

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

THE REPORTER

OCTOBER-DECEMBER 2019

Volume 58 | Number 4



**Apprentices vie for top spot
in national competition**

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NEWTON B. JONES
International President

NEAR-TERM GOAL OF 100% RENEWABLE ELECTRICITY IS UNREALISTIC, MISGUIDED

Rapid transition ignores unprecedented obstacles, environmental fallout and more

SOMEDAY, U.S. ELECTRICAL power generation may come from 100% renewable energy consisting almost entirely of wind and solar. But predictions of that happening within 10 or 20 years are unrealistic. There are simply too many obstacles standing in the way, among them: the massive investment of capital that would be required, the disruption of entire industries, technical challenges, and considerable societal and environmental impacts.

Certainly, major advances have been made with wind and solar over the past few decades. Generous government subsidies, along with policies favoring wind and solar, have helped ensure their success. Manufacturing costs for wind and solar energy have fallen substantially, and utility-scale battery storage has begun to address the inherent limitations of these technologies due to their intermittent nature (lack of electricity production when the wind doesn't blow or the sun doesn't shine).

In 2018, U.S. investments in renewables totaled \$48.5 billion. Wind energy accounted for 6.5% of U.S.-installed power generation, solar just 1.5% (U.S. Energy Information Administration).

Getting from 8% combined wind and solar to 100% would require investment on a colossal scale. And the build-out itself would face daunting challenges.

Renewables' \$4.5 trillion price tag

A 2019 STUDY by the consulting and research firm Wood Mackenzie estimates that reaching 100% renewables in the United States by 2030 or 2040 would cost

Reaching 100% renewables in the United States by 2030 or 2040 would cost \$4.5 trillion.

— Wood Mackenzie 2019 Report
www.woodmac.com

\$4.5 trillion—from a budgetary perspective, about \$35,000 per U.S. household, assuming a 20-year term.

The current capacity for wind and solar, now at 130GW (gigawatts), would have to be increased by 1,600GW just to replace existing traditional energy sources.

Another 900GW of backup energy in the form of batteries and pumped storage would also be required.

But the \$4.5 trillion price tag does not tell the whole story. The study does not include estimates for stranded costs of fossil fuel and decommissioned nuclear plants, or the jobs lost in industries that build, operate and maintain those plants, or mining industry or transportation job losses. Nor does it account for economic losses to communities dependent on those plants and those jobs. If these costs were included, the price tag would, of course, swell.

Substantial technical obstacles remain

ALTHOUGH RENEWABLES HAVE made considerable progress in the United States, they face challenging technical roadblocks.

The intermittent nature of wind and solar means that their output fluctuates according to how much the wind blows and the sun shines. They may produce at 40% of

their rated capacity, some other rate, or not at all. Backup systems must be in place to account for these fluctuations, which typically means standby gas plants that are fired up as needed or utility-scale battery systems.

But lithium-ion batteries, the predominant technology in use today, are not only expensive but they can only store electricity for the short term, generally two to four hours. Without backup from traditional sources, such as natural gas, long-term battery storage will be needed; and that technology is yet to emerge.

Another major challenge is how to connect far-flung wind and solar generation facilities to the grid so that the electricity they produce reaches the appropriate markets. This will entail major investments in new transmission lines.

According to the Wood Mackenzie study, the 200,000 miles of existing transmission lines would have to be doubled in order for the United States to achieve 100% renewable energy.

Public acceptance is not guaranteed

WHILE SUPPORT FOR clean energy is strong, not everyone wants a wind farm or utility-scale solar installation or transmission line in their neighborhood, let alone their own back yard. Concerns about wind turbine noise and spoiled vistas have been widely debated. Massively expanding wind and solar will create conflicts where planned installations clash with community, farming, public use and other land use requirements.

Public outcry against the damage caused by wind and solar to wildlife—especially the deaths of birds and bats—will likely intensify as their mortality numbers increase dramatically.

Managing fluctuating, intermittent energy sources across the United States increases grid complexity and raises difficulties of ensuring reliability and affordability of electric service to customers.

Environmental impacts must be addressed

BIRD KILLS, TURBINE noise and blighted landscapes are not the only environmental considerations facing wind and solar energy. Manufacturing, transporting and installing these systems requires the mining and processing of enormous amounts of minerals and the production of steel, concrete and other materials. Some of the materials are toxic and harmful to the environment; some contribute to global warming.

In “The Dark Side of Renewable Energy” (Earth Journalism Network) author Liu Hongqiao explains the eco-

logical destruction of areas in China that are mined for their rare earth metals, many of which go into wind and solar energy components. Mining these metals has left behind toxic substances poisoning both land and water. Many areas of the world have little or no systems designed to reclaim the toxic materials used in wind turbines and solar panels once they are damaged or are decommissioned at the end of their life cycle (typically 20-25 years for wind turbines, 25-30 for solar panels).

Another serious issue is the leakage of sulfur hexafluoride, or SF₆, an insulating gas used widely in the electrical industry. According to a BBC article, SF₆ is the most potent greenhouse gas in existence—23,500 times more warming than carbon dioxide (CO₂). And the gas can persist in the atmosphere for more than 1,000 years.

There is concern, says the BBC, that by 2030 the construction of new wind farms across Europe will increase the installed base of SF₆ by 75%, furthering emissions of this powerful greenhouse gas.

Getting to 100% decarbonization

THE LIMITATIONS AND challenges of renewables are by no means a reason not to embrace them. Mankind’s ability to check global warming demands strong action and innovation.

But the mindset that *only* renewables can decarbonize the electricity generation sector and significantly impact climate change mitigation—and that we should rush headlong into a race to shut down fossil fuels and nuclear energy—is shortsighted and outright wrong.

Every source of energy has its challenges and limitations, even hydro and geothermal. But we should not turn our back on any energy source simply because solving its associated challenges is difficult. We will need *every* energy source decarbonized to the extent that it is feasible to ensure that clean, reliable and affordable electricity is available to all of humanity.

Getting to 100% decarbonization is a worthy aspiration, and perhaps wind and solar can lead us there. But reaching that goal in the next 10 to 20 years is simply not going to happen. We will need traditional forms of energy for a long time to come, at least to 2050 by some estimates.

Advances in carbon capture, use and storage and other technologies may make traditional energy sources viable even further into this century. We must demand that CCUS and other technologies be properly funded, explored and scaled up so that we can deploy any and *all* solutions to save our planet and secure the quality of life to which all of humanity strives. ■

New initiatives, carbon capture, absenteeism solutions punctuate MOST National Tripartite Alliance Conference

IN KEEPING WITH more than three decades of the tripartite alliance strategy, the 34th annual MOST Tripartite Alliance conference kicked off with a focus on solutions to issues impacting owners, contractors and Boilermakers. Topics homed in on safety, training, manpower, absenteeism and the changing work landscape.

“Because of our tripartite alliance, we’re forward-thinking—together, and I’m confident we are on the right track to succeed together,” Conference Chairman and Boilermakers International President Newton B. Jones told attendees. “Now we have to get to the point where we can reform many of our past practices, relationships and operational rules.”

President Jones laid out new initiatives to address issues and opportunities. He unveiled plans to begin a training and job path program planned with the U.S. Army at Georgia’s Fort Benning base. Plans call for the Army to provide a building the Boilermakers can use to train soldiers who are preparing to leave the service. Over their final six-month period of service, soldiers would begin training to advance them through their first two years of Boilermaker apprenticeship. The U.S. Army would provide housing and meals during the six-months of Boilermaker training.

Additionally, he announced that the re-vamped National Transient District Lodge (NTDL) structure has launched, with a National Transient Local Lodge established for each U.S. Vice Presidential section under the “umbrella” of the NTDL. The re-imagined and re-launched NTDL puts the International in a hands-on position to affect critical

changes, recruit more prospective members and put more Boilermakers to work where and when they’re needed. Establishing training centers that offer traditional and boot-camp training in each section is the next step, with the first center already operational in Salt Lake City.

President Jones also gave an update on the early wins catalyzed by the M.O.R.E. Work Investment Fund, including legislative measures won in Washington State through the Western States M.O.R.E. Work Investment Fund that will boost Boilermaker man-hours; efforts underway in Illinois toward similar legislation through the Great Lakes M.O.R.E. Work Investment Fund; and new work gained throughout the United States at universities and other non-traditional work sites through the M.O.R.E. Work program’s job targeting strategies.

“The M.O.R.E. Work Investment Fund is the best strategic plan we could devise for an uncertain future of our craft,” President Jones said, noting the need to diversify as coal-fired power generation facilities continue to shutter.

In other innovative solutions, he also provided an overview of the new affiliation agreement between the International Brotherhood of Boilermakers and Utility Workers Union of America; a new Boilermaker women’s caucus, tentatively called Women At Work™; the status of Boilermaker work to advocate for CCUS; and a commitment to continue working through the National Referral Rules and Standards Committee to ensure no barriers or impediments hinder contractors from staffing their jobs.

“We will, as we have in the past, do everything possible to be the choice for owners and contractors to perform new construction, maintenance and turnaround work,” he said. “We’ve got to re-work this lumbering cargo ship into a streamlined, efficient and nimble combat ship. And that is exactly what we’re going to build going forward to meet the needs of those who entrust their labor needs to us.”

CCUS headlines conference topics

SEVERAL SPEAKERS PROVIDED insight and data around the Boilermaker’s interest in advocating for carbon capture, use and storage as the only solution to mitigate climate change while allowing a reliable and realistic mix of renewables and clean fossil fuels while also preserving jobs, the economy and social stability.



IP Jones MOST NTA 2019



Beth Hardy MOST NTA 2019

Beth Hardy, vice president of strategy and stakeholder relations for the International CCS Knowledge Centre, gave attendees insight into the organization's next steps to drive CCUS adoption.

Reflecting on the Boilermakers' willingness to embrace change, future-oriented enterprises and strategic alliances, Hardy commented that the Centre has made sure Boilermakers are at the table in many of their carbon capture technology outreach meetings and presentations, including at the White House and during Climate Week in New York City. Taking the same "everything on the table" approach to

mitigating climate change as the Boilermakers, Hardy said the International CCS Knowledge Centre is driving multi-stakeholder initiatives by relying on partners' knowledge and resources, among many other factors.

When discussing how the Centre determines where future CCUS projects will be located, she specifically addressed the owner attendees. "That's where we rely on our partnerships with the Boilermakers to hear what facilities have potential," Hardy said. "If nobody comes to us, we don't know where we should be targeting."

D. Michael "Mike" Langford, the Utility Workers Union of America's president emeritus, zeroed in on the need to



Mike Langford MOST NTA 2019

champion CCUS as he stressed the value of the UWUA and Boilermakers' affiliation agreement in bringing more voices together to advocate for beneficial initiatives. The changing power-generation and manufacturing

landscape, he said, make joint advocating more critical than ever.

"I've seen more change in the last 10 years of my 41-and-a-half-year career, than I did in the total first 31-and-a-half years. And that change is not about to stop," he said.

He pointed to the need to bring an "all of the above" approach to addressing engineering challenges associated with cheap, reliable power for an ever-grow-

ing population; juxtaposed with the climate-change crisis.

Brad Crabtree, vice president, carbon management at the Great Plains Institute, echoed the need to ramp up advocacy for CCUS and move to implement the technology as widespread as possible.

"Carbon capture is not a niche. It needs to be deployed across our entire economy," Crabtree said. "We can scale it up and we can deliver energy-industrial production, jobs benefits and emissions reductions.

"What most people don't realize is that [industries that participate in CCUS technologies] have already injected nearly 1.5 billion tons of CO₂ in the subsurface in the

"We've got to re-work this lumbering cargo ship into a streamlined, efficient and nimble combat ship. And that is exactly what we're going to build going forward to meet the needs of those who entrust their labor needs to us." – *Conference Chairman and Boilermakers International President Newton B. Jones*

continued on next page

United States,” Crabtree continued. That’s about 65 million tons annually, of which around 25 million tons come from industrial or power plant sources.

“And we’ve done that with no major leaks of CO₂, no fatalities and no serious injuries,” Crabtree concludes. “It works. And it works well.”

Bruce Folkedahl, senior research engineer for the Energy & Environmental Research Center at the University of North Dakota, walked through data showing the potential economic impact of CCUS projects.

Folkedahl’s research focused on North Dakota specifically and weighed financial investments, including tax incentives, against economic gains, such as job creation and state and local tax revenue, for developing and implementing wide-scale CCUS technologies throughout the state.

Projections show that carbon capture and enhanced oil recover operations would have the potential to boost North Dakota’s economy to the tune of \$2.5 billion in annual economic activity, more than \$1.4 million in annual taxes and revenue and 8,000 annual jobs.

“The gist of this is that the benefits of this, in the state of North Dakota at least, are very clear and very positive,” Folkedahl said. “If we can utilize carbon capture to link two of our premier energy industries in the state—lignite and oil—this is great for both of them. And it’s a way to get out there [in North Dakota] and develop a road map so people can look at it and say ‘Hey, maybe we can do something like this in our states.’”

Safety tops all caucus agendas

AFTER OWNERS, CONTRACTORS and Boilermakers met in separate caucuses, caucus chairmen all named safety as the leading priority during their report-outs.

“We are constantly striving to meet the common goals of the construction industry now and in the future by helping to provide the industry with a safe and cost-effective workforce, while providing state-of-the-art technology to address the problems of the customer, contractor and craftsman,” said MOST Programs Administrator Mark Garrett during his conference

Top safety award goes to Local 92



LOCAL LODGE 92 (Los Angeles) was presented with the Charles W. Jones Award, which honors the local lodge demonstrating the highest use of specified MOST programs during the preceding year: OSHA 10/30, Common Arc, Substance Abuse, Scaffolding, Steel Erection, Rigging, Leadership and The Boilermaker Code. International President Newton B. Jones presented the award to L-92 Business Manager/Secretary-Treasurer Oscar Davila. Pictured left to right: IP Newton B. Jones, L-92 BM-ST Oscar Davila, IVP Western States J. Tom Baca and MOST Administrator Mark Garrett.

welcome remarks. “With our owner, contractor and union tripartite partnership, we continue to be able to be in an established culture that provides a safe work environment for all Boilermakers.”

“I noticed that each caucus put safety at the top of their reports, which I think is appropriate,” said Labor Caucus Chairman, ED-CSO Mark Vandiver. “It has been evident that owners and contractors have prioritized safety over scheduling and productivity.”

Owner Caucus Chairman James Demes, executive director for Philadelphia Energy Solutions, pointed out that East Coast refining outages last year resulted in no incidents, “That’s a remarkable change. There’s been a tremendous and favorable trend in safety performance in the Boilermakers.”

Demes noted that the Owners Caucus hoped the Boilermakers would continue to foster and promote MOST programs and ensure new Boilermakers are exposed to those programs. He also reported that the caucus members see a need to adapt and recruit a skills-diverse workforce as the work landscape shifts and labor needs change.

Reporting for the Contractors Caucus, Chairman Mike Bray, executive vice president of Riggs Distler & Co., praised the Boilermakers safety record, the relaunched National Transient District Lodge model and programs like The Boilermaker Code. He highlighted absenteeism as an issue that needs to improve, and he noted that contractors can play an important role by getting rid of the bad seeds.

“We would like to see [absenteeism] addressed at the apprenticeship level,” he said. “This tripartite really works. Ten, 20, 30 years ago it was a different attitude among all three parties in general in my opinion. This was the most upbeat meeting I’ve been involved with.”

Vandiver reported that Labor Caucus members requested an increase in the use of jobs stewards daily for project safety walk-downs and to consider bringing back MOST safety representatives for all major projects.

Those in the Labor Caucus also discussed Common Arc and the need for the program to be reviewed relative to testing costs and proctor consistency.

“We want to convey to our contractors that we are willing to work together as a team to improve the program, which will improve the industry standard,” Vandiver said.

Finally, Labor Caucus members praised owners for using union contractors but noted there are some non-union companies performing work that was historically within the Boilermakers’ jurisdiction.

“We want to reassure you that our members are trained to perform all work that has been historically claimed and

performed by Boilermakers. We also want you to know we have agreements that reduce costs for your projects through reduced rates for some classifications such as helpers, hole watcher and fire watcher, which makes us more competitive,” said Vandiver. ■

Absenteeism addressed in new Canadian Boilermaker film

A NEW VIDEO, which debuted during the conference, explores the effects of absenteeism and “no shows” on employers, contractors and Boilermakers.

The film, commissioned by the Canadian Boilermakers and produced by Wide Awake Films, features Adel Elseri, a 15-year Boilermaker from Local 146 (Edmonton, Alberta). In the film, Elseri interviews his peers, seasoned Boilermakers and contractors, engaging them in honest discussions about the reasons for and ramifications of absenteeism.

“If [people] don’t show up, others have to cover their jobs. We depend on each other. ‘No-shows’ is not just not showing up... it genuinely affects us all,” he says in the video.

Elseri stresses that being a no show might seem like a small way to express frustration with a specific job or situation, but people need to realize “we’re jeopardizing our future, we’re jeopardizing our contracts for the next gig, and we’re jeopardizing our pension” when people don’t show up to work.



View the video at
<https://vimeo.com/378846750>

Read more about Adel Elseri in “Boilermaker’s energy for life fuels enthusiasm for his craft” on page 28 of this magazine.



Boilermaker women finish the solidarity rally during the 2019 Tradeswomen Build Nations conference.

Women rise strong in the building trades

THE POWER OF women in the trades was palpable at the international Tradeswomen Build Nations conference in Minneapolis October 11-13. With over 2,800 women and industry leaders attending—including nearly 80 Boilermakers—the message was clear: Construction jobs aren't just for men anymore. Women can do the same jobs men do, and they can excel and thrive while doing them.

Highlights of the conference plenary sessions included inspiration from guest speakers—including a special recorded video message to attendees from U.S. Supreme Court Justice Ruth Bader Ginsburg—and informative panels, while dozens of breakout sessions addressed issues and ideas for tradeswomen. Packed-house breakouts tackled engaging and recruiting millennials, surviving and thriving through an apprenticeship, strategies to handle sexual harassment and many other topics.

Tradeswomen stopped traffic in downtown Minneapolis on Saturday when they flooded the streets for a rally to promote women in the trades. The mass of marchers illustrated the explosive growth of the conference.

"We continue to grow every single year," said Vicki O'Leary, an organizer for the Ironworkers and one of the conference planners. "Soon, they won't have a venue big enough to house us. But guess what? We can build it!"

North America's Building Trades Unions President Sean McGarvey called the conference a celebration of trailblazers and a testament to the growth of women in the building trades. "NABTU is committed to empowering current and future tradeswomen as we increase opportunities for and retention rates of women in fulfilling union trade careers."

Erica Stewart, IR and National Coordinator of Women in the Trades Initiatives for the M.O.R.E. Work Investment Fund, led a Boilermakers' caucus, where members discussed the need for paid maternity leave for Boilermaker women. Members also discussed workplace harassment and other challenges they face on the job site. Stewart encouraged her Boilermaker sisters to go back to their locals and start a women's committee to increase visibility and influence in the union.

Caucus discussions also emphasized that while women in the trades are on the rise, adding more women Boilermakers is still a challenge.

“The union needs to show they’re willing to support women,” said Martina Taite from Local 693 (Pascagoula, Mississippi). She said that creating more women’s committees in the locals could help inform women who are considering joining the union about the benefits of a Boilermaker career.

Local 83’s (Kansas City, Missouri) Roni Jenkins added that creating platforms for women to support other women in their locals and on the road could help increase the number of women in the union. “I got into the trades to have a better paying job for me and my family. That’s encouragement enough for me,” she said. But, she admitted, being far from her family when she’s travelling is hard. Forming women’s support groups could alleviate the loneliness, she said.

Amanda Leciejewski, Local 647 (Minneapolis) suggested making sure women have right-sized clothing could also help make women feel more welcome in a workplace largely dominated by men.

Since the times of Rosie the Riveter, women have risen to the challenges to solve problems and claim space in the trades. As more women join the building trades, the face of unions is changing, noted AFL-CIO Secretary-Treasurer Liz Schuler.

“There’s something special and empowering to be a woman in the trades. We are on the rise, and we are making change.” ■



UWUA Women’s Caucus co-chair Valerie King tells the Boilermakers’ caucus how the Utility Workers Union of America started women’s committees in its locals.



Before the rally, Boilermaker sisters show off their conference shirts.

Form a women’s committee to enact change

AT THEIR CORE, women’s committees can empower women to have a voice in their local lodge, says Erica Stewart, IR and National Coordinator of Women in the Trades Initiatives for the M.O.R.E. Work Investment Fund.

In working together at the local level, she says women can build support, gain leadership skills and become politically active. An active women’s committee can also organize to bring more women into the local, mentor and support sisters, and find solutions to the unique challenges women encounter while inhabiting a space historically reserved for men. Following is a summary of Stewart’s advice to women on forming a local lodge women’s committee.

Starting a women’s committee can be as easy as inviting the women in your local to gather for coffee or a drink, then determining what is most important for the committee to tackle. Once you establish interest and discover issues that women in your local would like to address, seeking support from the officers and other members of your local can go a long way toward turning ideas into action.

Pick one or two issues of importance to the majority of women on your committee. Those issues can vary from setting up a mentoring program to supporting women who want to run for a leadership position in the local lodge. Other ideas include social health issues, home- and work-life balance, equal treatment on the job, domestic violence and sexual harassment.

Stewart stresses that women’s committees can offer dedicated time and space to support and encourage new women who’ve joined the local and those who’ve been members for decades.

Boilermakers shoot raises record \$215,000 bucks for the bang



The massive crowd at the 11th annual USA Boilermakers Kansas City Sporting Clays Shoot prepares to brave the rain.

THE UNION SPORTSMEN'S Alliance won big at the 11th annual USA Boilermakers Kansas City Sporting Clays Shoot September 21. The event raised a record-breaking \$215,000-plus to support USA's mission to unite the union community through conservation to preserve North America's outdoor heritage. And International staff was proud to donate \$15,235 to safeguard the continent's shared wildlife legacy.

"When you put out a call for the Boilermakers, they step up," said International President, Newton B. Jones. "Conservation and a healthy, sustainable environment are essential to our planet's survival. As a charter member of USA and a strong supporter of their mission, we're proud that the event brought so many Boilermakers, members of many other unions and organizations, and families together."

Over 200 participants gathered at the Powder Creek Shooting Park in Lenexa, Kansas, to fire a total of 100 rounds apiece. The shoot was sponsored by 102 groups from 50 labor unions and labor-affiliated organizations

(including 30 IBB locals) and contractors and vendors. Raffle prizes included a shotgun, a rifle and an ORCA cooler.

Competition was tough, with Callender Printing edging out other challengers to take the top team award with a score of 436 and Gary Walstrom of Heartland Electric winning the top veteran and senior honors. A team from Boilermakers Local 363 (East St. Louis, Illinois) captured second place in the A class. Team members included BM-ST Bill Mulconnery, retired BM-ST Rick Elder and members Hunter Hartung, Kevin Stewart and Sam Stassi.

This year the Boilermakers International, Bank of Labor and the Greater Kansas City Building & Construction Trades Council sponsored Piper High School Trap Team members as guest shooters.

"Organized labor's support for the Union Sportsmen's Alliance was evidenced by the great turnout at the USA's annual Kansas City shoot," said International Secretary-Treasurer William T. Creeden. "We're determined to surpass our record-breaking fundraising amount year over



A member of the Piper High School Trap Team, which is sponsored by the International Brotherhood of Boilermakers, takes aim.

year for an organization that does so much for America's communities and families, but we couldn't break records without the help of all of our supporters."

USA's CEO and Executive Director Scott Vance added, "We want to thank the Boilermakers and all of their members for their dedicated support of our cause. We are grateful for their long-standing support as one of our charter unions, and their annual Kansas City shoot is one of our longest-running events and continues to break fundraising records."

The Boilermakers union is a charter member of the Union Sportsmen's Alliance. Free Bronze-level membership is available to all members. ■

For more information, visit unionsportsmen.org/join.



D-SP/SA-IST Ryan Creeden blasts a clay to bits, despite aim-hindering rain showers.

Veterans enjoy USA shoots with the 'unionverse'



THE UNION SPORTSMEN'S Alliance offers \$2,000 veteran sponsorship packages to individuals, unions and contractors to send military veterans to USA shooting events. Started in 2019 in partnership with the Union Veterans Council, veteran sponsorships underwrite 10 veteran shooters for the entire day, which includes guns and ammo, food and giveaways. To date, almost 100 veterans have joined the union brotherhood at USA shoots across the United States via a total of 19 veteran-level sponsorships.

"The aftereffects of war, whether it's being wounded, suffering PTSD or the lost sense of belonging to a brotherhood, can be devastating," said 10-year Army veteran and USA's Events Coordinator Eric Bakken. "USA veteran shoot sponsorships give those who have served our country a chance to reclaim that sense of belonging to a crew, meet people who value comradery and have a great day with the 'unionverse' fellowship."

The USA Boilermakers Kansas City Sporting Clays Shoot offered four veteran sponsorships and hosted 35 veterans from Kansas, Missouri and Nebraska. The veterans were recognized for their service and received a standing ovation.

Boilermakers advocate for CCUS during Climate Week and CO2 utilization summit

THE INTERNATIONAL BROTHERHOOD of Boilermakers made its presence—and its stance on carbon capture, use and storage technology—known at two high profile global events this past fall. Cory Channon, Boilermakers' International Director of Climate Change Policy Solutions, and Cecile Conroy, Director of Government Affairs, advocated for CCUS during the famed New York Climate Week in September, and Assistant International Director of Climate Change Policy Solutions, Richard MacIntosh, joined with Channon to champion CCUS at the 24th Carbon Dioxide Utilization Summit in Dusseldorf, Germany, in October.

“We know CCUS is the right solution that can and will mitigate climate change *and* preserve jobs, the economy and social stability. We’re starting to see more people and organizations understanding the importance of CCUS,” said Channon. “But there still isn’t nearly enough attention on CCUS to demand and attain the support and funding needed to bring it to the scale we need—for our jobs and for our planet.

“Boilermakers have been a strong voice for CCUS, and we’re going to continue rallying around CCUS and educating everyone we can.”

Climate Week, which is part of the United Nations' General Assembly events, is one of the premiere world events bringing a wide variety of corporations, government agencies, nonprofit organizations, climate experts and leaders together from all corners of the world to learn about new research and technology and seek solutions to climate change. The week includes myriad side events covering a variety of topics. Channon and Conroy represented the Boilermakers' position on CCUS at different venues throughout the week, made new connections between the Boilermakers and other supporters and introduced CCUS to new audiences.

The International Brotherhood of Boilermakers partnered with the International CCS Knowledge Centre and ClearPath to host a side event where attendees were invited to watch the Boilermakers' commissioned film “CCS: Bridge to a Cleaner Energy Future,” and participate in a discussion. The screening drew a diverse audience from the energy industry, climate advocates and the general public.

“The discussions after the film were substantive, and it was heartening to have teachers and even a few university students, along with energy-industry leaders participating



Cory Channon, International Director of Climate Change Policy Solutions, advocates for CCUS technology during Climate Week in New York. L. to r., Channon, chair of the United Kingdom's Grantham Research Institute on Climate Change and the Environment Lord Nicholas Stern, and “Carbon Wrangler” Dr. Julio Friedmann.

in a meaningful dialog about carbon capture and its important role in climate-change mitigation,” said Beth Hardy, vice president of strategy and stakeholder relations for the International CCS Knowledge Centre. “We need more of the general public to understand and advocate with us.”

At the summit in Dusseldorf, Germany, the focus was on carbon utilization. Sessions incorporated speakers, such as chemists, other scientists and leaders from companies and industries that now use—or have the potential to use—carbon, including the airline fuel industry. Air travel is currently a major contributor of CO2 emissions.

Key topics included the status of the CO2 utilization market, updates on policy and regulation, CO2 mineralization, hydrogen's role in CO2 conversion, advances in CO2 chemicals, and bio-conversion of CO2.

During a plenary session, Channon introduced participants to the Boilermakers and reminded everyone that before carbon can be utilized, it must be captured.

“The International Brotherhood of Boilermakers is committed to raising awareness for carbon capture, use and storage,” he told the plenary audience. “Carbon can’t be used if it’s not captured, and we urge everyone to join us in advocating for appropriate funding and awareness to fully scale CCUS. The Boilermakers stand ready to build and retrofit CCUS in the energy sectors and manufacturing.” ■

RAIL CHIEFS ANNOUNCE FORMATION OF COORDINATED BARGAINING COALITION

Boilermakers join rail union bargaining coalition

THE INTERNATIONAL BROTHERHOOD of Boilermakers has united in solidarity with the top leaders of nine rail unions in support of coordinated national bargaining efforts that began November 1. Collectively, the unions represent more than 105,000 railroad workers.

The Coordinated Bargaining Coalition includes:

- American Train Dispatchers Association (ATDA)
- Brotherhood of Locomotive Engineers and Trainmen / Teamsters Rail Conference (BLET)
- Brotherhood of Railroad Signalmen (BRS)
- International Association of Machinists (IAM)
- International Brotherhood of Boilermakers (IBB)
- National Conference of Firemen & Oilers/SEIU (NCFO)
- International Brotherhood of Electrical Workers (IBEW)
- Transport Workers Union of America (TWU)
- Transportation Communications Union / IAM (TCU)
- Transportation Division of the International Association of Sheet Metal, Air, Rail, and Transportation Workers (SMART-TD)

The following statement was jointly issued by ATDA President Leo McCann, BLET National President Dennis Pierce, BRS President Jerry Boles, IAM General Vice President – Transportation Sito Pantoja, IBB Director of Railroad Lodge Services John Mansker, IBEW Railroad Department Director Bill Bohne, NCFO President John Thacker, SMART-TD President Jeremy Ferguson, TWU Railroad Division Director John Feltz and TCU National President Bob Scardelletti:

“We are pleased to announce the creation of the Coordinated Bargaining Coalition as we are on the threshold of the most critical round of national bargaining in a generation. Our coalition is founded on two key values that we all share. One is that we understand the importance of each union’s autonomy to pursue membership-specific goals within a framework of broad solidarity to defend and improve the wages, benefits and working conditions of our members. The other is that we will spare no effort to defeat the attack by the railroads on the very foundation of our members’ economic security.” ■

Boilermakers organize New Jersey slag plant

EMPLOYEES AT THE Camden Slag Plant in Camden, New Jersey, voted to join the Boilermakers union on an eight to three vote following a focused organizing campaign. Jody Mauller, ISO Great Lakes organizing coordinator for the M.O.R.E Work Investment Fund, said he, along with organizers Steve Adair and Mya Fillingham, ran a short two-month outreach.

“It moved pretty quickly,” Mauller said. “They were just ready.”

One of the eleven workers at the slag plant had been a Boilermaker in a previous job, but when he took a new position at Camden Slag, he found the plant was non-union. So he reached out to his former coworker, James Hall, now president of Local 19 (Philadelphia).

“The guys [from Camden Slag] came to me and wanted to start a union,” Hall said. “I told them what the union was about and they were very interested.”

Enter Mauller and his team, who listened to employee grievances, gathered authorization cards and then readied them for a vote to unionize. He said varying rules and favoritism were what finally pushed workers to find a solution.

“They got tired of management doing whatever they wanted,” Mauller said. “I think it came down to people wanting a voice. The fact is with a contract, the employer can’t make up rules as they go along.”

As soon as the National Labor Relations Board certifies the vote, an international rep from the Boilermakers will aid workers in getting their first union contract. Until then, Mauller said that someone from the organizing team will check in to make sure the workers stay organized and engaged.

The Camden Slag Plant is a part of the Lehigh Hanson suite of companies. Boilermakers currently represent nine Lehigh plants in the U.S. and Canada. ■

Canada Tripartite conference spotlights mental, physical wellness

CANADIAN BOILERMAKERS, CONTRACTORS and owners convened in St. Andrews-By-The-Sea, New Brunswick, August 13-15, to discuss industry issues, solutions and updates. Under the conference theme “Moving Forward Together,” attendees addressed safety, workforce planning, the nuclear industry in Canada, workplace technological advances, carbon capture and storage, indigenous recruiting and other pertinent topics during the 2019 Boilermaker Industry Tripartite Conference.

“This is our 13th tripartite conference. It’s a partnership that we respect and embrace daily between the contractor and the owner communities and the Boilermakers,” said IVP-Canada Arnie Stadnick. “This is a great opportunity to engage in a lot of great, productive presentations and discussions.”

“These are challenging times for all of our industries,” added David Simon, senior manager, construction and turnaround, for Irving Oil Refinery. “The only way we’re going to improve our productivity, maintain our market share and continue to grow and stay competitive is if we work together. That’s what this forum is all about.”

One area discussed as a growth opportunity for Boilermakers was Canada’s nuclear industry, including both nuclear rebuilds and modular reactors. Caitlen Gascon, labour relations specialist for the Electric Power Systems Construction Association said there is an unprecedented demand for trades, which makes manpower the number-one risk factor for business. That means, she said, that accurate forecasting is especially important.

“The only way we’re going to improve our productivity, maintain our market share and continue to grow and stay competitive is if we work together.”

—David Simon, senior manager,
construction and turnaround,
Irving Oil Refinery



IVP-Canada Arnie Stadnick

“The Boilermakers are one of our most in-demand trades,” she noted.

Andy Forsyth, director of field construction organization, Ontario Power Generation, updated attendees on current and upcoming nuclear projects.

“I’m confident we’ll be able to bring a lot of work to your members over the next 40 years,” he said. “The most important way to get there is to keep working together. This conference is an example of how we can be effective, because everyone is committed to one thing—and that’s making sure everyone gets home safe, is able to provide for their families and can have a happy and prosperous life.”

New this year, in addition to the nuts-and-bolts of Boilermaker business, member mental and physical wellness were also front-and-center throughout the tripartite conference. The conference kicked-off with a first-ever special full-day safety workshop focused on mental health. Over 50 Boilermakers, contractors and owners attended. “The Working Mind: Promoting Mental Health in the Workplace,” facilitated by workplace mental health consultant Claudia Canales, MSW, explored stigmas associated with mental health and led attendees through exercises in understanding the perceptions of mental health, the importance of resilience and how to identify levels of stress, and healthful movement between stress and recovery.

“Mental wellness is an important topic we need to understand personally and as we interact with others on the job,”

said Jason McInnis, Canadian Boilermakers' director of health and safety. "It is just as important as physical health. Boilermakers work in potentially dangerous situations, and stress can be a factor on the job, sometimes compounded by personal stress. We know mental wellness is a common issue for everyone, and we want to build a culture of support for each other and develop resources and training for selfcare. We want to make sure everyone goes out on the job safely."

Complementing the special workshop was a Wellness Fair set up and open each day for conference participants and their families to browse booths and talk to experts about everything from CPR to tick awareness, sleep, fitness, yoga and diet.

McInnis said he was encouraged by the engaged participation in both the mental wellness workshop and the Wellness Fair.

"The goal is to improve the long-term health of Boilermakers on and off the job," said McInnis. ■



Matthew Kirby, L-555, blows into a monitor to test his breath strength, as Jason MacLean of Yoga Haus, LTD, reads the results on an app.



A regular highlight of the Canada Tripartite Conference is the Boilermaker Apprenticeship Awards Banquet. During the 2019 event, 12 graduate apprentices were honored, and the Industry Award of Excellence was awarded to Joe Kiwior, L-359, accepted by his son Christopher "Chopper" Kiwior. Graduate apprentices honored are, front row, l. to r., Genevieve McFetridge, L-146; IVP Arnie Stadnick; Grant Jacobs, dir. of national training, Boilermakers NTTF; Anna Brinston, L-203. Back row, l. to r., Craig Bourgeois, L-73; Lyndon Mullis, L-555; Christian LeBlanc, L-73; Colton Rabey, L-191; Gabriel Vaillant, L-271; Dan Farrel L-128; Dustin Cable, L-359; Brent Beaulieu, L-128; Alexander Chang, L-146; Matthew Kidby, L-555. Photo courtesy of IR-CSO Richard MacIntosh.

BOILERMAKERS

32ND ANNUAL 2019 NATIONAL APPRENTICESHIP COMPETITION



Competitors at the 2019 National Apprenticeship Competition held at Local 28 in Newark, New Jersey are, seated, l. to r., winner Billy Shick, L-374; L-29's Zane Martin and L-169's Justin Zueski, runner up. Back row, l. to r., L-193's Ben Weisharr; L-83's Jessie Siems; L-5, Z-7's Jacob Weber; L-627's Mauricio Apodaca and L-92's German Ortega Ramos.

Local 374's Shick earns top honors at National Apprenticeship Competition

BILLY SHICK FROM Local 374 (Hobart, Indiana) took home the top honor at the 2019 National Apprenticeship Competition held at Local 28 (Newark, New Jersey) August 12-16, upsetting Detroit Local 169's four-year winning streak. The close finish had L-169's Justin Zueski coming in as this year's runner-up. Team honors went to the Great Lakes team of Shick and Zueski.

Boilermaker National Apprenticeship Program chairman Michael Bray, from Riggs Distler Company, spoke at the awards dinner and praised all the competitors.

"Just to get here you're more than a winner. I walked through the contest the other day and everybody was kill-

ing it," Bray said. "There's no contractor in the country that wouldn't want any of you to work for them."

BNAP national coordinator Mark Wertz said the eight contestants showed "class and professionalism" throughout the competition.

"You should be very proud at how you handled yourself," Wertz said. "That's what Boilermakers do. We take tough situations and make them easy."

Shick, who lost to Zueski at the regional level competition, said that the regional defeat was hard, but it motivated him to commit to comprehensive training and to a regular study schedule.

“Just to get here you’re more than a winner. I walked through the contest the other day and everybody was killing it.”

—BNAP chairman Michael Bray



IVP-GL and BNAP Secretary Larry McManamon, at left, and BNAP Chairman Michael Bray praise the skills of the graduate apprentices competing at this year’s National Apprenticeship Competition during the awards dinner.



BNAP Coordinator Mark Wertz serves as master of ceremonies at the awards dinner for the BNAP National Apprenticeship Competition.



“There has to be one winner tonight, but in my book you’re all winners,” says L-28 BM-ST James Chew.

“Being the runner-up is what drove me to push it harder,” Shick said. “I knew the areas I needed to improve on and worked on those as much as I could.”

Also contending were Mauricio Apodaca, L-627 (Phoenix); Zane Martin, L-29 (Boston); German Ortega Ramos, L-92 (Los Angeles); Jessie Siems, L-83 (Kansas City, Missouri); Jacob Weber, L-5, Z-7 (Orchard Park, New York) and Ben Weisharr, L-193 (Baltimore).

To reach the national competition, sponsored by BNAP, contestants had to finish in the winner or runner-up spot in their respective area competitions.

In addition to the hands-on competition, candidates competed on a written exam covering their four years of related studies and on-the-job-training. The hands-on portion included rigging, layout and fabrication, tube rolling, knot tying, hand signals, reeving and equipment use, along with welding and cutting. Judges scored contestants on blueprint reading, safety, overall knowledge and demonstrated skills.

This is the second year that Local 28 hosted the competition. L-28 BM-ST Jim Chew said it was an “incredible honor.”

“Everybody is thanking me for hosting, but it’s not me you need to thank. It’s my staff,” Chew said. “I can’t say enough. These guys are the ones who pull this thing off. There has to be one winner tonight, but in my book you’re all winners.”

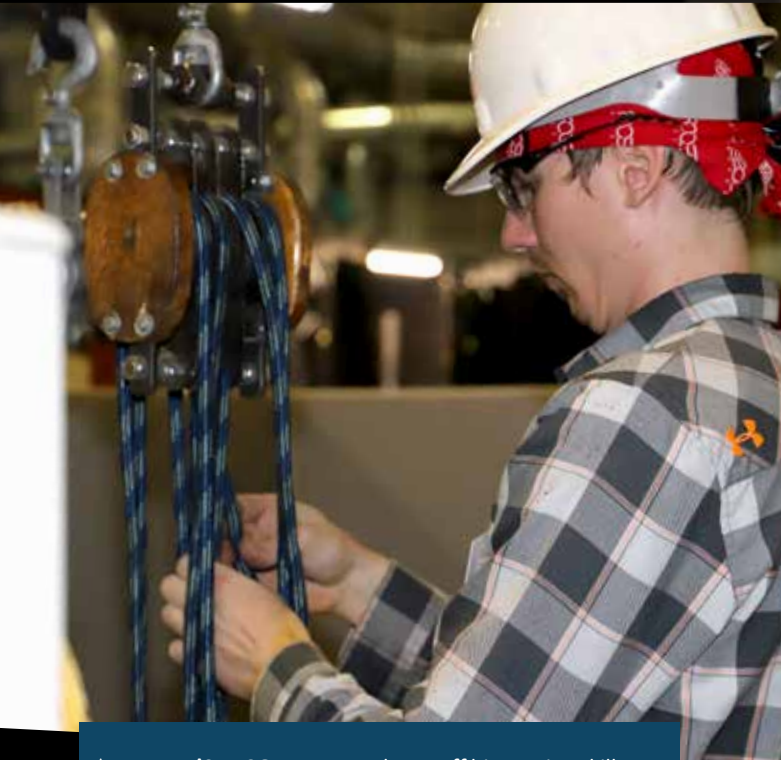
The awards dinner recognized contestants and announced the winners. Presenters included IVP-NE John Fultz, Chew, Bray and Wertz, who also served as master of ceremonies.

The lead judge for the competition was Michael Stanton, Local 154 (Pittsburgh) with Lawrence McManamon Jr., GLABAP, as assistant lead judge. Other judges for the event were Shon Almond, AD-NTDS; Monte Causey, IR-CSO; Jason Dupuis, NEAAC; Abe Inghram, L-107 (Milwaukee); Collin Keisling, WSJAC; Joe Khoury, Graycor; JT Lofley, Central Maintenance & Welding; Stephen Murphy, NEAAC; Eric Olson, SAJAC; BM-ST Chris O’Neill, Local 237 (Hartford, Connecticut); Dean Parker, Riggs Distler; IR-CSO, BM-ST Tim Ruth, Local 101; Dwight Seay, McDermott International; and Dan Walsh, Forest City Erectors. ■



NORTHEAST

▼ L-5, Z-7'S JACOB WEBER AND PARTNER ZANE MARTIN, L-29, both from the Northeast, work on the buddy weld exercise. The test requires contestants to cut out a section of a bad tube and replace it with a new one.

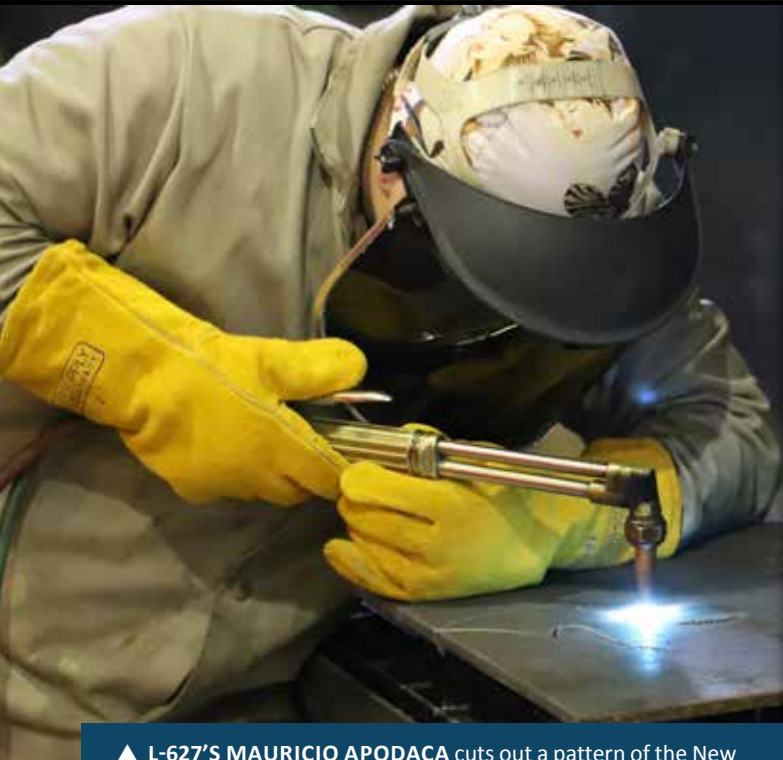


▲ L-5, Z-7'S JACOB WEBER shows off his reeving skills.

▲ L-29'S ZANE MARTIN makes a cut during the layout project.

WESTERN STATES

▼ THE WESTERN STATES TEAM OF L-627'S MAURICIO APODACA, AT LEFT, AND L-92'S GERMAN ORTEGA RAMOS work on the team rigging portion of the competition.



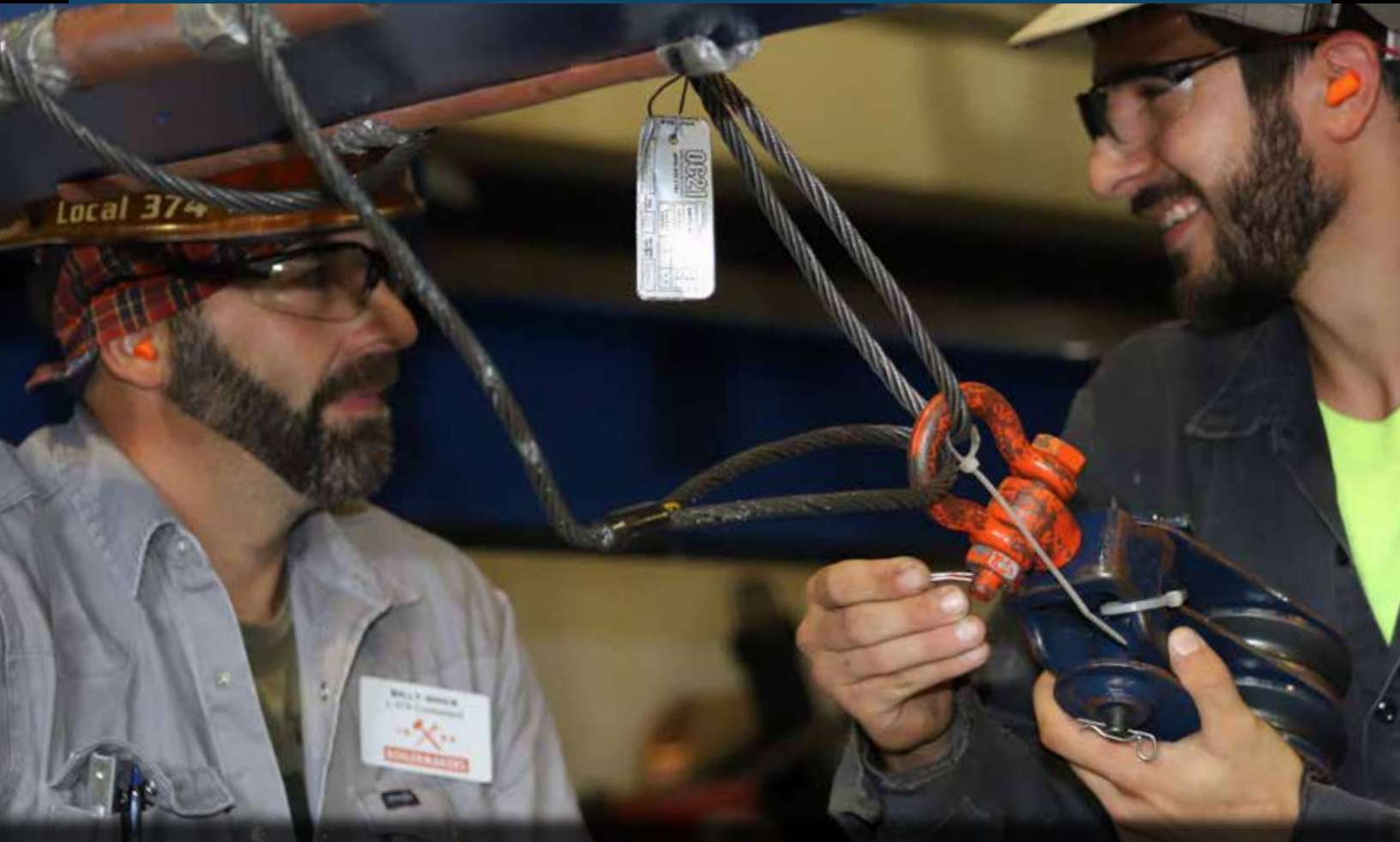
▲ L-627'S MAURICIO APODACA cuts out a pattern of the New Jersey Devils ice hockey team logo using an oxy-acetylene torch.



▲ L-92'S GERMAN ORTEGA RAMOS lays a pass during the welding exercise.

GREAT LAKES

▼ TEAM WINNERS FROM THE GREAT LAKES DISCUSS OPTIONS DURING THE TEAM RIGGING EXERCISE. At left, L-374's Billy Shick and at right, L-169's Justin Zueski.



▲ BNAP National Competition winner **BILLY SHICK, L-374**, stick welds during the welding portion of the competition.



▲ **L-169'S JUSTIN ZUESKI** prepares to roll a tube during the tube rolling contest.

SOUTHEAST


▼ THE SOUTHEAST REGION'S, JESSIE SIEMS, L-83, AT LEFT, AND L-193'S BEN WEISHARR study blueprints during the team rigging exercise.



▲ L-83'S JESSIE SIEMS gouges the weld from a pipe and flat plate.



▲ L-193'S BEN WEISHARR checks his level during the layout exercise.



“I learned that if you want something, **SET GOALS AND KEEP AT IT.** Doesn't matter how old you are. I'm proof of that.

Billy Shick

Top graduate credits goals, support network and hard work

THE 2019 NATIONAL Apprenticeship Competition winner, Billy Shick, from Local 374 (Hobart, Indiana), is a second-generation Boilermaker who has the building trades in his blood. His uncle, Dewey Shick, labored as a carpenter contractor and his father, Butch Shick and older brother, Chuck Shick are Boilermakers. Even though he knew about the Boilermakers and understood what they did, Shick took a winding path into the union.

“I was off doing my own thing,” he says. And that “thing” was working non-union construction for two decades, using skills he’d learned from his uncle, Dewey Shick, a master carpenter.

By the time Billy Shick turned 36, his brother finally convinced him to take a leap of faith and join the Boilermakers union.

“The union has done a lot for me as far as wages, benefits and a pension,” he says.

While working his first job as an apprentice, he heard about the national competition for graduate apprentices and decided then and there that when the time came, he’d want to compete.

“I knew I wanted to do it,” he says. “I wanted to be that guy.”

So, he worked to make it happen. First, he trained for the regional competition. And when he came in second place, he used that defeat to motivate himself to aim higher at the national contest.

“Being runner-up was what drove me to push it harder,” Shick says. “I knew there were certain areas I needed to improve upon.” Those were bookwork, OSHA safety rules and blueprint reading. “Four or five times a week, I’d go through everything. I spent my whole summer on this stuff when I wasn’t out on a job. Every chance I got, I’d be down



Local 374’s Billy Shick captures the top spot at the 2019 National Apprenticeship Competition and in the team competition.

there at the hall burning, welding and going over reeving.”

When he showed up at the national competition, he had one thing on his mind: winning. He says his goal from the beginning was to “dethrone Local 169, especially after they got me by a point at regionals.”

Through the entire process, he had a lot of support from friends and union brothers and sisters both in person and on social media.

“Sometimes I’d think, ‘this is too much,’ but then people would pour out encouragement on me and I’d keep going,” Shick says.

He says the most challenging moments of the competition happened on the elliptical layout exercise, due to the two-hour time limit.

Throughout the entire contest, he never took a win for granted, because the competition was so fierce. “The guys I competed with are top notch. From looking at their work, they earned their spot being here. I’d work with any of them any day. They’re very skilled guys.”

He credits his L-374 brothers and sisters who helped him learn on the job over the last four years. Especially his L-374 Zone 3 apprentice instructors Stephen Hurm, Pete Merkel (now the Zone 3 dispatcher) and Brad Young. And Zone 1 instructor Nick Tokarz.

“They gave me everything I needed. And when I had questions, they always came up with the answers.”

He also had the support of his mother, dad, brother, extended family and friends, and especially his fiancée, Tammy Mikeworth.

He says vying for the win taught him a few things he can use for the rest of his life. “I learned that if you want something, set goals and keep at it. Doesn’t matter how old you are. I’m proof of that. It’s never too late.” ■



Boilermakers fly equipment down the 200-foot gorge in preparation for building the new vessels.

Boilermaker-built Maid of the Mist vessels go all electric

MORE THAN 20 MILLION tourists from around the world visit Niagara Falls each year to marvel at the massive power of 600,000 gallons-per-second of water rushing down the Niagara River, roaring over the trio of falls and crashing like liquid curtains over the rocky riverbeds 160-some feet below. Of those 20-plus million annual visitors, more than 1 million will take a ride against the river current on the famed Maid of the Mist boat tour to experience the mighty falls from a unique—and wet—on-the-water vantage point.

“It’s awe inspiring when you’re up in the Horseshoe on the bow of the boat looking up at the falls. It’s really something you can’t find anywhere else,” says Christopher Glynn, president of the Maid of the Mist Corporation. “The volume of water is impressive; it’s the sheer volume of it.”

And getting the passengers up river and up close to the falls is impressive in its own right, requiring vessels powerful enough to cut against the current—and sturdy

enough to do it safely with hundreds at a time on board. To do so, Maid of the Mist, which is one of the oldest Niagara Falls tourist attractions, has innovated far from its beginnings as an 1846 ferry boat—a 72-foot side wheeler with an 18-foot beam, powered by steam generated from a wood- and coal-fired boiler. The current fleet is two trusty steel diesel-powered, two-deck tour vessels built in 1990 and named Maid of the Mist VI and VII.

The latest Maid of the Mist iterations might, however, be the company’s most remarkable advancement. And Boilermakers from Local 5, Zone 7; Local 744; Local 5, Zone 175; and Local 5, Zone 197 are in on it: Two all-electric, emission-free, vessels with aluminum catamaran hulls—the first of their kind, and perhaps the first anywhere in the world. The new fleet will run on 400 kW motors powered by 316 kWh batteries which, after the 20-minute ride to the falls, charge to 80% in just seven minutes.



Marshall Morrissey, Local 5, Zone 7, sands the bulwarks in preparation for painting.

“Niagara Falls is one of the largest producers of hydro-electric power in the world,” says Glynn. “And so we want to harness that energy for our own purposes and be carbon neutral and environmentally friendly.” Plus, he adds, the new boats will have far superior maneuverability.

No surprise, this was no ordinary project. Building the boats had two prime challenges: The location and the material. Before work could begin in May 2019, Boilermakers were tasked with figuring out how to rig and fly the equipment and materials needed down a couple hundred feet from the top of the river gorge to a dry dock on the banks below.

“When I first came out to the job site and met with contractor Hohl Industrial, we took a look at the challenges ahead. You know, we have to fly the pieces down 200 feet,” says Michael Bogue, assistant business manager for Local 5, Zone 7. “That means you have to have a crane big enough to fly the pieces out. I believe the crane’s putting them out 140 feet, flying the pieces down 200 feet.

“And it’s not just the pieces of the boat: You’ve got a crane you’ve got to get down here, you’ve got semi’s you’ve got to drop down, you’ve got walls, all the equipment that goes with it. When you’re lowering pieces that

continued on next page

far, you've got all kinds of challenges. I think Boilermakers, they put their heads together and they came up with a plan; and I think the guys are doing a fantastic job."

Adds Local 5 BM-ST Steve Ludwigson, "We were fortunate the Boilermakers in Zone 7 are very familiar with what they have to do rigging wise."

Then there's the matter of the boats themselves. According to a Maid of the Mist press release, the vessels were designed by Propulsion Data Services and built as modules by Burger Boat Company in Wisconsin before being transported to Niagara Falls and lowered down to the dry dock by Boilermakers to be put together by Boilermakers. The modules are made of aluminum, which is subject to swelling in the northern New York sun.

"When you're welding aluminum, there's a few factors," Bogue explains. "Aluminum has to be clean. Aluminum sitting out here in the sun, it actually grows. So when you're laying something out or you're going to weld something up, you know it can change from morning to afternoon. Our guys, they took a lot of effort to come into the hall practicing daily, getting ready for the weld test to go ahead and put these together. There were different welding procedures the guys came in and practiced to make sure when we got down here we had it right."

"Our guys are constantly trying to better themselves, so the hall is always open. They can come in, they can practice."

There's certainly a lot at stake to ensure the safety of the millions who will ride the boats into the falls' spray.

When it comes to welding these boats, they're not taking any chances. They want it perfect, and that's what we're gonna give them."

*—Michael Bogue, assistant business manager,
Local 5, Zone 7*

"There's no room for error," Bogue continues. "You've got the Coast Guard that comes and does the inspections. You've got the X-rays they come in and inspect the welds with. When it comes to welding these boats, they're not taking any chances. They want it perfect, and that's what we're gonna give them."



“The inspections have gone excellent...We have one hell of a crew here, and they’ve been doing a hell of a job.”

*—Brian McGuinness, project manager,
Hohl Industrial*

Boilermakers have proved to be problem-solvers throughout the unique project.

“Every day it seems like there’s something new that comes up, with a different weld procedure we need to follow or a module is not fitting the way it should. There’s just everybody putting their heads together and actually getting it done,” says Brian McGuinness, project manager with Hohl Industrial. “The inspections have gone excellent...We have one hell of a crew here, and they’ve been doing a hell of a job.”

Bogue concurs: “The crew we have out here working on these boats, it’s fantastic. They’ve all come through the apprenticeship with the Boilermakers. They take a lot of pride in what they do, and they’re very good at what they do. And I think it shows with the craftsmanship they’re doing down below.”

In late October, the Maid of the Mist Corp. floated one of its new vessels, and as of November, work was continuing on the vessels in anticipation of a possible sea trial by the end of 2019. The new yet-to-be-named Maid of the Mist vessels are planned to launch in Spring of 2020. When they do, general foreman and Local 5, Zone 7 Boilermaker Jim Motak is ready to take the passenger-ready maiden voyage.

“I want to take the last ride on the old boat, and I want to be on the first ride on the new boat,” Motak says. “Some people are like ‘Oh, it’s like the Titanic;’ but I know the quality that’s going in the thing, so I want to be on that first ride.” ■



Watch a short film of Boilermakers working on the Maid of the Mist at <https://vimeo.com/356507394>

Boilermaker's energy for life fuels enthusiasm for his craft

"I was ecstatic when I became an apprentice and knew that I was on my way to a lifetime career. I was ready for the real world, and the Boilermakers made me feel right at home."

TALKING TO ADEL ELSERI is like being on a carnival ride—he's full of delight and laughter, and it's hard to keep up with his excitement. Elseri, Local 146 (Edmonton, Alberta), remembers vividly the day over 15 years ago in high school when he announced to his father, Ali Elseri, that he wanted to be a union Boilermaker "just like him." After all, walking in his father's footsteps was something the younger Elseri wanted from the time he was a little boy watching his dad go off to work.

"Adel is my youngest," says Ali Elseri. "He always wanted to be like me, and he used to wear my welding beanies all the time and draw a moustache on his face to look like me.

"When he decided to become a Boilermaker, I told him, 'Son, if that's the case, you give an honest day's work every day. If you party with the big boys at night, you show up

with the men in the morning. And never let your brothers and sisters down, because all you have is each other to lean on.'"

And that's just what Adel Elseri has done. He enrolled in a program that allowed students to go to school a half day and work at a trade the other half. Encouraged by his father and his father's fellow Boilermakers, Elseri started his apprenticeship and joined the Boilermakers union at L-146 seven months later.

"Becoming a Boilermaker is the best life decision I ever made," Elseri declares. "I was ecstatic when I became an apprentice and knew that I was on my way to a lifetime career. I was ready for the real world, and the Boilermakers made me feel right at home."



Adel Elseri speaks to attendees at the Boilermaker's 34th MOST National Tripartite meeting as the "ambassador of showing up" about the long-term importance of worker reliability and excellence.



Adel Elseri gears up to work the early shift at a chemical plant in Alberta.



Adel Elseri dotes on his family, l. to r., Elseri, sons Idris and Younis, and wife Abby.

He particularly remembers a moment as an apprentice that filled him with pride. “We were on a job and they needed a journeyman to work in a tiny vertical vessel, but everyone was too big and husky, except me,” he recalls. “So, the foreman looked around, pointed at me and said, ‘Hey Elseri, you’re a sharp little guy, can you do the job?’ And I said, ‘Yes sir!’ thrilled that I was trusted to do a journeyman’s work in front of all my brothers. It was a defining moment for me.”

Another defining moment for Elseri was when he appeared on season two of “Big Brother Canada” in 2014. He auditioned on a whim and a challenge by a colleague’s wife. When called in for a second round of auditions, he noticed there were 24 names typed on the call-back sheet and his was handwritten at the very bottom. “Talk about a last-minute addition!” he says with a laugh.

During the middle of the season, Elseri was chosen as Canada’s Favorite Player—only to be voted out nine days before the season finale. “I’d never seen “Big Brother Canada” before I tried out for it, and it ended up being the most mentally challenging 64 days of my life,” he says, adding that he has no regrets about not winning and was thrilled he’d been able to participate.

The Boilermakers put Elseri’s reality-TV experience to work, but for a more serious topic. He is featured in a compelling new video that examines the negative effects of no-show absenteeism on employers, contractors, Boilermakers and, indeed, the reputation of the entire union.

In the unscripted film, commissioned by the Canadian Boilermakers and produced by Wide Awake Films, Elseri interviews his peers, seasoned Boilermakers and contractors in honest discussions about the reasons for and ramifications of absenteeism.

“When I watched Adel in the video and he told me he spoke about it at the Boilermaker’s [34th] MOST [National Tripartite] meeting, I couldn’t believe my son was representing our family and union like that,” says Ali Elseri. “I couldn’t be prouder of my son and what he’s accomplished.”

Not ruling out another stint in showbiz, Elseri is settled with his wife Abby (whose father was a pipefitter) and two young sons Idris and Younis, in Alberta. He works at the NOVA Chemical Joffre facility about 90 minutes from their home.

“Boilermakers are my family,” he says. “I wake up. I lace up my boots. I put in a hard day’s work and make a good living. I wear my [Boilermaker] patch proudly. I’m a Boilermaker ‘til the day I die, and I thank my dad for that.” ■

Local D23 boosts education and safety at Cemex plant

IT WOULD BE enough of an achievement for Local D23 (Clinchfield, Georgia) to have 100% membership at the local Cemex plant in a right-to-work state. But president Carlos Brooks and members of the local don't settle for the status quo, even if it's good. A unique partnership between their workplace and union members has Boilermakers looking to the future via a pathway to a two-year college degree, funded by Cemex.

The idea started with Brooks, a five-year Cemex employee. Brooks works in electrical instrumentation, troubleshooting and working on the sims, which monitors gasses and other outflow from the stacks. He also does electrical troubleshooting.

When he first started at Cemex, he sat on the plant's safety and training committees and soon realized that Cemex needed a training reboot.

Brooks had noticed that older workers clustered together during the day, separate from new, younger employees. In addition, employees trained 20 years ago were training new hires, at times passing along incorrect practices. To compound the problem, people closing in on retirement were often the only employees who knew certain, critical procedures.

So, Brooks asked the plant manager what he planned to do when those longtime workers—the ones keeping to themselves—retired with all their knowledge. No one had a good answer.

The conversation began shifting soon after Brooks met with Dr. Hugo Bolio, Cemex USA's executive vice president of cement operations and technology, when he visited the plant over two years ago.

"We need to train better," Brooks told Bolio. "We can't get accurate training from some guy who was trained 20 years ago. I only know what he knows. It's also a safety issue. Someone is going to get hurt one day."

He drove the point home by talking about the future and ever-changing technology. If training doesn't keep up, he asked "what will Cemex do when technology overtakes the skill level of employees?"

Brooks kept raising the issue with Cemex, and they finally agreed to revamp training—including providing training to some current workers through a two-year college technical school program at Central Georgia Technical College. The college program, which Brooks



L-D23's Terris Deans, left, and Daniel Jones repair crane cables at the Cemex plant in Clinchfield, Georgia. Both Deans and Jones are in college through the plant's college education program.

said began about a year ago, allows for a current employee to bid on a job opening within the company. Certain jobs at Cemex allow for employees to take advantage of the free college program.

Employees receive their full salary and full benefits while going to school, and they receive a paycheck whether they're at school or on the job—or even at home studying. They are also eligible for overtime hours. And, there's no requirement for the employees to continue working at Cemex after they earn their degree.

Currently, Local D23 has five members enrolled in the program. One of those Boilermakers is Terris Deans, who is on track to graduate in May with a degree in industrial systems. The four-year employee of Cemex is learning information at school he applies to his current role as a mechanic maintenance repairman.


"This is a great opportunity to get a degree for free," Deans said. "When I first started, I was excited and a bit overwhelmed. It had been nearly 20 years since I opened up a textbook."

School is going well. Deans is looking toward the future. He's wondering if a bachelor's degree is in the cards for him. He's considering moving into a different role at Cemex if he obtains one.

"I really wish more employees would take advantage of [free college]," Deans said. "It will be helpful in the long run for them and for the company."

In addition to brokering the college program for members, Brooks also encouraged the company to update their employee training overall. As a result, Cemex brought in simulated electrical training. The new computer training covers everything employees do in the field.

"We're trying to make sure we're ready for the future," Brooks said. "Everything is going to automation; and we have to be up to speed on technology so we're not left behind." ■



ONLINE EXTRA
Read about Local D23 President Carlos Brooks' coaching gig, and his two favorite athletes online.
www.boilermakers.org

District 10 holds first leadership training conference



Attending the first District 10 conference are, first row l. to r., L-D454 ST David (Spud) Stevenson, L-D406 ST Share Hebert, L-D579 ST Mike Ettinger, L-D494 ST Stanley Young, District 10 BM-ST Tony Andrade, L-D406 VP John Black, L-D366 BM Jameson Amaral, L-D387 President Jason Bosley, L-D387 ST Mike Gyde and L-D324 President Scott Carson.

Second row l. to r., L-D366 President Jason Boles, L-D494 President Jim Louwe, L-D454 President Brad Sutherland, L-D579 President Shawn Hines, L-D488 ST Mike Smith, L-D488 President Lincoln Trevail and L-D366 ST Dave Lenarduzzi. Not pictured, L-D324 ST Daniel Steeves.

CEMENT DIVISION DISTRICT 10, which formed in 2016 to represent 11 cement locals in eastern Canada, hosted its first conference in Moncton, New Brunswick, September 23-26. The conference, organized and led by District 10 BM-ST Tony Andrade, was an opportunity for local lodge leaders to understand the

responsibilities of their positions and develop working relationships within District 10.

Andrade and IR Kent Oliver kicked off two days of presentations and interactive participation, including time to answer lodge leader questions.

Boilermaker surges into action to rescue flash flood victim

JOHN MESSINA, LOCAL 154 (Pittsburgh) credits his training as a Boilermaker for preparing him to face unpredictable and dangerous situations. And not just on the job. Messina's fast action and problem-solving skills helped him save an elderly gentleman from a very dangerous—and potentially deadly—flood the afternoon of July 6 after a sudden downpour hit parts of Pittsburgh.

Messina, who comes from three generations of Boilermakers and Teamsters, had just picked up his 13-year-old daughter, Allura. The father/daughter duo was headed out for dinner. Dark, menacing clouds began to gather; and within minutes, a heavy summer storm was sweeping through the area.

As they drove through a suburb south of Pittsburgh, low lying streets along a busy stretch of road dotted with gas stations, restaurants and other businesses began to teem with water runoff. The storm drains were quickly overwhelmed, and the water started rising fast. People either drove to higher ground or abandoned their vehicles to escape what soon looked like a small river.

Watching the scene unfold and realizing the danger, Messina turned his truck to avoid the flooding. Swirling water rising up the doors of an apparently abandoned red sedan caught his attention some yards in front of him.

"Something inside of me said this isn't right," Messina recalls. And that's when he saw someone in the car.

He parked in a gas station lot with a small crowd of onlookers, jumped out of his truck and told Allura, "I gotta go."

"As a Boilermaker, we're trained to handle accidents and dangerous situations," Messina says. "There are two kinds of people in this world: those who react and those who hesitate or don't react. I just knew I had to go."

"I emptied my pockets, took off my shoes and ran through the parking lot and some shrubs to waist-high water rolling around the car."

By this time, the water had risen to within a few inches of the bottom of the car windows and was so deep, he notes, "the car was actually floating just off the road."

Messina found an elderly gentleman in the car—who he later learned was 90-year-old Harold Gold—who seemed a bit bewildered by his circumstances. Messina told him, "I'm going to get you out of here, don't worry." After spending a few seconds evaluating the position of



John Messina, L-154, and an unidentified man carry Harold Gold to safety from his stranded vehicle during a flash flood in Pittsburgh.

the car and its passenger (at the same time noticing that Gold had a handicap parking permit on his rearview mirror and a cane on the floorboard on the passenger side), Messina knew the only way to get Gold out was through a window so as not to flood the car and risk the chance of turning a rescue into a tragedy.

As he told Gold exactly how he was going to get him out and what Gold could do to help (how to sit with his back to the driver side door, put his legs over the console toward the passenger door and put his arms behind his head and out the window), Messina wrapped his hands under Gold's arms and pulled him out of the car. Then, joined by another man, they carried him about 50 feet to the safety of the gas station parking lot.

Paramedics at the scene determined Gold was not injured or in danger, and they ushered him into the gas station where he sat down and had a cup of coffee to help calm his nerves. In the meantime, the water had begun to recede, so Messina waded back out to Gold's car to get his cane. Then, they walked to Messina's truck where Gold sat in the front seat wrapped in a blanket Allura had given him and called his wife and AAA to come get his car. Messina even drove Gold home.

"I think it was a brave thing to do," Gold later told Pittsburgh's WTAE Action News 4. "The water was pretty fast and going up pretty fast, and I really think my situation was becoming, for lack of a better word, precarious."

"I've worked almost 17 years as a Boilermaker, including as a steward and foreman," Messina said. "Coming up through the ranks, taking all the safety classes, learning from what's happened to others, knowing what's right and what's wrong ... that experience is invaluable when in the clutch."

"I didn't know what was coming next, but I knew we didn't have much time; so I moved and did everything as

fast as I could while trying not to panic Mr. Gold," he said. "I definitely kicked into survival mode."

After dropping Gold at his home and meeting Gold's wife, Messina showered, went to the hospital for a tetanus shot and did an interview with the local CBS station Channel KDKA.

And that dinner Messina and Allura had started to get earlier that day? They finally ended up at a restaurant called Little Tokyo. "It was nice to just sit and know that Mr. Gold was safe, Allura and I were safe and that I had helped someone that day." ■



New anti-harassment, discrimination policy

THE BOILERMAKERS INTERNATIONAL has created a new anti-harassment policy for IBB officers, staff, employees, applicants for employment, vendors and contractors. This policy strictly prohibits discrimination and harassment of any kind and sets forth a complaint procedure for individuals who believe they've been subjected to or witnessed discriminatory or harassing conduct.

The IBB is committed to maintaining a work environment that is free from discrimination and harassment of any type. In keeping with this commitment, the IBB prohibits and will not tolerate discrimination or harass-

ment. The new policy prohibits discriminatory and harassing conduct by any and all persons associated with the IBB on the basis of race, color, religion, creed, national origin, ancestry, sex, pregnancy (including breastfeeding), childbirth and related medical conditions, gender (including gender identity and gender expression), sexual orientation, age, disability, medical condition, citizenship, genetic information, marital and familial status, past, current or prospective service in the uniformed services or any other characteristic protected under applicable federal, state or local law.

Read more on the Boilermaker's website at boilermakers.org/about.

A link to the policy is at the bottom of the page.

APPLY FOR BOILERMAKER

SCHOLARSHIPS

TOTALING

\$50,000



Applications must be submitted online between January 1st and March 1st at scholarships.boilermakers.org

Local 203 celebrates milestone in Newfoundland



IP Newton Jones receives his pin designating 45 years from L-203 BM-ST Jerry Flaherty. IP Jones got his start as a Boilermaker at Local 203 and has been a Boilermaker for 47 years.

NEARLY 200 CURRENT and retired Boilermakers from Local 203 (St. John's, Newfoundland) and guests gathered August 10 in Newfoundland and Labrador's capital St. John's from throughout the province and far beyond to celebrate the local's milestone 50th anniversary.

"There isn't a unionized industrial site in Canada that Local 203 members have not helped to build or contributed to the maintenance of," said L-203 Business Manager-Secretary Treasurer Jerry Flaherty, welcoming the crowd at the gala event. "We are proud to be part of this great organization, and it shows here, tonight, with this wonderful turnout."

Joining L-203 were Boilermakers and leaders from across Canada and the United States. The local was founded July 7, 1969, but L-203 postponed their celebration to coincide the 2019 Canada Boilermaker Industry Tripartite Conference in New Brunswick to make it easier for faraway guests to travel to both events.

International President Newton B. Jones, whose second job with the Boilermakers was with L-203, was among honored guests.

"I had the opportunity to come to work in Newfoundland at a place called Come-by-Chance," President Jones told the crowd. "And I've got to tell you, everybody was fantastic. I had a lot of good experiences right here. It builds you into a pretty good person."

"I want you to know it was probably one of the very best experiences of my life, right here. I want to thank you for the opportunity that you gave me and that you give to all the young men and women who try to make a life for themselves as union Boilermakers."

As part of the evening's festivities, BM-ST Flaherty presented President Jones with his pin signifying his (belated) 45 years of Boilermaker membership. (Note: President Jones has been a Boilermaker for 47 years.)

The gala event included a reception, formal dinner, speeches and dancing, and capped off with entertainment by The Spirit of Newfoundland, a performance group that gives local residents and visitors a "taste of Newfoundland culture" through music, video, comedy skits and audience participation. "Out-of-town" guests, including President Jones, were invited to the stage to be made honorary Newfoundland citizens through a "screeching in" ceremony that, among other elements, involved kissing a codfish and taught the audience as much about the province's history, lore and culture as it did Newfoundlanders' sense of humor.

"You deserve to celebrate and enjoy tonight," said IVP-Canada Arnie Stadnick. "You guys have been supplying solid, skilled, qualified people in this industry for decades, and I wish you many, many more years of success."

Retired L-203 Boilermaker Bill Moore summed up the reunion-like party atmosphere expressed by many guests: "It means a lot to be here. I've seen guys here I haven't seen for 20-25 years, and it's unbelievable. That's one of the best things about being a Boilermaker: All the people I've met over the years. I met a lot of good people." ■



Nearly 200 guests enjoyed a night of dinner, dancing and entertainment to celebrate L-203's 50th anniversary. Photo courtesy of IR-CSO Richard MacIntosh.



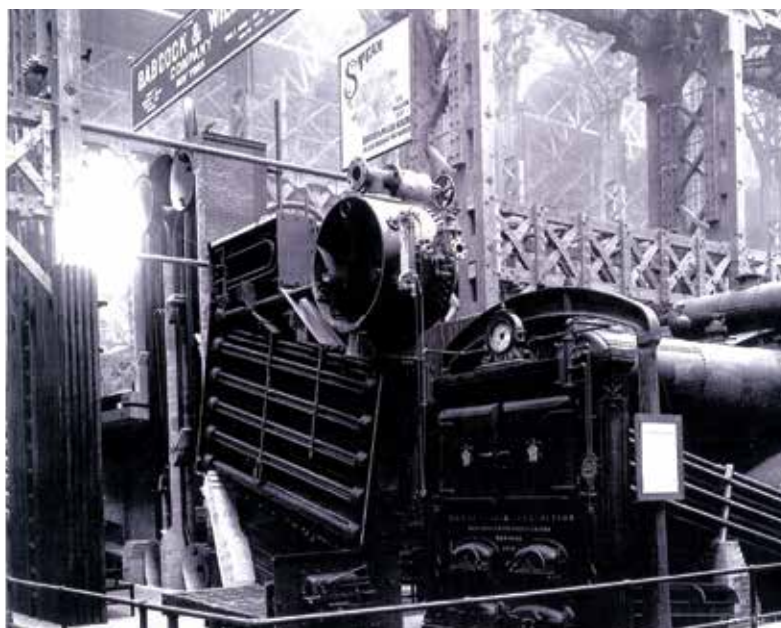
From l. to r., B&W's Boilermaker superintendent Don Wallace, supervisor Eric Boggs, rigging engineer Steve Fox, construction manager Marty Crum, and L-744's Steven Walters, foreman Stephen Ginley, Business Manager Martin Mahon and (kneeling) Gregory Pamer.

Babcock & Wilcox asks L-744 members to install antique boiler

MEMBERS OF LOCAL 744 (Cleveland, Ohio) helped rig and mount the façade of a 150-horsepower cast iron front boiler built in 1876 by Babcock & Wilcox in the lobby of the company's new corporate headquarters in Akron, Ohio.

The boiler was originally displayed in the Centennial International Exhibition at the first official World's Fair in Philadelphia, where it won a gold medal. It was sold to a sugar refinery in New York before B&W repurchased it to exhibit at the 1915 Panama-Pacific International Exhibition, celebrating the opening of the Panama Canal.

B&W wanted to display the boiler "to continue to build on our historical relationship with the Boilermakers," said Mike D. Hidas, president and general manager, Babcock and Wilcox. The boiler will be painted and framed before the headquarters opens in late 2019. ■



A boiler built by Babcock & Wilcox was originally displayed in 1876 at the first official World's Fair in Philadelphia where it won a gold medal.

WIN A VANCOUVER ISLAND FISHING TRIP

carhartt 



Carhartt and Union Sportsmen's Alliance have once again teamed up to provide one lucky union member and a guest with a once-in-a-lifetime fishing trip to Vancouver Island, BC fishing for salmon, halibut, red snapper, and other species.

ENTER TO WIN
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GRAND PRIZE PACKAGE – 1 WINNER \$15,000 value

- All-inclusive 4-day trip for 2 at Serengeti Fishing Charters in Port Hardy, Vancouver Island, BC
- \$5,000 Cash for travel, taxes, and spending money
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RUNNER-UP PACKAGE - 3 WINNERS

\$500 Carhartt gift card to be used on-site or in-store

Must be a Union Sportsmen's Alliance or AFL-CIO affiliated union member to qualify.

Deadline: January 31, 2020



LOCALS AWARD SERVICE PINS



Local 1 • Chicago

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

- 65 YEARS** Richard Bartos;
55 YEARS Jack Benz;
50 YEARS Daniel Durkovic, James Hess;
45 YEARS Ernest Gossett, Gary Ames, Richard Carlson, Roy Dinovo, Robert Eisenhammer, Charles Hayes, Barry Jeleniewski, William Morrin, Larry Nolan, Emil Priesol, Jack Ruby;
40 YEARS Roland Leavitt, Bobby Lowe,
30 YEARS Michael McNeal;
25 YEARS Ricardo Molina;
20 YEARS James Creed, Anthony Danta, Christopher DeCaigny, Brett Hamilton, Jaime Haro, Kurt Kelleher, Michael Mager, Charles Sneed, Brad Speiss, Terry Tye.

Local 13 • Philadelphia

JOHN D. BLAND, BM-ST of Local 13, Philadelphia, reports presentation of membership pins to the following:

- 65 YEARS** Robert L. Rowe;
60 YEARS Ronald Passick;
55 YEARS Raymond Birmingham, Charles D. Hudson, Ronald R. Long;
50 YEARS Carl A. Absher, Ronald C. Brosius, Gary D. Carroll, Robert G. Colbenson, Louis J. Deseta, James B. Dykes, David W. Evans, Robert K. Gilbert, Francis X. Keeney, Ralph R. Morris Jr., Joseph M. Murray, John Orosz, Louis A. Purin, Samuel P. Smith, Joseph D. Sweitzer, Robert L. Thompson, John Warrington Jr., Arthur H. Wilson;
45 YEARS Daniel Bailey Jr., James W. Banford Jr., John P. Borzell Jr., Walter F. Bresnan, William J. Cataldo, John W. Cinousis, John Dambrowski, Michael D. DiCiccio, James P. Dimmerling, John J. Dominiak, Donald L. Foster, Norman Fuhrman Jr., Ronald W. Garrett, Michael F. Gaughan, Thomas M. Golden, Robert M. Gresko, John R. Gunning, James J. Hall, Harry S. Haney, William Jack, Robert A. Keating, Vincent L. Kern, Daniel J. Kirk, James J. Laber, Stephen J. Laskoski, James E. Lhulier, James W. Lutz, Lee E. Macknight, Vincent Mangiamiele, John V. Mangiamiele, Joseph P. McGuigan, Robert J. Melling, William M. Miller, Peter D. Mulligan, Daniel W. Murray, Edward D. O'Neill, Stanley J. Oshetski, Joseph W. Ragan, Albert C. Ray, Edward Richardson Jr., Nick A. Reiser, Joseph W. Ryan, Michael S. Shevlin, Charles R. Shields, Kenneth J. Sieklicki,

James Sigovich, Peter J. Sliwka, Timothy P. Smith, Joseph P. Sparacio, Gaeton F. Spera Jr., Thomas F. Sweeney, Louis E. Thompson III, Seldon A. Whyte, Willaim E. Yocum;

40 YEARS Daniel M. Ahern, William Barrett Jr., Larry C. Davis, Eugene L. Dodelin Jr., Frank T. Doerr, Michael E. Dzwonek, Randy R. Everetts, Robert L. Frisby, Kurt F. Fuhrmann, Thomas Gaughan, Kevin J. Gaughan, Lawrence P. Gorgel, Gilbert P. Haney, Richard A. Hooper, Anthony V. Ingram Jr., Michael L. Kamauff, John P. Kappes, Eugene S. Kern, Charles G. Klein, Paul Kupchick, Albert E. Lackus, Francis X. Lecompte, Jeffrey L. Manlove, William Miller Jr., Shawn Miller, Christopher Monahan, Patrick J. Mulligan, Michael W. Murray, James R. Neumane, Michael D. Pakela, Harry B. Palmer, Anthony M. Parente, Richard O. Ragan Jr., Joseph A. Shousky, Bradley E. Schultz, Robert A. Sieklicki, Joseph D. Slavinski, Michael A. Smith, William A. St. John, Bruce J. Verbit, Patrick Woodward, Russell H. Zern, Michael Zink;

35 YEARS Bruce A. Humenick, Wayne J. Leister Jr., Daniel Martinivich Jr., Robert Paynter Jr., Mike C. Sakowski, Joseph F. Smith Jr.;

30 YEARS Robert Birchmeier, Daniel M. Cerasaro, Anthony Ciferni, Leroy Clark, James T. Gieder, Gary M. Gresko, Clayton Hartman III, Steve Italiano, Edward Johnson, Jeffrey A. Kovalick, Mark Mangiamiele, Eugene Perchinski, William Rauber III, Dennis Reiprish, David J. Rumbel, Mark Strachan, Timothy C. Wiernusz, Timothy A. Willson;

25 YEARS Thomas A. Bill, Gerald Burge, Anthony Cinousis, Joseph R. Demeter, Thomas J. Green, William Hutton Jr., Robert Keating Jr., David A. Kreis, Franklin Mackay Jr., George J. McCook, Bernard Nowak III, Joseph M. Oshetski, Jason Simmers;

20 YEARS Joseph B. Blair, Thomas C. Cadmus, John R. Carroll, Dennis J. Cinousis, John C. Dougherty, Charles Downs, William Dvorak, Matthew H. Fink, Edward R. Fithian, Jerald Ford, Randy L. Fritz, Thomas E. Harvey, Charles Hudson Jr., Jeffrey G. Johnson, Brian J. Kelly, Jay D. King, Robert J. Kling, Anthony J. Kotlowski, Phillip Kovilaritch, Robert C. Lutts Sr., Duane Matthews, Nathan C. Mellor, Seyed N. Moosavi, Joseph C. Murray, Thomas E. Neuman Jr., Mark Palasch, David Parsons Jr., Richard H. Pope, Michael R. Potts, Fred Robets, Mark S. Roman, Douglas Shetzler Jr., Carl A. Slaughter, Harry Storz III, David Teetsel, Steve Turner, Robert Wolbert, Ralph Zacharias;

15 YEARS Kenneth Ferguson, Paul L. Garvey, Randy J. Hartz Jr., William Hollywood, William Keefe III, Michael King, James J. Lynn, Franz Malcolm, William Miller Jr., Jamie J. Moser,

Michael T. O'Brien, Michael J. O'Malley, Charles A. Ulitchney, Christian Wilson.

Local 83 • Kansas City, Missouri

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

- 30 YEARS** James Brichacek, Paul Roark, John Seward;
25 YEARS Joseph Lewandowski;
20 YEARS Robin Burianek, Brian Pettinger, Darren Stroder, Shannon Wiatt;
15 YEARS Kevin Coons, Dimitry Mukhin, Aaron Waldrop.

Local 107 • Brookfield, Wisconsin

BLANE TOM, BM-ST of Local 107, Brookfield, Wisconsin, reports presentation of membership pins to the following:

- 75 YEARS** Alexander Bartoshevich;
70 YEARS James Gigstead, Dale Landvetter;
65 YEARS George Fockens Jr., William Wopp Jr.;
- 60 YEARS** Darrell Bistodeau, Donald DeBaker;
- 55 YEARS** Richard Gigstead, John Keller, Robert Kinjerski, Llewelyn Sacotte, John Topper, George Wallace;
- 50 YEARS** Dale Bleise, Brent Braun, Doug Breen, John Caylor, James Counard, James Garfield, Aaron Johnston, Robert Kochanik, Allan McMahon, Ralph Poweleit, Allen Socotte, Richard Weber, Oliver Mays;
- 45 YEARS** Richard Beebe, Michael Blaha, Allan Blazek, Henry Bosman Jr., Blair Brilla, Harry Brunette, David Buechner, John Callahan, Gary Cogdill, Al Deremo, Daniel Donovan, Jeremiah Drum, Artemio Flores, James Frisch, Lee Gibson, Patrick Gulczynski, Robert Haack II, Thomas Harrison, Roger Hartel Jr., James Jesmer, Richard Krock, Rodney Leppi, Joseph Liebel, Kenneth Liss, William Melton, Jerry Moede Sr., C. John Pearson, Charles Phillion, Daniel Plutchak, Lenwid Sandvich Jr., Randy Tebon, Keith Weber, Keith Werkheiser, Terry Werkheiser, Donald Wessel, William Johnson;
- 40 YEARS** Richard Anderson, Alber Allgeyer, Thomas Blake, Jerry Brown, Gerald Brunner, Terrance Callahan, Rick Cartwright, Terry Cartwright, Marvin Cartwright Jr., Frank Coleman, Bruce Curtis, Wallace Dahl Jr., Timothy Debraal, Roy Dobbs, Jack Ebright, Robert Erickson Jr., Michael Faust, Donald Goesser, Mike Goodenough Sr., Victor Gottbheat, Jamie Hallet, Matthew Harper, Jay Huguet, Robert Igl, Clinton Johnson, Earl Kegley,

continued on page 40

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.

NTD Cassidy, Donald A.	37 Hall, William E.	104 Coghlin, Daniel L.	146 Nielsen, Rene G.
NTD Chard, Arthur B.	37 Lamanette, Ronald J.	104 Cunningham, John W	146 Waters, Dean E.
NTD Day, Vernon L.	37 Robinson, Otto S.	104 Dees, Randy B.	154 Bachner, Robert J.
NTD Deltenre, Johnny T.	37 Saltzman, Terry D.	104 Farhat, Abraham	154 Berardelli Sr., Raymond E.
NTD Doig, Colin D.	37 Thomas, Steve	104 Gifford, Coe A.	154 Berkey, Todd B.
NTD Jones, Kenneth S.	40 Boggs, Randall B.	104 Hagberg, Ellis	154 Heilman, James W.
NTD Kindred, Richard A.	40 Brooks, Robert J.	104 Pattenauade Jr., Raymond	154 Hughes, William J.
NTD Lowe, Herbert	40 Madden, Verlan	104 Peters, Mathias	154 Laughlin, Lawrence E.
NTD Moseby, Gary A.	40 Wilkins Jr., James L.	104 Rose, Michael D	154 Littlejohn, John J.
NTD Nicoll, Dale	60 Barnes, Rondell D.	104 Schaffner, Geoff A	154 McFetridge, Dale R.
NTD North, Edward A.	60 Sawyer, Doyle S.	104 Seavey, Dale E	154 Nobile, Alphonso
NTD Payne, Jesse W.	72 Cody Jr., Thomas W.	104 Vondette, Kenneth C	154 Tatala, Stevan P.
1 Dexter Jr., Harry L.	72 Wisher, Kenneth A.	104 Woods, John R	158 Rohrig, Walter M.
1 Fair, Charlie	72 Young, Mike	105 Liston, Ronald L	159 Terran, Richard
1 Strafelda, Stanley M.	73 Mallett, John R.	105 Potter Jr., Bennie H	169 Cothran, Donald L.
1 Thomas, Monroe	73 Mattie, Michael A.	105 Thornbury, Kenneth J	169 Mackie, Richard A.
3 Morgan, Phillip R.	73 McComber, Cecil R.	106 Heuser, Harold D.	169 MacLeod, Steven M.
5 Wippich, Robert J.	74 Brannan, Robert J.	106 McKnight, Clinton R.	169 Salewsky, Stephen
6 Iverson, Richard R.	74 Johnson, Terry L.	106 York, Wilgus	174 Brown, James A.
6 Ramsey, William R.	74 Rincon, Rudolfo G.	106 Young, Ralph A.	174 Brzezinski, Raymond
6 Risner, Richard E.	74 Vest, Herman C.	107 Kremer, William J.	177 Honkanen, Jerry R.
6 Vann Jr., Kenny	74 Wingate Jr., Harvey A.	107 Malkowski, Joseph A.	182 Wahlen, Gary N.
11 Keiper, William O.	83 Bryant, Arnie L.	107 Olson, Wallace R.	193 Weber, Timothy J.
13 Ayers, Joseph M.	83 Ebbs, Raymond D.	107 Prokop, Jack	197 Backus, Herbert A.
13 Crouse, Richard V.	83 Goad, Bobby F.	107 Soerens, Kenneth E.	199 Greer, David M.
13 Levandowski, Edward	83 Haile, Stephen R.	107 Wheir, Leroy P.	237 Royce, Terry A.
13 O'Donnell, William B.	83 Lapour, William D.	108 Bennett, Leonard J.	242 Peters, Gary D.
13 Tarantino, Michael	83 Olsen, Stanley M.	108 Griffith, Kenneth W.	271 Poirier, Real
26 Bales Sr., Daniel H.	83 Rush, Norman W.	108 Harris, Roscoe L.	338 Tenorio, Joe A.
26 Burgess, John H.	83 Thomas, Rhett	108 Watson, Melvin W.	357 Stapleton, Harold W.
26 Dumas Jr., Coleman	85 Cederstrom, Brian J.	110 Havard, B. G.	357 Vagedes, Richard A.
26 Edenfield, Freddie	85 Jackson, Kenneth L.	110 Reece Jr., Rasberry B.	363 Jackson, James H.
26 Henson, Robert G.	85 Riggins Jr., Ocie	112 Graham Jr., Howard L.	363 Price, Jeffrey P.
26 Marsan, Renzo J.	92 Armenta, Manuel G.	112 Kelly, Tommy E.	363 Stinson, William W.
26 McKee, Eddie	92 Green, Lester B.	117 Moder, Merwin G.	374 Brown, Gary W.
26 Musgrove, Alton B.	92 Myers, James F.	117 Ukkola, Arnold T.	374 Lackey, James T.
26 Rios, Kathy M.	92 Page, Johnny J.	128 McLaren, David	374 Silkey, Kenneth
27 Tucker, William T.	92 Parocua, Luis	128 Naraine, H.	374 Turner, Ernesto
28 Girgis, Kamal A.	96 Giles, George G.	146 Beaupre, Norman	374 Yancey, Robert S.
28 Hamerle, John J.	101 Rader, Louis W.	146 Borowski, Ed	374 Yanuzzi, Albert J.
29 Booth, John G.	104 Abbey, David M.	146 Costigan, Raymond J.	374 Yurkovich, Mike G.
29 Christmas, Ernest A.	104 Albertson, Paul D.	146 Dehdari, Heidar	433 Basden, Daniel E.
29 Gauthier, Wayne R.	104 Bickle, Larry D.	146 Holowienko, Walery	433 Belcher Jr., John W.
29 Griffin, Brett L.	104 Bruce, Theodore R.	146 Moulton, Chris	433 Farr, Lacy E.
30 Starnes, Dennis H.	104 Canaday, Walter C.	146 Mullins, Terry A.	433 Galbreath, Cecil W.

433 Hughes, Larry A.	549 Breda, Michael E.	647 Schriever, Leroy	900 Gunn, Michael L.
433 Magedanz, Myron C.	549 Jarratt, Douglas M.	647 Silar, Fletcher	1086 Kelly, Eugene
433 Revette, Harold G.	549 Jenn, Donald J.	651 Follette, Michael D.	1086 Pasley, Lewis
433 Tidwell, Lear	549 Jess, Earl K.	651 Veitch, Philip A.	1086 Phillips, Jack
449 Elliot, Jackie W.	549 Johnson, David	656 Condra, Beny E.	1240 Cornett, Willie
453 Walker, Johnny J.	549 Lasley, Harlan D.	656 Reed, Mervin L.	1240 Smith, Edison
454 Crane, Virgil G.	549 Scalisi, Jerry A.	661 Chrobak, Andrew	1509 Bertino, Michael C.
454 Holland, Martin D.	582 Pollard, Ernest C.	667 Anthony, David L.	1510 Sayvongsa, Chansamout
454 Jenkins, Donald L.	587 Arabie, Robert T.	667 Broughman, Franklin	1603 Bahler, Michael H.
454 Lynn, Jack P.	587 Fuselier, Delton P.	667 Hoffman, James	1622 Mercer, Allen G.
454 Walker, Steve C.	587 Lebrun, Jackie R.	667 Maddox, James A.	1670 Sharp, James C.
454 Young, Charles E.	587 Wilburn, Larry W.	667 Rainey, Raymond B.	1702 Patterson, Kenneth E.
455 Lyle, Billy N.	592 Tucker, Wilbur L.	667 Thompson, Linvill H.	1999 O'Connor, Gerard J.
455 McGowan, Cecil L.	627 Fowler, Tommy	684 Byrd, Albert L.	1999 Rose, Charles T.
455 Satterfield, Edward E.	627 Graham, Willie G.	684 Gordon, Edward J.	D162 Cappello Jr., Anthony J.
455 Thomas, Jerry	627 Johnson, Richard E.	687 Beasley, Lenwood R.	D328 Enser, James
483 Huynh, Anh L.	627 O'Brien, Dennis R.	687 Merriett, Stephen N.	D381 Martinez, Teodulo
483 Laws, Richard A.	627 Turner, Kenneth E.	687 Smith, Robert B.	D500 Stoinski, Ronald R.
483 Winholtz, Steven W.	647 Backer, Edward R.	696 Squires, Glenn	D999 Doyle, Michael W.
500 Beck, Bobby G.	647 Christiansen, Randy	744 Blickensderfer, James A.	D999 Meier, Randy L.
500 Tunstall, Leon D.	647 Haff, Teddy L.	744 Herron, Lonzo D.	M7 Worthington, Tarin
502 Buland, Dennis W.	647 Kolenda, Donald	802 Crowley, Eugene R.	M300 Williams, John T.
502 Davis, Dewayne G.	647 Machones, Joseph W.	802 Piecara, Charles A.	S82 Zuch, Ronald E.
502 Hayes, William F.	647 Nygaard, Leland	802 Riley, Evans	S1978 Olmsted, William D.
531 Whisenhunt, Rodger K.	647 Retterath, Andrew J.	802 Stevens, Carol	

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.

SERVICE PINS

continued from page 37

George Lenzendorf, Timothy Lewellyn, Jerome McArdle, Michael McKenna, Greg McMahon, Steve Parkansky, Raynold Patterson, Robert Patterson, Vernon Paul, Russell Penkalski, Robert Pieterick, Humberto Rosado Sr., Norman Russel, Bernard Schultz, Kurt Schumann, John Seaquist, John Slaby, Donald Smith, Paul Stahl, Leslie Thompson, Charles Wagner, John Wilcox, Darrell Wright;

35 YEARS Jeff Balogh, Stephen Berntson, Debra Bishop, Steve Cogdill, Doug Comerford, James Deneff, Joseph Felton, Mike Giuliani, Buerton Goodenough, Mike Greis, Blaine Habeck, Bruce Hefty, Gerald Joncas, David Kettenhofen, Robert Lecheler, Bobby McGahey, Mitchell Olejniczak, Thomas Stearns, William Toner, Keith Waarvik, Larry Kirschbaum, Leroy Whipperfurth, Rick Wilson, James Witz;

30 YEARS Leo Chaput, Ron Frontczak, Steve Shortt, Robert Weber Jr., Blane Tom, William Wunder;

25 YEARS Darryl Billington, Daniel Cole, David Cummings, Mark Davis, Richard Larson, Roy Madsen, Richard Peters, Peter Polowski, Shayne Resser, Joseph Schmitz, Norm Stanley, James Sutherland, Wilfred Tomaw, Steven Wagner, Thomas Wellman Sr., David Wermter, Corey Wheir, Michael Yother;

20 YEARS Glen Armstrong, Kenneth Cook, Joshua Dykstra, James Heil, Thomas Higdon, Ray Krebsbach, Michael Perszyk, Terry Phelps, Nicholas Ramos, Michael Schultz, Richard Stannard, Jamie Symitczek, Gerald Van Buren, James Vincent, Darr Wellman, Christopher Werkheiser, James White Jr., Steven Zirzow;

15 YEARS Judd Below, Steven Bertucci Jr., Nathaniel Bissen, Curtis Bizeau, Eze Boyer, Jaime Cartwright, Mitchell Cole, Joshua Daugherty, Brent Duffy, Timothy Ebert, Marcus Engebretson, Todd Engel, Paul Esser, Michael Fagan II, Brent Gaupp, Daniel Goodman, Ross Goodman, Mark Gorecki, James Gould, Ronald Greis, Joseph Grenier, Jeremy Gucky, Patrick Haas, Jeremy Halverson, Matthew Heiden, Brian Jefferson, Christopher Johnson, Scott Konop, Raymond Krahn, Leonard Miglieri, James Mitchell Jr., Mark Mueller, Joshua Nault, John O'Connell, Jason Otto, Keith Paradise, Andrew Pavelski, Derek Peters, Raymond Phillips, Michael Sippola, Michael Topper, Jamison Turner, Cint Van Boxtel, Wayne Worthington, Joshua Wright and Nicholas Young.

Local 549 • Pittsburg, California

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

50 YEARS J. Tom Baca, Harold Diveley, Terence O. Interiano;

45 YEARS Michael Woeckener;

40 YEARS Jeffrey Bradshaw;

30 YEARS James Jacks, Robert H. Jones II, Michael Wyrick;

25 YEARS Carmen Gipson.

Local 647 • Minneapolis

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

75 YEARS Eugene E. Archambault;

55 YEARS Roy V. Heiska, Thomas M. Quick;

50 YEARS Riley J. Jester, Russell J. Mehrman Jr., Rex W. Novek, Lawrence F. Pruter, David E. Riley;

45 YEARS Gregory G. Anderson, Jay M. Arendt, Bruce E. Cedarholm, Wayne M. Cooper, Michael J. Horsch, Mark S. Jackson, Charles P. Leimgruber, Archie R. Maki, Gerald L. Piatz, Mark W. Shape, Rolf M. Sondergaard, Carey V. Tribbett, Duane O. Willhelm;

40 YEARS Wayne P. Goerger, Daniel Laplante, Randy P. Lewis, Michael R. Quinn, Timothy L. Schleicher, Eugene Skaj, Glenn R. Weismann;

35 YEARS Michael F. Engbrecht;

30 YEARS Dale D. Hollister;

25 YEARS Lyle Christianson, Roger Ellingson, Charles A. Leingang;

20 YEARS Lloyd J. Bergstad, Dustin G. Johnson, Jeremiah J. Klein, Jeffrey G. Loftus, Kevin R. Pellersels, Jamie L. Schauer, Dana M. Seil, Wayne J. Szczur, Luke A. Voigt;

15 YEARS Travis M. Lewis, Michael Swinson Jr.

Local 744 • Cleveland, Ohio

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

70 YEARS John P. Burkhart, Lewis A. Wagoner;

55 YEARS George H. Brown, Billy J. Harmon, Robert Moran, Carl D. Swiger, Joseph W. Weigman;

50 YEARS Raymond A. Budny, David E. Davis, Jack R. Festi, Steven E. Saunders, Alvin J. Troyer;

45 YEARS Robert S. Atwood, Terry C. Atwood, Frank E. Dillingham, Jack L. Dixon, Christopher Donovan, Paul R. Jewel, Frank K. Jewett, Joseph J. Kantor, Francis J. Keating, Charles A. Kent III, Leslie D. McMillan, Clayton D. Plummer, Thomas P. Regan, Michael A. Simko, Kenneth E. Staley, James Wilson, Ralph Wilson, Paul A. Winwood;

40 YEARS Patrick O. Boyle, James F. Hodgson, Kevin J. Lowry, Michael T. McCann, Larry E. McCue Jr.;

35 YEARS Jerry L. Carlson, Jake Fornaro, James E. Foxx, John T. Hicks, Lyle J. McNulty;

30 YEARS George Atwood Jr., George W. Christner, Joseph M. Ginley Jr., Carl R. Gunnoe Jr., Robert E. Karshner, William Todd McCarty, William A. Stahlman;

25 YEARS James Coachman Jr., Thomas J. Hanton, Brian F. Keating, Daniel Lincicome, Patrick M. Lyon.

Local D500 • Rogers City, Michigan

PATRICK S. SCHUCH, PRESIDENT of Local D500, Rogers City, Michigan, reports presentation of membership pins to the following:

20 YEARS Rueven A. Bradbury, Thomas B. Catalano, Shawn Cook, Robert Finch, Duane D. Kania, Corey D. Malocha, John A. Nowak, Daniel M. Tulgetske;

15 YEARS James G. Berant, David E. Haske, Eric J. Szatkowski, Michael S. Truran.

DON'T SEE YOUR LODGE? We publish only those lists sent to The Reporter 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.

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