunter, Gregory R.	\$6,000
6 Teumalo, Lotonuu T.	\$6,000	83 McQuitty, Roger D.	\$6,000	154 Manjerovic, Joseph D.	\$6,000
6 Yoakum, Charles D.	\$6,000	83 Mueller, Donald W.	\$6,000	154 Schriener, Lyle E.	\$6,000
7 Mazzeo, Peter	\$6,000	83 Perkins, Charles E.	\$6,000	154 Tokarczyk, Bernard T.	\$6,000
11 Wruck, Dwight K.	\$6,000	83 Runge, Richard A.	\$6,000	169 Little, James J.	\$6,000
13 Oxtal, Albert V.	\$6,000	83 Ussery, James W.	\$6,000	175 Phillips, Wayne L.	\$6,000
13 Weber, Walter E.	\$6,000	85 Below, Vernal	\$6,000	182 Davis, John G.	\$6,000
13 White, Milton	\$6,000	92 Casares, Jose H.	\$6,000	182 Dawson, Mike A.	\$6,000
26 Bailey, Adrian D.	\$6,000	92 Divinity, Ivory	\$6,000	182 Jenkins, Bill D.	\$6,000
26 Lewis, William O.	\$6,000	92 Hubel, Wenzel	\$6,000	193 Abrams, James A.	\$6,000
26 Patrick, Franklin E.	\$6,000	92 Kirkconnell, Ronald D.	\$6,000	193 Melton, Ronald B.	\$6,000
26 Ware, Michael J.	\$6,000	92 Martin, Edgar E.	\$6,000	193 Strickling, John G.	\$6,000
27 Melton, Larry P.	\$6,000	92 Ponce, Adolph S.	\$6,000	199 Crites, John W.	\$6,000
28 Mooney, James T.	\$6,000	92 Russell, Jerry R.	\$6,000	199 Hand, Douglas W.	\$6,000
28 Smolen, Martin T.	\$6,000	92 Schumann, Alvin H.	\$6,000	202 Caulkins, James I.	\$6,000
29 Breen, James P.	\$6,000	92 Shrauger, Louis L.	\$6,000	204 Shishido, Ronald T.	\$6,000
29 Fitz, Robert H.	\$6,000	92 Vestal, Walter L.	\$6,000	204 Taaau, Tavita S.	\$6,000
29 Shephard Jr., James F.	\$6,000	94 Taylor, Albert W.	\$6,000	242 White, Norman D.	\$6,000
29 Truckenmiller, Dale R.	\$6,000	104 Barney, Arthur R.	\$6,000	242 Wilkinson, Eugene I.	\$6,000
29 Willard, Clarence R.	\$6,000	104 Brown, Bruce B.	\$6,000	305 Miguez Sr., Daniel G.	\$6,000
37 Heintz, Robert J.	\$6,000	104 Dill, Larry A.	\$6,000	343 Schaefer, Bradford G.	\$6,000
37 Hoban Sr., George M.	\$6,000	104 Eagan, William C.	\$6,000	357 Hann, Robert W.	\$6,000
37 Jaquillard, William G.	\$6,000	104 Ellis, Robert E.	\$6,000	363 Rill, Daniel A.	\$6,000

374	Esparza, Louis G.	\$6,000	582	Brunson, Paul D.	\$6,000	688	Harden, James D.	\$6,000
374	Grambo, William C.	\$6,000	582	Moses, Daniel	\$6,000	696	Copeland, Judith A.	\$6,000
374	Plowman, Virgil R.	\$6,000	583	May, Vernon L.	\$6,000	696	Eichhorn, Lawrence J.	\$6,000
374	Powers, Sherman L.	\$6,000	583	Moore, Wilburn C.	\$6,000	696	Kielbicki, Tadeusz S.	\$6,000
374	Van Conia, Ronald L.	\$6,000	583	Williams, William M.	\$6,000	696	Plude, Ivan F.	\$6,000
374	Young, Ronald L.	\$6,000	584	Goodwin, William A.	\$6,000	696	Thoune, Robert L.	\$6,000
397	Drake, Thomas W.	\$6,000	587	Chamberlain, Wilfred A.	\$6,000	697	Kreager, Charles E.	\$6,000
433	Crum, Roy V.	\$6,000	587	Harrod, David L.	\$6,000	726	Norrod, Paul B.	\$6,000
433	Parker, Marvin L.	\$6,000	590	Burnett, Annie L.	\$6,000	730	Bishop, Glen	\$6,000
433	Seymour, Earl F.	\$6,000	599	Harmon, Frank R.	\$6,000	730	Bledsoe, Jimmie R.	\$6,000
449	La Roche, Darrell C.	\$6,000	627	Crittenden, James C.	\$6,000	744	Goff, Harold L.	\$6,000
453	Schean, Robert D.	\$6,000	627	Marin, Armando J.	\$6,000	802	Dardignac, Eric J.	\$6,000
454	Lesh, Curtis J.	\$2,568	627	Martin, Arden B.	\$6,000	802	Hall, Adolphus	\$6,000
454	Walker, Norman D.	\$6,000	627	Natonie, Patrick J.	\$6,000	1086	Poole, Earl	\$6,000
455	Kent, Melvin D.	\$6,000	627	Robinson, George W.	\$6,000	1230	Littleton, Ralph E.	\$6,000
455	Marks, Clyde E.	\$6,000	627	Vick, Douglas E.	\$6,000	1230	Smith, Gary E.	\$6,000
455	Stutts Jr., Yeat N.	\$6,000	647	Allen, Dale H.	\$6,000	1234	Jones, Glennie M.	\$6,000
455	Thompson, Billy D.	\$6,000	647	Anderson, Steven W.	\$6,000	1509	Schmidt, Robert L.	\$6,000
487	Delebreau, Edward M.	\$6,000	647	Brown, Donald J.	\$6,000	1600	Gorman, John	\$6,000
500	Conklin, Herschell J.	\$6,000	647	Turbitt, John C.	\$6,000	1600	Schubbe, Michael D.	\$6,000
500	Hinkle, Alvin K.	\$6,000	667	Bragg Sr., Michael E.	\$6,000	1603	Slusser, David R.	\$6,000
500	Wagner, Randy P.	\$6,000	667	Hunt, Roger M.	\$6,000	1637	Modich, Steve J.	\$6,000
502	Cobb, Laird A.	\$6,000	667	Mowrey Jr., Ister R.	\$6,000	1670	Baber, Leo	\$6,000
518	Siler, Louis E.	\$6,000	667	Thomas, Jack L.	\$6,000	1670	Flynn, Robert E.	\$6,000
549	De Bray, Roy R.	\$6,000	667	Wise, Charles L.	\$6,000	1978	Brown Jr., Gerald B.	\$6,000
549	Delgado, Luis M.	\$6,000	677	Norczyk, Stanley P.	\$6,000	1978	Davis, Gary D.	\$6,000
549	Rames, Dalphin T.	\$6,000	679	Wallin, Johnny R.	\$6,000	1978	Romero, Lee S.	\$6,000
549	Shaskan, Jonathan M.	\$6,000	684	Chestnut, Larry T.	\$6,000	1978	Stocks, Floyd R.	\$6,000
549	Slye, Robert A.	\$6,000	687	Archambeau, Rebecca J.	\$15,000			
549	White, Joseph R.	\$6,000	687	Spence, Ira B.	\$6,000			

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.

INTERNATIONAL BROTHERHOOD
OF BOILERMAKERS
753 STATE AVENUE, SUITE 565
KANSAS CITY, KS 66101

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- Improve cash flow
- Simplify account management
- Establish additional safeguards against fraud
- Remote deposit capture—scan checks and send to us to easily make deposits
- Merchant processing—enables your Local to take credit card payments

Let's have a conversation about your needs. Call now.



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