

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

SUMMER 2023

# THE REPORTER

**BOILERMAKERS**





# MOST: *The Boilermaker Advantage*

*Providing the safest,  
most skilled and most  
productive workforce in  
the construction industry*

**MOST**<sup>®</sup>  
*The Boilermaker Advantage*



Until the 1980s, getting hurt on the job was a risk everyone accepted.

Today, safety means all Boilermakers come home at the end of every shift. It means our training has to be second to none. It means responsibility and accountability must be ingrained in all of us. It means we must partner with Owners and Contractors to solve real problems and identify solutions that deliver productivity and efficiencies. The MOST Trust brings The Boilermaker Advantage to the table. American Electric Power's Tom Householder explains how advantageous MOST truly is.

*"MOST creates a better value for Owners by strengthening our industry and making the Boilermakers viable for the future."*

Since 1989, MOST has worked with a tripartite of Owners, Contractors and Boilermakers to develop programs that allow our members to work safer, with better attitudes and skills, and increased respect and pride for a job well done.

Seventeen distinct programs currently compose MOST and contribute to The Boilermaker Advantage. These programs promote our safe work practices, build proficiency, ensure our skills are at the highest level, create highly qualified field leaders, and reinforce our expectation for excellence. According to Greg Purdon, Enerfab, Inc., MOST continues to deliver value.

*"MOST allows the best minds in the industry to come together and develop programs to ultimately create value, which is extremely important. An example of that is found in The Boilermaker Code, the most recent program from MOST. The Boilermaker Code is a game changer in our industry, and I'm proud to be a part of this network."*

The collective results of the MOST programs make our jobs safer and more cost effective, and bring Boilermakers together on job sites in critical times, truly defining The Boilermaker Advantage.

*[MOSTprograms.com](http://MOSTprograms.com)*

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**Look for these icons throughout the issue for links to additional online content:**



## Focus on solutions: Clean hydrogen and CCUS

For well over a decade, the Boilermakers union has been a keen advocate for common sense in the debate about energy production and climate change mitigation, seeking real—and realistic—solutions.

While extremists, misguided evangelists and self-serving politicians on all sides of the issue pound their chests and loudly shout their divisive (usually hypocritical and often simply wrong) rhetoric, they serve only to stymie any real efforts to save our planet. Meanwhile Boilermakers have been busy studying, steadily raising awareness and building traction around a critical solution: carbon capture, use and storage.

This is not a new role for the Boilermakers union. Throughout our history, Boilermakers have been vital advocates and instigators as new technologies have emerged that both satisfy the ever-growing demand for energy and protect our planet.

CCUS is the logical and meaningful next step in pollution control as the world grapples with strategies to quickly lower carbon dioxide emissions. The truth is: In order to maintain affordable, reliable energy and remain energy independent from nations like Russia that would leverage dependence as a weapon, we need a mix of all energy resources—from gas and coal to wind and solar and more, all working together and built or retrofit with CCUS.

We have written, spoken extensively and even produced a film about how and why CCUS is a solution that can truly reduce CO<sub>2</sub>—and preserve jobs, economies and social stability. There is a reason for this: CCUS is the bridge to our clean energy future and to our future work as Boilermakers.

CCUS is also, in part, what led our union to Ian MacGregor. MacGregor is a visionary, innovator, doer, builder and entrepreneur based in Alberta, Canada, and Boilermakers were first introduced to him to help build his Sturgeon Refinery (now part of North West Refining) in Alberta.

Ian MacGregor is the kind of person who likes to tackle big problems, and he only takes on problems he is certain he can solve—problems like meeting energy needs while mitigating climate change.

MacGregor's next project aims to do exactly that. His project, Hydrogen Naturally, is set to finance, build and operate hydrogen plants that will produce large quantities of clean hydrogen while removing millions of tons of CO<sub>2</sub> from the atmosphere.

He will do this by using scrap wood fiber as feedstock in a closed gasification process that, through partial combustion, produces hydrogen and carbon dioxide. The hydrogen becomes a valuable energy commodity, and the carbon dioxide is liquified and sequestered permanently underground.

It's a smart idea rooted in science and reality. Trees harvested from forestry operations are already replaced as a part of a continuous replenishing cycle. If the wood scraps are left to rot or are burned in slash piles, they contribute to the current problem by emitting CO<sub>2</sub>.

By instead turning the wood waste into pellets for feedstock to produce hydrogen, and by replanting with climate resilient tree species to create natural carbon sinks, the process becomes not just net-zero in CO<sub>2</sub> emissions, but actually carbon negative. Because of this, MacGregor calls the end hydrogen product Bright Green™ Hydrogen.

To reduce cost and gain efficiencies, he will build multiple “natural air capture plants” based on modularization. MacGregor told an audience at a recent U.S. Energy Association briefing that he has his eye on locations on the United States' Gulf Coast and Canada's East Coast and the prairie region.

MacGregor understands the urgency and the complexity of the energy and climate change conundrum. He will not waste time arguing or pontificating. Just like Boilermakers, he is focused on actually doing something that can make a real difference.





“ The time is ripe for real, common-sense solutions like Hydrogen Naturally’s Bright Green Hydrogen. We need more of this kind of innovative, science and reality-based action to save our planet, produce the energy we need and create new jobs. ”

Newton B. Jones  
International President

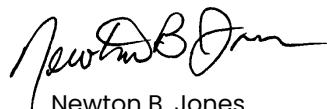
“A lot of people have opinions [on climate change solutions], but they don’t have the calculators to show if they work,” he has said. MacGregor has used his calculator and his past, proven experience. He has shown he’s done the math.

The time is ripe for real, common-sense solutions like Hydrogen Naturally’s Bright Green™ Hydrogen. We need more of this kind of innovative, science and reality-based action to save our planet, produce the energy we need and create new jobs.

The Biden Administration and today’s Department of Energy are to be commended for aggressively addressing the issue of energy and climate change mitigation. Through the Infrastructure Investment and Jobs Act and Inflation Reduction Act, carbon capture deployment in the United

States is finally accelerating. And with billions of dollars earmarked for CCUS enhancements to the 45Q tax credit, for example, CCUS has become an attractive climate change solution option.

We need all solutions working together if we truly care about our future. It’s high time to focus on solutions. It’s high time for the extremist rhetoric to stop, for common sense to prevail and for the actual work to begin. Our planet and our future depend on it.

  
Newton B. Jones  
International President



# Western States Tripartite focuses on big work ahead

**B**oilermakers, contractors and employers met in Napa, California, Mar. 28 to address industry challenges together and look ahead to new trends and future opportunities. Emphasized throughout the event were safety and quality, the future of energy production and a potential abundance of Boilermaker work on the horizon.

“We have to do whatever we can together—*together*—that’s the main thing,” said International President Newton B. Jones in his opening remarks. “If you look at the horizon and what’s coming, it’s getting close. The most important thing for us is to be ready—and I believe we’re ready.”

An array of speakers and presenters filled a substantive agenda focused on preparing Boilermakers, contractors and owners for jobs in the current and new energy future. Forty-one employer owners were in attendance.

“Boilermakers are a hard-working, highly skilled craft, and we see ourselves as more owner friendly than other unions,” said IVP-Western States J. Tom Baca in his opening remarks. “We show up for work with the necessary skills to do the job right, on time and on budget.”

Keynote speakers included Babcock & Wilcox Senior Vice President, Clean Energy, Joe Buckler and Director of Advanced Technologies Dr. Brian Higgins, as well as Betony



IP Newton Jones emphasizes the importance of working together.



IVP-WS J. Tom Baca gives welcome remarks.



B&W Senior Vice President, Clean Energy Joe Buckler, gives an overview of the company's new BrightLoop technology.

Jones, U.S. Department of Energy Director of the Office of Energy Jobs.

Buckler and Higgins presented an overview of the company's BrightLoop™ Technology, which captures carbon post-combustion and pre-combustion through a chemical looping process and can be used for a wide range of applications, including hydrogen production utilizing a variety of feedstocks (including biomass, coal, petcoke and waste fuels). One of the near-term beneficial outputs of the process is the production of clean hydrogen.

“This is an exciting time. At the core of who we are as a company is our technology and design work, and then we bring you all in to help build it, and that’s been the partnership that we’ve had for a very long time,” said Buckler.

“We talk a lot about 24/7 power, and as we talk about an energy transition, that energy transition has got to have baseload power and power that works. Energy security is very important to us.”

Buckler described how B&W and the Boilermakers’ long history together are similar in adapting to new energy production technologies and pollution controls throughout the decades. He said he sees the next technologies with carbon capture and hydrogen as examples of logical next steps.

“As we’ve gone through change, we’ve been partners in change,” he said. “And when



“ I think what the Boilermakers have done for a century-plus has been to look ahead and adapt, to innovate, to change with the times. That’s the mindset we need going forward—not just for this union, but for the transition in the world addressing this [climate] crisis. ”

Betony Jones  
Director, Office of Energy Jobs  
U.S. Department of Energy

you go through change, you want to work with people you’re comfortable with and who you’ve worked with before. Our designs don’t work if someone’s not out there building it correctly.”

Office of Energy Jobs Director Betony Jones talked about large-scale jobs resulting from new technology and emphasized the importance of quality workmanship.

“These technologies are really exciting, but they pose real challenges if, for example, they’re not welded right,” she said. “So there needs to be a commitment to high quality craftsmanship, safety standards, good skills training, apprenticeship training and also creating high quality jobs that will retain the skilled

workforce we need to get the job done.”

She called on the Boilermakers union and all trade unions to continue quality training and to fight for work opportunities, to take advantage of the current favorable environment for trade union workers.

“I think what the Boilermakers have done for a century-plus has been to look ahead and adapt, to innovate, to change with the times,” she said. “That’s the mindset we need going forward—not just for this union, but for the transition in the world addressing this [climate] crisis.”

Antonio Villaraigosa, former mayor of Los Angeles, joined the conference via remote broadcast and echoed Jones’ remarks about the importance

of trade unions leading efforts to attain and staff jobs.

“We can’t do anything without strong, vigorous labor participation,” he said. “None of this can get done without the unions, who can do this work and know how to do this work better than those who aren’t in unions. You’ve trained and developed skills in a way the private sector has never been able to do.”

Other speakers included Steve Giffin, Turnaround Improvement Campaign Manager for PBF Energy and who serves as the Western States Owner Chairman, and Mark Garrett, MOST Programs Administrator, who both focused on the importance of safety and available



programming for training and safety.

Focusing on national legislation impacting Boilermakers was Director of Legislative Affairs Cecile Conroy, while California Political Director Erin Lehane, President Emeritus for the State Building and Construction Trades Council of California Robbie Hunter and California Resources Corporation Executive Vice President Mike Preston each addressed state-level issues.

In other topics, Collin Keisling, Western States Joint Apprenticeship Program Coordinator gave an update on the apprenticeship and EPRI programs; Per Lorentzen of Cherne Contracting Corporation and who serves as Western States Tripartite Contractor Chairman addressed the issue of quality; and Andrew Meredith, President of the SBCTC discussed the current state of SBCTC.

IVP-SE Tim Simmons advised about nationwide dispatching; Marketing Manager Johnny Baca gave insight on Western States forecasting and recruitment efforts; and International Director of Climate Change Policy Solutions Cory Channon highlighted the latest in carbon capture, use and storage and hydrogen relative to Boilermaker advocacy.

Additionally, Daniel Baublis, Chief Engineering Officer for H-Cycle, LLC, gave a presentation about his company's suite of renewable and hydrogen solutions that will utilize Boilermakers across the Western States.

As has been the custom with the Western States Tripartite and other Boilermaker tripartite conferences, employers, contractors and Boilermakers broke into separate caucus sessions to determine topics of concern to bring forward for the group as a whole to

address. Each group then reported out at the closing of the conference, identifying key focal points of mutual concern.

All agreed that the tripartite conference is an important tool to bringing everyone together to solve problems and prepare for success.

"The story today is the energy of tomorrow," said Ed McWhorter, General Manager, Western Operations for B&W/Chairman WFCNC and Western States Contractor Chairman. "What is the energy of tomorrow, and does anyone really understand the energy solutions of tomorrow? We have been and will continue to be together, constantly moving and shifting as the industry has needed."

"We're integral to each other," said Lorentzen in his closing remarks. "We need to spend our energy on the 95% we have in common rather than the 5% that divides us." 🙌

The Western States Tripartite chairmen summarize focal points identified in their caucuses. L. to r. are Boilermaker chairmen Tim Jefferies and Luke Lafley, contractor chairman Per Lorentzen and owner chairman Steve Giffin.





# Minnesota safety bill means more work opps for members

**M**innesota Governor Tim Walz signed a bill into law May 2 that will increase worker and community safety by ensuring the state's refinery work is manned by a properly skilled and trained workforce. The bill, HF 10, requires a percentage of third-party contractor oil refinery workers to be graduates of (or apprentices in) qualifying registered apprenticeship programs, which include the Boilermakers' apprenticeship and training programs.

The measure calls for 30% such workers on refinery jobs by January 1, 2024, increasing to 45% by 2025 and 60% by 2026.

"We will not cut corners when it comes to workplace safety in Minnesota," Walz said in a statement. "We are adding safeguards and improving training standards, so that workers can return home safe."

Martin Williams, National Coordinator of State Legislative Affairs-M.O.R.E. Work Investment Fund, said Boilermakers Local 647 (Minneapolis) and other building trade unions advocated for the bill for several years.

"The approach was to focus on the public interest aspect—the benefit to the industry through enhanced safety for workers, the community and the public," he said. "The message was about how this benefits workers in the aggregate. Everyone worked together pulling their weight on the issue."

One of the bill's sponsors, Representative Dave Lislegard, is a former steelworker, and testified about his own experiences and the critical importance of proper training and skillsets on worksites.

"Refineries are not just the typical work environment," he said. "[This bill] puts a baseline of training in place to minimize the risk."

Companies that fail to comply with the new labor standards could be fined between \$5,000 and \$10,000 per violation.

"The safety of our communities and our workers is our highest priority, and this legislation is critical to making sure that those who are working in high hazard environments have the best training possible to prevent the risk of accidents," said Senator

Judy Seeberger, the bill's other sponsor.

The new law also opens the door to more work for Boilermakers in Minnesota and potentially thousands of additional man-hours.

"It's more opportunity for the members and a brighter outlook for Local 647," Williams said. "Additionally, we hope that the expanded opportunity for members—what we work for and why we do the job we do—will also mean there are more chances for people to look at the Boilermaker trade as a career."

"It's going to solidify some work opportunity in the Minneapolis-St. Paul area," added L-647 BM-ST Luke Voigt. "There's such a push to get rid of coal plants, work opportunities been slimming. This will help a ton." 🔥

**“ We will not cut corners when it comes to workplace safety in Minnesota ”**

Tim Walz

Minnesota Governor



L. to r., L-647 recording secretary Scott Hollerud, Joel Johnson of OneMinnesota Government Affairs, Minnesota Governor Tim Walz and National Coordinator of State Legislative Affairs-M.O.R.E. WIF, Martin Williams, celebrate after HF 10 is signed into law.

# Financial Statement

## Balance Sheet

	Current	Previous
<b>Assets</b>		
Current Assets	5,887	2,944
Non-Current Assets	18,386	12,932
<b>Total Assets</b>	<b>\$ 24,253</b>	<b>\$ 15,876</b>
<b>Liabilities</b>		
Current Liabilities	3,880	2,876
Non-Current Liabilities	11,873	8,200
<b>Total Liabilities</b>	<b>\$ 15,733</b>	<b>\$ 11,076</b>
<b>Shareholders' Equity</b>		
Equity Capital	6,493	4,180
Retained Earnings	2,022	620
<b>Total Shareholders' Equity</b>	<b>\$ 8,520</b>	<b>\$ 4,800</b>
<b>Total Liabilities And Shareholders' Equity</b>	<b>\$ 24,253</b>	<b>\$ 15,876</b>

## Income Statement

	Current	Previous
Net Sales	9,682	6,201
Cost of Sales	7,087	4,594
<b>Gross Margin</b>	<b>\$ 2,595</b>	<b>\$ 1,607</b>
Operating Expenses	1,009	345
Administrative Expenses	1,244	1,38
<b>Total Operating Expenses</b>	<b>\$ 2,253</b>	<b>\$ 1,733</b>
<b>Operating Income</b>	<b>\$ 342</b>	<b>\$ 874</b>
Income Tax		

## Cash Flow Statement

	Current	Previous
<b>Operating Activities</b>		
Net Income	212	365
Adjustments To Reconcile Net Income	267	844
Changes In Operating Assets And Liabilities	3,561	(193)
<b>Total Operating Activities</b>	<b>\$ 3,940</b>	<b>\$ 1,016</b>
<b>Investing Activities</b>		
Marketable securities	(270)	(42)
Property, plant and equipment	(891)	(151)
<b>Total Investing Activities</b>	<b>\$ (1,161)</b>	<b>\$ (193)</b>
<b>Financing Activities</b>		
Issuance Of Term Debt	1,450	(291)
Repayments Of Term Debt	(225)	
<b>Total Financing Activities</b>	<b>\$ 1,225</b>	<b>\$ 1,150</b>

## Hunger for profit endangers rail workers, public

**W**all Street's insatiable thirst for profit has created a dangerous environment in the railroad industry, especially after wide implementation of stock buybacks and precision scheduled railroading, or PSR. The railroad owners' actions demonstrate unconcern for their employees—the very people who make their profit—and for public safety, as evidenced in Norfolk Southern's lukewarm response to this year's train derailment and subsequent environmental disaster in East Palestine, Ohio.

Train derailments have become commonplace across the United States. According to the U.S. Bureau of Transportation Statistics, the U.S. experiences an average of 1,704 train derailments per year. By comparison, Europe, with its extensive train system, averaged just 6 in 2016, which is common for most years.

Hedge-fund owned railroads have a heavy lobbying presence in Congress. Lobbyists have successfully pushed for lax regulations and scant

disclosure requirements on what the trains haul through towns and cities across North America. According to Common Dreams, a progressive news outlet, the rail industry has spent \$654 million on lobbying over the past 20 years. All so regulators can legally avert their eyes from trains hauling hazardous materials without full disclosure, making cleanup at crash sites potentially harmful to emergency workers.

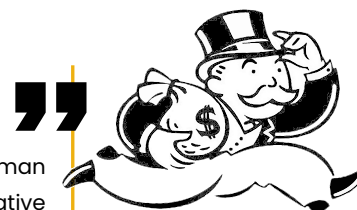
The combo of lax regulations and PSR also affects the union members who work for the railroads, including Boilermakers, who perform maintenance, wreck repair and work on railway equipment.

With the heavy implementation of PSR, many union workers were laid off. PSR means longer, heavier trains, smaller crews and having trains in reserve. Fewer workers are needed. Between PSR and stock buybacks, railroads are making record profits, but at what expense?

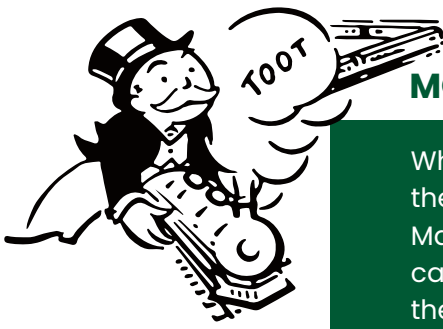
“They're not investing in safety; instead, they're buying back stocks. It's all in the name of greed.”

Alex Beckman  
Legislative Representative

AFL-CIO Transportation Trades Department







## MORE ABOUT PRECISION SCHEDULED RAILROADING

When railroads widely enacted precision railroading, they shuttered their hubs to run trains straight through on a scheduled timetable. Maintenance that would have been performed at a hub is now deferred, causing repair issues including an increase in train wrecks. Along with that, they made the trains longer and staff fewer crew members.

### Problems with PSR

Under the guise of increasing safety and performance, precision scheduled railroading began in the 1990s but came under wider use around 2019, according to IR Chris Browning. It seems the only thing PSR has done is increase profits and enrich shareholders. That greed is causing problems on the tracks.

“It’s precision and Wall Street investors wanting more money back,” said Railroad Division Director John Mansker. “Union Pacific just fired their CEO because he didn’t make enough money for investors. He earned \$50 billion [for the railroad] over five years and the hedge funds didn’t think it was enough.”

Browning agrees.

“It’s all about the almighty dollar. They’re not doing anything with their infrastructure,” Browning said. “They’re not investing in their employees. Or safety.”

To increase profit with PSR, the railroads cut crews from an average five people to one and increased the length of trains from an average of 50 cars to 100 cars today. To save on repair, railroads took a lot of locomotives out of use.

“With precision, rail companies decided they had too many locomotives, so they stored them so they don’t have to fix a wrecked train,” said Mansker. “Instead, they pull one out of storage. That not only affects our crafts but machinists, pipefitters—all of the railroad.”

There are no more hubs in PSR. “They want to run in direct straight routes,” Browning said. “If there’s a failure, they have a surplus of trains; and if they need one, they jerk one out of storage.”

Track degradation due to doubling train length and weight, the decrease in routine maintenance and laying off up to half its workforce, have created a perfect storm.

“People are leaving. Infrastructure is wearing down,” Browning said, noting that while railroads are calling back workers, most moved on and found other work.

Even those recently hired are leaving.

“They’re begging for people,” Browning said. “Rail owners keep wanting to rely on wages and benefits. For so many years they did. People used to line up around the block trying to get a job in the 90s.”

PSR hasn’t only decimated the workforce, it’s harming the public as well, as reported in a recent ProPublica article. They noted that while rail profits soar, kids are having to crawl under long trains to get to school. That’s because under PSR, 100-car trains are the norm. And they block crossings while waiting to get into the rail yard.

Because of this, ambulances can’t reach those in need, fire trucks can’t get through and pedestrians get maimed crawling through trains that could move at any moment.

Students can’t simply walk a few blocks around the train to get to school because the train is miles long. The Erie-Times News reported in 2009 that a teen lost her leg hopping between rail cars as she walked home to prepare for prom.

All the while, the railroads demonstrate that their main concern is profit, not people.

### End stock buybacks

When railroads buy back shares of their own stocks, they enrich CEOs and shareholders. Because when a company buys back its stock, it’s using money that should be invested back into the business.

That’s why the AFL-CIO’s Transportation Trades Department recently launched a campaign to end railroad stock buybacks and force rail companies to invest in maintenance, safety and their union workforce.

After the stock market crash of 1929, the Security and Exchange Commission introduced regulations to rein in Wall Street greed. Those regulations included disclosure requirements (e.g. the financial health of a company), anti-fraud requirements (e.g. ending insider trading) and market manipulation prevention, (e.g. ending the practice of artificially inflating stock price through stock buybacks). Stock buybacks were illegal until 1982, when the Reagan Administration once again allowed them in a move to benefit corporations and the wealthy.

“The railroads are making record profits while giving more to shareholders,” said Alex Beckman, TTD’s legislative representative. “They’ve even cut their capital budgets. They’re not investing in safety; instead, they’re buying back stocks. It’s all in the name of greed.”

The TTD launched a similar campaign in the past to support airline pilots and mechanics.

“When Congress said the airlines couldn’t do stock buybacks until the [COVID-19] program expired last August, that led to the airlines investing in workers and hiring more workers,” Beckman said. “Our campaign highlighted and raised the profile of the issue.”

They hope to do the same for the railroads. Ending stock buybacks would free money to invest in the rail workforce, safety and infrastructure.



## UNDERSTANDING STOCK BUYBACKS

Stock buybacks are where a company buys back its own stock, temporarily increasing company profit and enriching shareholders. CEOs and shareholders benefit from this practice, which was made illegal (because it was viewed as market manipulation) after the 1929 stock market crash. The Reagan Administration reversed that in 1982.

## Time for change

During 2022 contract negotiations, rail unions sounded the alarm at the unsafe conditions in the railroads, such as a one-man crew for a 100-car train and 60-seconds to service a train before it rolls down the tracks. But owners didn’t listen. They wouldn’t give union workers even one sick day.

In final negotiations, the government upheld the wishes of rail owners at the expense of union rail workers and public safety. Due to restrictions of rail unions to strike, unions had to accept what the Presidential Emergency Board decided or risk breaking the law.

But Senator Bernie Sanders never stopped pushing rail bosses to grant seven days sick leave for their workers. CSX was the first rail union to acquiesce—but only for 61% of

its workforce and only for four days. Other rail companies are also reluctantly offering sick leave as well. Some are not.

“We asked for that in negotiations and they were adamant we were not going to get it,” Mansker said. “But the media actually helped us this time. They pressed and pressed and that made the CEOs give us sick days. Anybody who works in a shop is getting sick days.”

Time off, safety and infrastructure improvements are three of the many reasons the TTD and rail unions are alerting the public about the campaign to end stock buybacks. If rail owners began investing in their workers and infrastructure, the railways would be safer for both workers and the public. 🙌

## What you can do to help

Sign the petition urging rail owners to end the practice of buying back their own stock.

**visit [www.nostockbuybacks.org](http://www.nostockbuybacks.org)**





# USEA features hydrogen project

The United States Energy Association put the Boilermakers in the spotlight with innovator Ian MacGregor on April 4 to introduce a new clean hydrogen technology project during a briefing open to the public.

The Boilermakers union is a USEA member and was invited to submit a discussion topic for the briefing.

International Director of Climate Change Policy Solutions Cory Channon introduced MacGregor and outlined the Boilermakers' commitment to advocating for common-sense climate change solutions, such as clean hydrogen and carbon capture, use and storage.

"Ian MacGregor has already completed some incredible work in carbon capture and hydrogen advancement through past projects," Channon noted.

MacGregor outlined his plan to remove millions of tons of carbon from the atmosphere by powering facilities and communities with what he has coined Bright Green™ Hydrogen made using residual forestry waste fiber as feedstock. He gave an overview of how the process works, why it's not just carbon-neutral but carbon net-negative and how his plans provide indigenous ownership and durable jobs in the transitioning energy market. (Read "Focus on solutions: Clean hydrogen and CCUS," page 2 for details on MacGregor's plans and process.)

"The goal is to remove one gigaton of CO2 from the atmosphere and make large quantities of clean hydrogen and ammonia," MacGregor said. He is planning four hubs across Canada



Ian MacGregor, Executive Chairman of Hydrogen Naturally, Inc., outlines his plans to build a world-scale carbon removal and green hydrogen hub.

and the United States, located near existing carbon sequestration infrastructure and forest operations.

He stressed that using wood waste from existing forestry operations creates an efficient cycle for carbon dioxide reduction.

"Trees have been doing this for 250 million years. Trees take 400 million parts of CO2 that's in the atmosphere and concentrate it 500,000 parts per million of carbon in the tree. I think that's a pretty good head start if you're trying to get CO2 out of the air."

The Boilermakers union worked with MacGregor to produce a series of films explaining the process, which debuted at the event.

"Boilermakers have worked with Ian in his past projects, and we look forward to being a part of bringing his Bright Green Hydrogen to life," said Channon. 🙌



To view the films and learn more about Hydrogen Naturally, Inc.'s Bright Green Hydrogen, visit [vimeo.com/showcase/10190971](https://vimeo.com/showcase/10190971).

“Trees take 400 million parts of CO2 that's in the atmosphere and concentrate it 500,000 parts per million of carbon in the tree. I think that's a pretty good head start if you're trying to get CO2 out of the air.”

Ian MacGregor

Executive Chairman, Hydrogen Naturally, Inc.





**Apprentices compete while  
Boilermakers recruit at SkillsUSA**





Three apprentices from Local 169 (Detroit) competed in the SkillsUSA National Competition for post-secondary welding fabrication June 19-23 in Atlanta, placing eighth out of 24 teams.

While the apprentices competed, apprentice coordinators and recruiters, including BNAP Coordinator Mark Wertz, NEAAC Administrator Jason Dupuis and Great Lakes M.O.R.E. Work Investment Fund Recruiting/Organizing Rep Kevin Stewart, staffed a busy information booth, promoting the union to students and instructors.

SkillsUSA is a national educational nonprofit that focuses on developing the skills of students pursuing careers in trade, technical and skilled service occupations. Competitions on the state and national level provide a platform for students to showcase their talents, gain practical experience and engage in leadership development activities. The organization plays a vital role in bridging the gap between education and industry, equipping students with the necessary skills and knowledge to succeed in the workforce.

It's also an environment filled with young people who are deciding what to do when they leave high school or community college. And it's crawling with instructors who want to help those students succeed after school. Wertz participated in SkillsUSA as a student and has seen the value in the Boilermakers having a presence at the competition—not just to recruit young men and women to the union but to educate instructors about what the union can do for students.

“I think the connection we can make with high school and community instructors can create a strong pipeline for a long time,” Wertz said.

It's why Stewart helped to man the booth at SkillsUSA. Stewart was apprentice coordinator for L-363 (East Saint Louis, Illinois) before taking on a role as a recruiter. His goal is to get the word out that the Boilermakers union is a solid career choice for young people.

“If you can build a good relationship with the instructor, then you have the ability to reach a large talent pool of possible candidates. We've seen great success through instructor referrals,” Stewart said.



Nathan McCatty and Jill Osentoski study the blueprint during the welding fabrication competition at SkillsUSA.

## Apprentice competitors learn through SkillsUSA

The contest is an excellent place for apprentices to compete—despite SkillsUSA's dizzying number of rules, all which cost points if not followed. For example, minutes before the L-169 apprentices were to begin the competition, Mike Card, L-169 apprenticeship coordinator, president and business agent, had to run to the SkillsUSA shop to buy uniforms for the competitors or be docked points. And that was only one of the many rules the team had to follow.

“For these individuals—they've learned stuff that typically they're not going to learn in the apprenticeship,” Card says.

In SkillsUSA, students work with thin metal. There's detailed blueprint work, different from what's taught in the apprenticeship, among other dissimilarities.

“The competition really helps,” Card said. “Like in Common Arc, they have to perform under pressure. They've gained valuable experience being able to perform in a stressful environment.”

Apprentices Kadan Kontranowski, Nathan McCatty and Jill Osentoski did well for their first national competition, placing in the top third of teams competing. All three are first generation Boilermakers, and one found his way to the apprenticeship through L-169's High School

Welding Competition (read “High school welding competition yields new apprentices” on page 15).

Kontranowski said being in the apprenticeship was a challenge. “You learn a lot because there’s a lot to learn. There’s always something to improve on.”

He indentured into L-169 following the local’s welding competition, after completing two years of welding in high school. He was also active in SkillsUSA in high school, so he was able to help the team with the intricate details of the contest.

To compete at national SkillsUSA, the team first had to win at the state competition. For the national contest, the team had to submit individual resumés, create a blueprint as a team and take a leadership test and a basic welding and fabrication knowledge test. The team also had six and a half hours to build a charcoal grill from the blueprint they created before coming to the competition.

In the hands-on portion of the contest, the tools available didn’t match the array apprentices have on the job or at the local’s training center, such as a sleever bar, a common Boilermaker tool used to pry beams to put them in place.

“Being limited on tools was a challenge,” Osentoski said.

“We were limited on fab supplies, too,” added McCatty.

Osentoski and McCatty indentured into the apprenticeship following post-secondary college welding programs. Osentoski said her instructor pointed her toward the Boilermakers.

“I needed a good career I could support myself on,” she said. “I wanted to put my skills to use.”

When McCatty was deciding what to do after school, he indentured in the apprenticeship because “it sounded better than the pipefitters.” He was excited to be asked to compete in SkillsUSA.

“I was happy to be noticed. To know that my hard work in the apprenticeship is leading me to new opportunities,” he said. “They’re not going to ask just anyone to represent the trade and compete.”

All three apprentices graduate to journey-worker in August. They all agree, the apprenticeship has taught them what they need to know to succeed. And competing in SkillsUSA gave them more practice and an experience to remember.

“They took this really seriously,” Card said, noting that the national competition is more than that for Boilermakers. “We get the word out here that they don’t have to go to college. They can learn what they need in the apprenticeship.” He said the young people at the competition are the people you want in the union. “People who aren’t afraid to get dirty when they work. You have a lot more people here who know what this job is about.” 🙌



Three apprentices from L-169 compete at the SkillsUSA National Competition. From l. to r., Nathan McCatty, Kadan Kontranowski and Jill Osentoski.



BNAP Coordinator Mark Wertz encourages a student to find out more about joining the Boilermakers by clicking through on the QR code.





## High school welding competition yields new apprentices

Since 2003, the High School Welding Competition at Local 169 (Detroit) has introduced hundreds of local high school seniors to the Boilermakers and to unions in general. Over 100 of those students indentured into L-169 with many still members today. And after a three-year pandemic hiatus, the competition was back in operation on May 19.

This competition is good for another reason: It fosters relationships between the local and area welding educators. And instructors like coming to the local because it helps them get out of the echo-chamber of the classroom.

“One of the big things we like about this competition is that it allows someone from outside our organization to evaluate our students,” said James Swenson, welding instructor at Kent Career Technical Center. “We always get great feedback from this competition.”

Swenson said that throughout the year, he has people come into the school and speak with students, and the Boilermakers are in the line-up. That provides an excellent opportunity for the local to present a solid career path to young men and women.

And for all the benefits the competition offers, it's not too time consuming to plan and execute.

L-169 President and Business Agent and apprentice instructor Mike Card headed up this year's competition and many others in the past. He said the planning starts in January with a mailer to schools and high school technical centers announcing the dates and details for the competition. That's followed up with a second mailer in February with all the information to catch those who didn't first respond, and it includes permission slips for the parents to sign. In addition, there must be a school employee chaperone who accompanies the young welders.

L-169's Jamie Ratliff contacts the vendors and contractors who judge the competition and donate door prizes for the students, such as welding hoods, welding jackets, tools and more.

“The judges like to come,” Card said. “All but one are members of our local. The owners like to judge. We work in their facilities. And they get to see where our members learn the skills to take out to the jobsite.”

As far as the students, they're excited to compete, especially those with an eye to

# THANK YOU!

The yearly High School Welding Competition wouldn't be possible without the generous time and donations from owners, contractors, vendors and members.

Bill Bass, Detroit Edison

Chris Lanzon, OMI

Jacob Klann, Corteva

Frank Wimmer, Monarch

Mark Ivy, Enerfab

WJ Oiler, Consumers Energy

Lynn Hutsell, Office Manager

Jamie Ratliff, Business Agent

Lew Harris, Lead Apprentice Instructor

Mike Steffus, Apprentice Instructor

*Those donating include:*

Detroit Edison

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Monarch Welding

Northern Boiler

Purvis & Foster

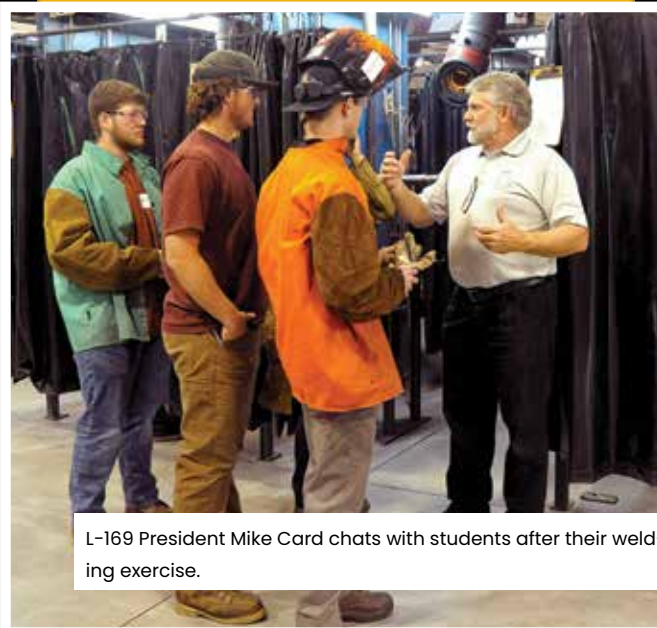
Songer Steel Services



Sherrod Caver inspects the work of one of the high school competitors.



Owners and contractors test students' work.



L-169 President Mike Card chats with students after their welding exercise.



Bill Bass of DTE Energy inspects a contestant's weld.





L-169 BM-ST Bob Hutsell addresses those competing at L-169's annual High School Welding Competition.

“People here are trying to be inclusive and they care about the learning experience, not just the score.”

Becca Robertson

St. Clair County TEC Center Instructor

indenture after they graduate. At the competition, students sit for a written exam and for one hands-on exercise—a plate vertical open butt with a root pass done with 6010 and a flush and cap with 7018.

“We’ve never had an issue with any of the students doing anything wrong,” Card said. “And I have 44 potential recruits for the Boilermakers.”

The competition originally began under the direction of then second-year apprentice Mark Wertz, who is now the Boilermaker National Apprenticeship Program coordinator.

“I fell on the Boilermakers by luck,” Wertz said, noting he was 25 when he indentured.

After working as an apprentice, he remembered his own high school competition in SkillsUSA and wondered if some type of competition for high school students might work on the local level. So he and Kathy McComb, who is now BNAP’s technical assistant, pulled together the first high school competition.

“I worked on the hands-on portion of the competition and she worked on the technical aspects,” Wertz said.

The local isn’t the only beneficiary of this competition. St. Clair County TEC Center Instructor Becca Robertson said there’s value for her students who compete at the local.

“This one, compared to others we’ve done, is the environment,” she said. “The people here place the same importance on the things I value in my program. I like that my students experience this in a union shop.”

She said that the students are learning and gaining experience from it. That Boilermakers are helpful with students because they want them to learn.

“People here are trying to be inclusive and they care about the learning experience, not just the score,” Robertson said.

At the end of the day, every student goes home with a pair of welding gloves, a t-shirt and a door prize.

“With the support of our owners, vendors and signatory contractors, Boilermakers Local 169 is utilizing our High School Welding Competition to recruit a talented workforce that will carry our trade into the future,” said L-169 BM-ST Bob Hutsell. 🙌

# Grants help lodges boost their training budgets

**F**or a cache of free money for your local lodge's training program, consider applying for grants. That's what Local 92 (Los Angeles), Local 13 (Philadelphia) and the Northeast Area Apprenticeship Program have all done.

"Over the past couple of years, we have received numerous grants from the state," said L-92 apprentice coordinator Alfredo Leyva. "We received these grants through the California Apprenticeship Council, Department of Industrial Relations on eight occasions since 2009."

Leyva said the awards have varied from \$15,000 to as high as \$34,000 per year. The grants can be used for anything that's related to the apprenticeship, including training and equipment.

Boilermaker National Apprenticeship Program Coordinator Mark Wertz encourages locals to apply for training grants to help fund apprenticeship training.

"Check with your state," Wertz said. "The state grants are very focused on jobs in their state."


There's a large amount of money available, how could it not be in our best interest to try to capture what we can?"

Local 13 needed extra teaching hands for their apprenticeship program. So the local applied for a grant and received one through the Pennsylvania Department of Community and Economic Development.

"This grant will be for a dedicated weld instructor," said Matt Fink, L-13 apprenticeship coordinator. "We have anywhere from 75 to 85 apprentices. It's very hectic. The grant will allow for us to have a dedicated weld instructor at certain times of the year when we're training heavily."

Fink said the grant money is giving the local three years of an extra training instructor, on a part-time basis. He found the grant through Pennsylvania's website and advises other lodges to look at their state to determine what is offered.

"It's definitely helpful to have an extra body to teach," Fink said. "We need to sell ourselves and to do that we must be the most highly trained craft. And to train, we need money."



**There are grants available for every aspect of apprentice training. The first step in the process is identifying where the grants are. There are several places you can look:**



The Department of Labor provides grants to support apprenticeship programs across the country at **[www.dol.gov/grants](http://www.dol.gov/grants)**.



The foundation arm of the American Welding Society offers grants for training welders at **[www.aws.org/foundation](http://www.aws.org/foundation)**.



But what about the time and work required to write the grant to apply for the money? How much experience does someone need?

“I would say zero percent,” Fink said. “I’ve never done this.” He said it was work, but that all the time and effort was worth it. “It was a very minimal amount of work for the amount of money we got.”

But if locals don’t have the time needed to write the grant, there are grant writers that can be hired on an hourly or project basis to do the required writing and research.

NEAAC Administrator Jason Dupuis and Kathy McComb, BNAP’s technical assistant, worked together to write a recently awarded New York state grant of \$270,000.

Dupuis said as NEAAC administrator, he gets a lot of emails from the New York Department of Labor, and one day an email with the words “clean energy” caught his eye. And after reading through the information, he realized the work the Boiler-makers perform fit within the grant parameters. Members built Maid of the Mist electric boats at


Niagara Falls and are currently working a hydrogen job in upstate New York—both clean energy.

This grant money will pay for all-in-one welding machines and a milling machine, the big-ticket item. With the milling machine, NEAAC will be able to supply locals with welding coupons, much cheaper and quicker than the status quo.


“Without the grant, we can’t afford to buy something like that,” Dupuis said. “It’s a game changer. In the end we’re going to have better trained welders because they’re spending more time welding and not prepping coupons.”

McComb said there’s a lot of grant money out there on both the state and federal level, but there’s a lot more paperwork on the federal level. She said it’s also easier to develop personal relationships with people issuing state grants.

“Make it make sense to the person you’re applying to,” she said. “And develop relationships. If you can get a person to listen to you, that’s going to help the process.” 💡




The federal government website **www.grants.gov** not only has grants available, but also helps with grant writing and additional resources.



Private foundations and companies, such as Duke Energy, provide grants for apprenticeship programs. Research foundations focused on workforce development or education.



The ApprenticeshipUSA State Expansion Grants and American Apprenticeship Initiative grants are designed to expand and diversify apprenticeship programs in the United States. Visit **www.apprenticeship.gov** and search for “grants.”



Many state and local governments provide grants to support apprenticeship programs. Contact your state or local government’s workforce development office to learn more about the grant programs available in your area.

## Majority union membership doable in RTW state

**H**ow do L-584 (Tuscaloosa, Alabama) members at the machine/fab shop Southern Heat Exchangers, or SHECO, maintain high union membership in a right-to-work state? For L-584 President Patrick Blanchard, winning over new employees isn't that complicated.

He said the benefits of being in the Boilermakers union are big selling points. Letting potential members know that they will have a voice in upper management can be very effective. "We also push for training and promotional opportunities for members," Blanchard said.

At SHECO, members fabricate shell and tube heat exchangers—boilers, chillers and chemical processors. "They are shells made with different types of steel and alloy materials that have bundles of tubes inserted in them," Blanchard said. "Then they're tested, sandblasted, painted and shipped."

He started work at SHECO about 10 years ago and joined the union the same year. He's committed not only to his job but to the union and continuing to grow the local.

Members wait to discuss the union with new hires—who are on a 180-day probation—until employers are finished with training. He said the selling point for any union is to make employees see the union as the best choice.

"We wait till they get their feet wet on the shop floor before approaching them about the union," Blanchard said. "We try to represent people to the best of our abilities." He said often, the Boilermakers union sells itself. "Anytime there's a pension involved, it's a benefit. I think a pension goes a long way with people."

Safety is extremely important to both the local and the company, and they have an active safety committee, another selling point to new hires. The local and the company meet monthly to walk the shop floor and determine how to improve safety.

It helps that the local has a good working relationship with the employers. The union and the company try to work together to make things a little more efficient and make the work environment a little more comfortable.

"We don't always succeed but we try," Blanchard said. "We have continuous improvement meetings to try and work with the company."

SHECO also works well with the union in contract and labor meetings.

"Obviously we don't see eye-to-eye with some things. Even when we butt heads, we learn something," he said. "If you're good to your members, your membership will grow. If you can keep the men and women happy, they become your best recruiters." 🙌







## LOCAL 146

**Local 146 (Edmonton, Alberta) hosted a field supervisor course in Calgary on Jan. 11 and 12.** National Director of Training j'Amey Bevan and national instructor Jim Beauchamp taught the class.

Those attending leadership training class include, front row l. to r., Fred Briand, Florentino Falcon and Andy Weir; middle row l. to r. Jim Beauchamp, Miles Freeman, Victor Medina-Carrizo, Jon Huynh, Elena Ovdak, Andrew Ouellette, Andy Slobodian and J'Amey Bevan; back row l. to r. Will Chobotuck, Jean-Paul Matala, Bruce Thomason, Paul Redmond, Mark Holmes, Zenon Parchewski, Terry Sabiston, Stephen Flynn, Liam Shouldice, Ashley Watkins.



## LOCAL 555

**Local 555 (Winnipeg, Manitoba) hosted national training and their trainers on Feb. 8 and 9 for a field leadership class at the Regina Union Hall and Training Centre.** Instructors were National Director of Training j'Amey Bevan and Jim Beauchamp, national instructor.

Those attending the field leadership class at L-555 are, front row l. to r., Blake Tremblay, David Davis, Oleksandr Tsuprak and Christina Michell; back row l. to r., J'Amey Bevan, Darcy Altwasser, John Carlson, Neil Riley, Jim Beauchamp.



Students and Boilermakers take a break for a group photo.

## L-146 workshop fires up young women welders

**T**hirteen high school young women visited Boilermakers Local 146's (Calgary, Alberta) hall to learn about the Boilermakers trade and what it means to be a sister in the Brotherhood. In partnership with CAREERS Next Generation, a nonprofit foundation that helps guide youth towards successful career paths (sponsored by Scott Mackay at Miller Electric), L-146 hosted the second day of a two-day Young Women in Trades and Technology Camp.

During the camp, students learned about industries where women are underrepresented, Boilermaker skillsets and the work scope and opportunities available if they were to join the union. After presentations, six Boilermaker apprentice volunteers—all women—worked with

the students. In fact, the day was entirely led and taught by Boilermaker sisters.

"It was learning from both sides," says Kayla Vander Molen, L-146's Pre-apprenticeship Instructor. "It was beautiful to see the apprentices step out of their comfort zone in the training. All apprentices, from first, second and third year, had a great experience teaching the basic foundations and passing the torch to the students."

Maria Haswell, a first-year apprentice, says she couldn't have been more excited to participate in the event.

"I couldn't wait for the day to come, and I think I drove everybody crazy talking about it," she says. "Sitting back and watching the students jump in and start welding left me in awe. I was really honored to

aid young women to have the opportunity to see if welding is something they wish to do."

The day was more than introducing the women to the trade. It was also about building each student's confidence, empowering them to feel capable of choosing a career in a trade that is typically male dominated.

"I was in the booth with each student giving them confidence," says Rylee Knopp, second-year apprentice. "Seeing their smiles light up is exactly why I came here—to show them you can do it and don't be afraid. There are a lot of women doing these trades. I want to be the voice that says they can do it, even if no one else in their life says they can."

The students welded bees out of studs and wing nuts and forged horseshoe hearts while

“ All apprentices, from first, second and third year, had a great experience teaching the basic foundations and passing the torch to the students. ”

Kayla Vander Molen  
L-146 Pre-Apprenticeship Instructor



learning GMAW and SMAW welding processes, oxy-fuel cutting and blacksmithing. For the volunteers, teaching high school students about a career in the trades was important.

“The girls seemed to really enjoy themselves; and it was a refreshing experience to see them trying all this stuff so young, as I never got to have that experience and I wish I had,” says second-year apprentice Rachel Tataryn. “I’m very happy that it is more accepted now for women to be in these fields, and I am proud that the Boilermakers union is helping young girls get to where they want to be.”

For new journeyworker, Riley McElroy, the day made her grateful to her mentors and made her want to be a role model to women in the trades.

“I’m so fortunate to say I have some amazing mentors and teachers who helped shape



Students forge horseshoes and weld bees out of studs and wing nuts.

me into the tradeswoman I am today,” Riley says. “As I was teaching, I kept thinking about how my mentors and instructors taught me. This day made me want to be the best role model I can be for future females getting into the trades.”

The day was a success, leading volunteers to believe some of the teen participants will return to the Boilermakers union for their future trade. The local intends to continue its partnership with CAREERS Next Generation and repeat this event annually. 🧡

## Local 104 members save crew member

**L**ocal 104 (Seattle) Boilermakers’ quick response to a workplace accident saved a crew member’s life. Hanging off the side of a ship at Vigor Shipyard in Portland, Oregon, a crew member was painting when the rope to his bosun’s chair broke. The damaged rope caused the man to plummet 75 feet, striking the pier and falling into the water. Members Trinity Presler and Jesus Castellano saw the incident occur and radioed “man overboard!”

Without hesitation, members Shawn Connett and Derek Bristow leapt into the chilly water.

“I got a call there was a man overboard, so I went out and responded to the location,” says Bristow. “One of my level two supervisors, Shawn Connett, was already in the water. I went into the water and assisted securing the injured man until we could get a boat into the pier.”

Bristow and Connett kept the unconscious man above water for more than 10 minutes

until emergency and rescue services arrived.

Local 104 Assistant Business Manager Brian Richart said, “I’m absolutely proud of the brothers and sister that went out of their comfort zone to risk their own lives for another.”

The injured man is now recovering. 🧡



# Local 482 ratifies contract at SCH coal terminal

A new bargaining team from Local 482 (Wood River, Illinois) sat across the table from management to represent 45 Boilermakers from SCH Terminal in Calvert City and Four Rivers, Kentucky. In a nearly unanimous vote, members ratified an agreement with the expanding coal company. The agreement

includes a 23% salary increase over five years, an extra paid personal day and 20 additional vacation hours.

“I’m proud of them,” IR Ryan Mroz said. “They stuck to what they wanted, they respected the process of negotiation and, at the end of the day, they are happy with the outcome. For the

first time they sat in their respective chairs. They did very well.”

Boilermakers at SCH Terminal are in a right-to-work state and have maintained 100% membership. Soon, SCH Terminal will open its new building and the local will add 20 new Boilermakers to their membership. 🙌



Local 482 members gather to cast votes on a new contract.



# USA honors Gary Evenson as Conservation Steward

Anyone who knew the late Gary Evenson knew him as a dedicated Boilermaker and an avid outdoorsman. He not only taught his children and grandchildren to love and respect the outdoors, he was a conservation evangelist—so much so the Union Sportsmen's Alliance posthumously honored Evenson with the 2023 Conservation Steward of the Year award.

"We present the award within our 18 Charter Union Affiliates and do so only when an individual is deserving," said USA CEO and Executive Director Walt Ingram. "Gary was most certainly a deserving recipient of the award and a great example for all to follow."

Evenson, a member of L-627 (Phoenix) since 1975, died on Oct. 29 and was mourned by his family, his Boilermaker brothers and sisters, as well as many others.

"Gary Evenson was intense...intense about hunting, fishing, his family, his union, and yes, intensely passionate about the Union Sportsmen's Alliance," Ingram said. "His sudden and untimely passing leaves a big hole that represents so much of his life spent giving to others."

USA's mission is to unite the union community through conservation and preserve North America's outdoor heritage and Evenson donated his time to that mission. For example, Evenson volunteered at the USA's first Boilermaker Kansas City Get Youth Outdoor Day in 2022.

"He was so kind and patient with all the youth who stepped up to his shooting station. That big old burly rough 'n tough Boilermaker melted into a kind, soft spoken gentle giant," Ingram said. "It was so touching to see him help each young shooter and express genuine joy when they finally broke a target."

It was a scene that played out a lot within the USA community.

"He was always happy to share his outdoor knowledge and hunting stories, and he was passionate about getting kids engaged in the outdoors," said USA Communications Manager Kate Nation.

USA also honored Evenson's memory by including an image of him on their shoot tour trailer. "The trailer travels around the country all year long, and we are proud to have his image on the trailer for all the country to see," Ingram said. "What an example he left to all of us about how to pass on our outdoor heritage." 🙌

“What an example he left to all of us about how to pass on our outdoor heritage.”

Walt Ingram  
USA  
CEO, Executive Director



The skin on the back of the Union Sportsmen's Alliance trailer honors the late Gary Evenson, named the 2023 USA Conservation Steward of the Year.

# Joe Maloney retires from Helmets to Hardhats

Lifelong Boilermaker and former IVP-Canada, Joe Maloney, has had a storied career in the trades. Starting at age 17, he joined Local 128 (Toronto, Ontario), and his career progressed from field work to leadership in the building trades. Maloney recently retired as executive director at Helmets to Hardhats. The impact he's had advocating for the trades and for veterans will last for generations.

While working as secretary-treasurer for what's now NABTU—or North America's Building Trades Unions, Maloney founded the U.S. Helmets to Hardhats program. He then launched the program in Canada.

The organization transitions military veterans into civilian jobs in the union construction trades. Engineering News-Record magazine named Maloney "2004 Man of the Year" for his work in creating this "innovative and outstanding program." And in 2016, Maloney received the Meritorious Service Cross for his work in forming the H2H program in Canada.

His work founding H2H was a "brilliant initiative," as IVP-Canada Arnie Stadnick says.

"It's an honor to be associated with a person like Joe, his tenacity and passion to launch and secure funding for a program such as H2H in the USA and Canada is nothing short of inspirational," Stadnick says. "His support for military personnel looking to transition

back into civilian life was his goal, and he wanted it to be as seamless as possible. The program is a brilliant initiative that supports our military veterans for their service to their respective countries. As the saying goes, get behind and support our troops, or try standing in front of them."

But Maloney hasn't let the accolades go to his head. He's too focused on helping veterans find life after military service. "To me, that's the rewarding part of this whole thing. You're able to help people. When you help a vet, it gives you a very special feeling," Maloney says.

Helping vets and finding workers during a labor shortage were the driving force behind starting H2H. As Maloney tells it, there was a severe labor shortage in 2003 at the same time the construction industry was booming. "Everyone was short of people," he says.

That's when he saw that around 225,000 people leave the military each year.

"And I'm like, 'Whoa, why wouldn't we tap into that?'"

But getting the program up and running faced obstacles. The first was that the idea was new and people were apprehensive. There was reluctance in the industry around how to finance H2H.

"And everyone knew I was a Canadian and wondered what I was doing mucking with the military," says Maloney with a chuckle.

But as the program began, various union trades got behind it. First Ed Malloy, who was



Mike Humphries, a union veteran liaison at left with Joe Maloney, center, talks with H2H client Max, who is now a union carpenter.



Joe Maloney stands with an H2H client now working as a plumber.





The program is a brilliant initiative that supports our military veterans for their service to their respective countries.



Arnie Stadnick  
IVP-Canada

president of the building trades in New York City, supported H2H, then the president in California, then Chicago.

"Once the general presidents got behind it, it took off," he said. "Then we got a board and it became an everyday program of the building trades."

It was the workers themselves who helped to win over contractors and owners in the union trades. "Once they started getting a few vets in their employ, they saw the value of those individuals; they rallied around the program."

At the program's inception, the Clinton Administration funded it. But when the Bush Administration took the White House, the money stopped and the program scrambled to find funding. Today H2H is funded through agreements.

When Maloney retired as the Boilermakers' IVP-Canada, he could have stopped working to enjoy his well-earned retirement. But when

the executive director of Canada's H2H program left, the organization asked him to step in for just six months to fill the gap. Those six short months turned into five years and now, Maloney is retiring for good. Even so, he still has a big heart for veterans.

"What these men and women have done for us—risking their lives for our freedoms—giving them more choices when they get home—is just the right thing to do," he says.

Maloney says that nonunion companies call H2H all the time seeking to become a part of the program. "We tell them 'No. You don't qualify.' We're not going to send a vet into a situation where they may get exploited."

Throughout his career, Maloney has had an outsized impact on the lives of veterans and in the union construction

trades. He will be missed at H2H.

"I want to express our sincerest thanks for the enormous contributions Joe has made to the Canadian labor movement," says Sean Strickland, executive director of Canada's Building Trades Unions. "It takes true leadership and commitment to make such a profound impact on an entire industry, and his dedication to connecting veterans with opportunities in the skilled trades will leave a lasting legacy for decades to come."

For Maloney, helping veterans is what he'll remember most from his time serving at H2H. "One of the things that is heart wrenching to me is when a veteran says thank you," he says. "Thank you so much. You changed my whole direction in life." 🙏



Find out more about the life-changing organization Helmets to Hardhats.  
In Canada at [www.helmetstohardhats.ca](http://www.helmetstohardhats.ca)  
In the United States at <https://helmetstohardhats.org>

## Helmets to Hardhats helps veterans transition back into civilian life. Here are only a few of the vets whose lives were changed through H2H.

"My experience with H2H was extremely positive. H2H genuinely helped me get good employment. Now I'll be able to provide for my family in a much better way. I'm very pleased, and I hope other Canadian Armed Forces members will take advantage of the program."

~Peter D.

"I served six years in the infantry. Upon release I needed help with a connection and training/certification to get into the trades I wanted. Helmets to Hardhats really came through with course availability, gear and the connections into the trades who are looking for hard working, disciplined workers. Thank you Helmets to Hardhats."

~Stephane B.

"As for my experience with H2H, I would like to say that the program has been nothing but helpful and has shown multiple opportunities within the trades and offers many courses and learning opportunities for those looking for work. Thank you greatly for your help. It has been much appreciated."

~Greg K.



## L-154 Boilermaker takes a hike—of a lifetime

**T**he average through-hike on the Appalachian Trail takes a little less than six months, according to the Appalachian Trail Conservancy. Hikers cover between 12-16 miles per day, and most begin at Springer Mountain, Georgia, and end in Katahdin, Maine. Over its 2,194.3 mile span, the trail wanders the mountain ridge through 14 states. It's a grueling endeavor that tests even the most experienced hiker in both physical skill and mental endurance.

Each year, around 3,000 people attempt a through-hike on the trail. Each year, around 75% of them quit.

Local 154 (Pittsburgh) Boilermaker Brad "Guido" Kohler was not one of them. In 2022, he successfully completed the full once-in-a-lifetime through-hike on the infamous trail. And he might have missed the window of opportunity, but for his son, Beau, who shares a love of maps with his father.

"I have maps in my house of all kinds of trails, and I kept saying 'One day, Daddy's going to do the Appalachian Trail,'" Kohler recalls. Kohler had previously completed other long, challenging hikes, biking trails and canoe trails, but the Appalachian Trail was always on his mind.

When an early March layoff happened, Kohler weighed giving it a go. The layoff provided the right timeframe needed, but to start and finish the Appalachian ahead of winter storms in Maine, he'd need to be on



the Georgia trailhead within the week. The clock was ticking. And he hadn't done the intense pre-planning and training most AT hikers do. And, he says, he was out of shape—and not getting any younger.

Beau, then nine years old, didn't let his dad off the hook.

"He says, 'Dad, now's the time for you to do it,'" Kohler says. So, with that nudge, plus encouragement from his fiancé, Jessica, he bought a new pack and gear; and within three days he was on his way to the Springer Mountain trailhead, stepping March 9 onto the "footpath for those who seek fellowship with the wilderness."

Kohler finished the trail, averaging 18 miles per day, August 30, 2022.

Along the way, he gained some good stories and some great friends. His fiancé's insistence that he affix bells to his backpack (to warn away wildlife) earned him the trail name "Jingles" early on. He eventually gave the bells to a son hiking with his blind father, so his father could have a better sense of the trail. The trail name still stuck with Kohler.

He even set up a YouTube blog, "Hiking the AT with Guido" to chronicle the whole thing—even the pain and uncertainty he endured.

At mile 1,687.3, Kohler fell from a hill. It was a bad fall. A Vermont hospital initially advised him that he'd broken a shoulder and an ankle.

"I thought it was over," he says, "But then the surgeon said there was no break—it was just dislocated. He popped it back in, gave me an air cast and told me not to hike for several weeks."

The news still didn't sit well with Kohler.

"He's a former Marine," says L-154 business manager Mike Stanton. "And when he starts something, he finishes it. That's just how he is."

Kohler holed up at an area VFW for a few days, down in the dumps, feeling things out and wondering how and when he could tackle the rest of the trail. For a through-hike to "count," the trail must be completed within a calendar year.

"A retired Marine there asked me what I was doing," he says. "And he told me, 'Either hike or go home.' He kind of motivated me to try hiking the next day, which I did—just 10 miles, but I was able to do it." So, on he went.



Brad Kohler gets ready on March 9 for his first steps onto the Appalachian Trail at the Springer Mountain, Georgia, trailhead.



Log bridges and other trail amenities assist hikers, like Kohler.

"I never thought I wouldn't make it through—mentally I always knew I was going to make it," he says. "I knew I wasn't quitting. I was a Marine—nothing was going to stop me if I could go."

Kohler credits his time as an infantry field Marine and weekend hiking with preparing him for living in the dense Appalachian woods. He says he only saw three bears, who ran from him.

"The scariest thing happened sleeping in Pennsylvania—where I'm from," he notes. At his camp one evening, he felt like something was under his tent. Sure enough, there was: A timber rattlesnake.

"I got up and heard the rattle, so I flicked him a little, and he went off."

But what sticks with Kohler the most is that despite the diversity of people on the trail—all races, religions, gender, politics, social economic

status—hikers all got along, because everyone had the same singular goal: Make it to Maine.

"That was so amazing to me, and it reminded me of the Boilermakers," he says. "We come from all different places, but when we get on the job, we all have one job. I loved that. No one fought, because we all had a common goal."

He credits his fiancé and his Boilermaker family with the support that helped him make it to the end.

"Mike Stanton offered to help me out in so many ways," he says. "I had Boilermakers all over the East Coast who would message me to offer help, food, a ride. The outpouring of Boilermakers was so amazing, it shocked me."

He adds that his career as a Boilermaker affords him the time off he needs during layoffs to hit some great trails.



Kohler takes a breather in a fire tower.



Kohler celebrates completing his through-hike on Aug. 30 at Mt. Katahdin, Maine. He lost 65 pounds over five-plus months of hiking.





"It's the best part-time job in the world," he jokes.

Prior to completing the Appalachian, Kohler and L-154 brother Steve Catty were two of the first 10 people to paddle the Northern Forest Canoe Trail in 2012—271 miles of waterway from New York to the top of Maine. And, in 2015, he and Catty tackled the daunting 740-mile Vermont Long Trail.

"I never wanted to do it again," he says. "I think I needed a challenge, but it was so hard. I should have tried an easier trail."

He's also biked the Pittsburgh to Washington, D.C., Allegheny Pass every year for the past six years. He plans to take on the Denver to Durango Trail in Colorado in the future.

His advice for others debating a big hike (in addition to getting in shape): "Go do it. It's the most freeing thing I've ever had in my life. On the trail, you only worry about food, water and shelter. It's the most peaceful thing in the world."

"Do it immediately. Do not wait. I wish I'd done it earlier, because it was definitely life changing." 🙌



Check out Brad Kohler's video blog  
"Hiking the AT with Guido"  
[www.youtube.com/channel/UCuC9YiL4zHdpqAlxgiZwhKQ](https://www.youtube.com/channel/UCuC9YiL4zHdpqAlxgiZwhKQ)

L-154 Boilermaker Brad Kohler represented the union and found opportunities to educate other hikers during his 2,194.3-mile through-hike on the Appalachian Trail. Often wearing a shirt that read "Powered by Fossil Fuels" and with the word "Gas" on one sleeve and "Coal" on the other, Kohler sparked many conversations about energy production.

"I converted a lot of tree huggers out there," he says. "Many of them discovered that the solar panels on their backpacks didn't cut it, and they'd end up going and charging them in town. I had a lot of conversations at campfires and rest stations about our work as Boilermakers, how power works and the truth about the need for fossil fuels."

"I maybe made some enemies, too, but it was worth it!"



## Hahn and Custer named Tradeswoman Heroes

Local 128's (Sarnia, Ontario) Christine Hahn and Local 169's (Detroit) Lori Custer are the latest Boilermaker women to be named as Tradeswomen Heroes by North America's Building Trades Union. Each month, the program honors four journeyworkers or apprentices who go above and beyond in their trades.

Hahn, who is a journeyworker, joined the Boilermakers as an experienced welder who was looking for better wages and benefits. She was part of a group to establish a women's committee in 2022 at L-128, and she serves as the committee's Inclusion Specialist. "Women

coming into the Boilermakers union need support on the job in order to keep the job," Hahn has said. "I will bend over backward to make a sister feel welcome."

Custer joined the Boilermakers in 1993 and was one of the first women in her local to go through the apprenticeship program. Since 2009, she has served as her local's recording secretary.

"Lori is a stand-up person. I couldn't think of anyone in our local who is more deserving. She is a hero every day," says L-169 BM-ST Bob Hutsell. "Lori has laid the path for the females at the local. She was at the forefront of females entering the apprenticeship."

The Tradeswomen Heroes program was created in a joint effort between NABTU's Tradeswomen's Committee and Apprenticeship and Training Committee to spotlight the dedicated tradeswomen within NABTU's affiliate unions. 🙌



Christine Hahn, left, and Meg Mehan, both from L-128, carry their lodge banner in the 2022 Tradeswomen Build Nations banner parade in Las Vegas.

L-169's Lori Custer is a June NABTU Tradeswoman Hero.



Read more about sister Hahn:  
[nabtu.org/wp-content/uploads/2023/05/Christine-Hahn.pdf](https://nabtu.org/wp-content/uploads/2023/05/Christine-Hahn.pdf)

Read more about sister Custer:  
[nabtu.org/wp-content/uploads/2023/06/Lori-Custer.pdf](https://nabtu.org/wp-content/uploads/2023/06/Lori-Custer.pdf)

## IBB, Wide Awake Films win Telly

A short film about Local 104's (Seattle) work maintaining Washington State Ferries has won a bronze Telly Award. Produced by Wide Awake Films with the Boilermakers union, the film shows how Boilermakers at the Eagle Harbor Maintenance Facility on Bainbridge Island keep the vital ferry fleet running. Thousands of commuters and tourists depend on the ferry system every day to cross the Seattle-area waterways.

The film was submitted in the Branded Content – Documentary: Short Form (under 40 minutes) category.

IBB first presented the film during the 2022 Industrial Sector Conference in Las Vegas. 🙌



A screenshot captures a scene from the award-winning Washington State Ferries film.



View the award-winning film "Local 104: Washington State Ferries" here [vimeo.com/750022612](https://vimeo.com/750022612)





The Boilermakers expansive history and work in the shipbuilding and marine construction sector are showcased in a film.

## Boilermakers release new films

The International Brotherhood of Boilermakers has produced several new videos with Wide Awake Films to showcase Boilermaker crafts and to continue advocating for clean energy solutions that benefit the planet and Boilermaker jobs.

A new shipbuilding film, which will be shown during the 2023 Industrial Sector Conference in Las Vegas, highlights Boilermakers shipbuilding and marine construction history and the vast work building and maintaining an array of vessels—from military to cargo to ferries.

The film uses existing footage, with narrative and clips quoting employers and Boilermakers on the job and is designed to promote Boilermakers for potential work opportunities.

The Boilermakers also commissioned a series of short videos detailing Hydrogen Naturally, Inc's new Bright Green™ Hydrogen project. The series gives an overview of the project, how it will use waste wood fiber as feedstock in a process to capture carbon emissions while producing hydrogen, resulting in net-negative emissions. (See "USEA features hydrogen project," page 11.) 🙌



View the new shipbuilding film here  
[vimeo.com/844293744](https://vimeo.com/844293744)

View the Bright Green Hydrogen series here  
[vimeo.com/showcase/10190971](https://vimeo.com/showcase/10190971)

## Local 28 hosts Boy Scouts Troop 145

Boy Scouts of America Troop 145 got a glimpse of what life as a skilled craftsman is like—the Boilermaker way—thanks to Local 28 teaming up with Riggs Distler to host their second Boy Scouts of America event on April 29.

BM-ST Jim Chew said, "We approached this as not only a very worthy community service but also perhaps an early recruiting event."

The scouts donned their safety equipment, provided by Craig Belfatto, vice president of Riggs Distler, and each of them had the opportunity to run a six-inch T-joint using the FCAW process to achieve their welding merit badges. The day was successful with several positive comments being made from not only the scouts, but also the parents, expressing their gratitude for the opportunity to show their kids that college isn't always the answer.

"Who knows? Maybe in two or three years some of these scouts will be knocking on our doors looking to become one of us," said Chew. 🙌



Boy Scouts earn badges and learn the "Boilermaker way" at Local 28.

## Pickering Nuclear Generating Station to operate till 2026

The Boilermakers union partnered with Canadians for Nuclear Energy and their work on the "Save Pickering Report," which is being applauded for its announcement that the Pickering Generating Station will continue to operate until 2026. This life extension is critical in allowing sufficient time to conduct a new study on the feasibility of a complete refurbishment of Pickering B reactor at Pickering Nuclear Generation Station, which could provide Ontario with an additional 30 years of clean and reliable electricity. 🙌

# SERVICE PINS

The following pins have been presented in recognition of continuous years of service in the Boilermakers union as reported by local lodge leadership.

## Local 1 • Chicago

<b>50 YEARS</b>	John Mooney
<b>40 YEARS</b>	Dennis Bjorgo, Russell Showalter
<b>35 YEARS</b>	Michael Lewandowski
<b>25 YEARS</b>	Jeff Adler, James Bingenheimer, Joseph Brender, Daniel Brennan, Charles Corsini, Eric Davis, Zachary Gustafson, Brian Lowe, David Sommerfeld
<b>20 YEARS</b>	Christopher Brockhaus

## Local 5 • New York NY

<b>45 YEARS</b>	John T. Fultz, Edward McLendon
<b>40 YEARS</b>	Steven Ludwigson
<b>35 YEARS</b>	John Motak
<b>30 YEARS</b>	Michael Brockmann, Daniel D'Angelo, Steven Griffin, Michael Guzzo, Peter Harrington, Theodore Kalinowski, Wayne W. Skowfoe
<b>25 YEARS</b>	Martin DiBona, Carl Dona, Scott Keville, James Larrabee, Kirk Mascio, Rodney Payne

## Local 74 • Lone Star District

<b>50 YEARS</b>	Kenneth Reed
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## Local 374 • Hobart IN

<b>55 YEARS</b>	Bill Pennington, Larry Pennington
<b>50 YEARS</b>	Steve Hagedorn, Jay Olivia, Rick Robb
<b>45 YEARS</b>	David Klos, Terry Schwing, Steve Wyland
<b>30 YEARS</b>	Timothy Brumfield, Daniel Longoria, Troy Smith
<b>25 YEARS</b>	Jason Struzik, John Voyak
<b>20 YEARS</b>	Brian Baumeister, Aaron Bumm, Zachary DeJarnette, John Lock, Peter Merkel, Brad Sievers, Dan Sullivan, Nick Tokarz, Ian Wilczynski, Dan Wirthwein
<b>15 YEARS</b>	Joe Brown, Adam Curry, Jonathan Erny, Wendell Flener, Daniel Fowler, Andrew Lomax, Nathan Mann, Douglas Pride, Jason Reynolds, James Seal, Steven Shick
<b>10 YEARS</b>	Josh Allen, Noel Clemons, Lucas Howard, Joseph Klotz, Brett McNeill, Tony Moree

## Local 83 • Kansas City MO

<b>65 YEARS</b>	Kenneth G. Pentecost
<b>60 YEARS</b>	Robert L. Daniels, Donnie L. Davis, James R. Gregg
<b>55 YEARS</b>	Warren Blaske, Ronald L. Plaisted
<b>50 YEARS</b>	Raymond W. Allen, David J. Berry, Robert W. Grimshaw, Robert M. Lowe, James A. Otwell, David R. Ussery
<b>35 YEARS</b>	Lawrence E. Forbach, Jeffrey L. Uhing
<b>30 YEARS</b>	Ronald R. Hoopes
<b>25 YEARS</b>	John Marty Lewis
<b>20 YEARS</b>	T.J. Allen, Kelly L. Baker, Joey C. Black, Curtis Cottingham, Dale C. Dibble, Daniel T. Lynn, Tim N. Maple, Michael D. Sheldon
<b>15 YEARS</b>	Michael C. Baird, Ruben Burgos, Martin Cavitt, Daniel Eastwood, Neville E. Frohwitter, Jonathan D. Ghilino, Clinton L. Graham, Edward Jay Hunter, Steven T. Kistler, Robbie V. Rollison





# IN MEMORIAM

With deepest sorrow, the Boilermakers union records the death of these members as reported to the International Secretary-Treasurer's office and extends heartfelt sympathy to the bereaved families.

NTL	Ausman, Owen R.	13	Sacchetti, Philip M.	74	Zandonatti Jr., Sylvan B.	105	McNamara, James R.
NTL	Bird, Hersche E.	13	Shetzler Jr., Douglas E.	79	Ellender, Henry D.	105	Miller, James C.
NTL	Canty, Clayton S.	13	Shousky, Joseph A.	83	Ewigman, Mark T.	105	Ruggles, Carroll E.
NTL	Champion, Dalmus E.	13	Yost, Roy A.	83	Farris, Ernest L.	106	Lorta, Ramon
NTL	Childress, Billy D.	26	Lewis, Henry F.	83	Haag, Michael D.	106	Sisson, Thomas C.
NTL	Fink, Charles A.	26	Love, William M.	83	Haskins, Ralph M.	106	Whitt, Cecil F.
NTL	Gipson, Wilson B.	26	Pevey, Charles T.	83	Holland, John D.	107	Bowman, Jyles R.
NTL	Harrell, Edwin H.	26	Sargent, Raymond L.	83	Lattin, Louis W.	107	Esselman, Gordon G.
NTL	Kirkes, James L.	26	Vopelak, Russell L.	83	Magee, Jimmie J.	107	Kinjerski, Robert E.
NTL	Lynn, Eddie	26	Way Jr., Roger L.	83	Miller, Cecil L.	108	Brogdon, John W.
NTL	Odom, Lewis C.	26	White, Ralph V.	83	Nash, Ronald L.	108	Farlow Jr., Roy C.
NTL	Perez, Ramon O.	27	Klopfer, Benjamin J.	83	Stratton, Willis W.	108	Gaither, Bobby J.
NTL	Renn, John F.	28	Dejohn, Ronald W.	83	Taylor, Robert L.	108	Hall, David W.
NTL	Richards, Kenneth	28	Ferguson, Donald G.	85	Barror, Donald R.	108	Hatley, Jimmie L.
NTL	Riley, Virgil R.	28	Figel, Edward A.	85	Bradley, Thomas J.	108	Honeycutt, Johnnie M.
NTL	Roberts, Elmer D.	29	Belford, Thomas W.	85	Crawford, Richard A.	108	Kidd, Donald L.
NTL	Roberts, Joseph W.	29	Curran, Timothy W.	85	Komives, Michael E.	108	Steele, Jerome G.
NTL	Sullivan, Howard C.	29	Giroux, Wayne H.	85	Longenberger Jr., James A.	108	Whisonant, James W.
NTL	Wethington, Francis C.	29	Horan, Joseph E.	85	Toth, Timothy M.	110	Boone, Robert L.
1	Johnson, Howard L.	29	Lee, Michael J.	87	Smith, Frankli D.	112	Beard, William E.
1	McCauley, John M.	29	Miller, William P.	92	DeVille, Franklin F.	112	Brooks, Rodger D.
1	Newton, Jeffrey R.	29	Simmonds, Vincent E.	92	Green, Dwain E.	112	Colvin, Robert B.
1	Specht, Bruce W.	30	Wood, William C.	92	Hoover, Bobby G.	112	Hopper, Edward D.
5	Donnery, James P.	37	Bono, Anthony J.	92	Silva, George P.	112	Vardas II, Stanley
5	Hernandez, James.	37	Miller, Relious	92	Wallace, Willie A.	117	Barker, Daniel
5	Mongiello, P.	37	Watkins, Clifford J.	104	Brediger II, Walter E.	128	Froudakis, George
5	Motak, John F.	40	Lambert, Charles R.	104	Breed II, Arthur S.	128	Jedruch, Richard W.
5	Ranchinskiy, Vasil	40	Marshall, Bob	104	Chriest, Edward C.	128	Sousa, Carlos A.
5	Walsh, Terry M.	40	Ward, Edward T.	104	Cooper, Royce L.	128	Stephenson, Justin
6	Caayon, Alberto S.	45	Hanks, George W.	104	Derewlanka, William	132	Allen, John L.
6	Dellacroce, Joseph D.	45	Hunter, Mitchell L.	104	Fisk, Gary	132	Larison, Roger N.
6	Goines, Charles W.	45	Simmons, John J.	104	Goeman, Gary	132	Schmohe, Clay H.
6	Graham, Winston A.	60	Bauer, Gordon E.	104	Gruber, Robert J.	146	Gowda, Monte
6	Guzman, Alfredo	60	Karrick, Lydell G.	104	Hansen, William J.	146	Hartshorne, Stan
6	Hatch, Dwight H.	60	Lambie, Eric L.	104	Hunsberger, James D.	146	Hodgson, James A.
6	Havens, Joseph F.	60	Manning, Cynthia M.	104	Jones, Doyle L.	146	Howse, Bernard
6	Jaworski, Daniel L.	69	Davis, Jerry W.	104	Kelly, Dallas K.	146	Jackson, Alfred
6	McMichael, Donald G.	69	Heatherly, Jack R.	104	Lee, Byong I.	146	Kirk, Shawn C.
6	Navarro, H.	72	Billings, Gerald L.	104	Martin, Bryan D.	146	Lenny, Donald G.
6	Quach, Hoa	72	Dotson, Ronald S.	104	Moran, John P.	146	Lickacz, Jeff R.
6	Ramirez, Raymond	72	Nelson, John W.	104	Morris, Phillip J.	146	Mallet, Kevin
6	Stevenson, James D.	72	Roberts, James K.	104	Mulanax, Matthew R.	146	Morales, C. Alex
11	Macek, Thomas C.	72	Salyers, Cordell	104	Nelson, Walter E.	146	Santos, Antonio M.
11	Murnion, Dennis C.	73	Boudreau, Charles H.	104	Obrien, Patrick L.	146	Toporowski, Timothy J.
11	Widdicombe, Samuel R.	73	Fiset, Roderick	104	Parker, Michael K.	146	Vojnovic, Milun
13	Banford, James W.	73	MacDonald, Roderic A.	104	Saude, Joel A.	146	Yeboah, James K.
13	Deel Sr., Barry D.	73	Ouellet, Bruno	104	Snow, Ronald E.	154	Bootman, Charles T.
13	Kotlowski, Anthony J.	73	Sproul, Fred R.	104	So, Young H.	154	Eisaman, Kevin A.
13	Morgan, Michael A.	74	Spence, Larry D.	104	Thompson, Tommy L.	154	Georgalas, Thomas E.
13	Morris Jr., Ralph R.	74	Thornton, Albert D.	104	Tossavainen, Raimier E.	154	Gower, French E.
13	Redmond, Mitcheal K.	74	Whitehead, Barney R.	104	Tresner, Richard T.	154	Kail, Martin

154	Koerbel, Robert H.	359	Hoffer, Fred C.	483	Barker, Larry J.	687	Singleton, Deryl L.
154	Leccia, Samuel D.	359	Jobi, Colin W.	487	Dejardin, Gary E.	696	Crabtree, Todd P.
154	Paige, C.	359	Leonard, Brian J.	487	Nemecek, James A.	696	Klaver, Ryley A.
154	Patterson, David R.	359	Pemberton, Neville L.	500	Kramer, James L.	696	Strazzinski, Andrew
154	Peel, James E.	359	Tallas, William	502	Bleichner Jr., John E.	697	Kastern, William
154	Politi, Robert F.	359	Tomsic, Robert G.	502	Johnson Jr., Darold H.	697	Machtan, Ronald R.
154	Surrec, Thomas M.	359	Valiukas, Joseph A.	502	Shincke Jr., Winston D.	697	Wittman, Norman H.
154	Wilbert, Leroy J.	363	Curtis, John W.	502	Wright, Larry T.	725	Lozada, Casiano R.
158	Albaugh, Donald E.	363	Rickerd, Thomas J.	531	Bell, Joe W.	730	Bowen, Donald R.
159	Biagioli, James J.	374	Burnett, Rodger D.	531	Cook Jr., Charles J.	744	Mellinger, John L.
169	Carlson, Dale R.	374	Floyd, Tommy G.	531	Jones, Garrett E.	744	Stockton, Gary L.
169	Collins, Freddie E.	374	Francis, William D.	549	Hinkle, Gene R.	802	Keelingiii, Edward
169	Deblaey, David K.	374	Greenwell, Joseph T.	549	Luba, Merton G.	802	Lauer Jr., Clarence W.
169	Ingersoll, Donald C.	374	Hale Sr., Donald R.	549	Parsons, Patrick D.	802	Moore, Willie
169	King Jr., Robert A.	374	Hauser, Larry E.	549	Taylor, Charles R.	802	Nickerson, Allan
169	Laforest, Timothy G.	374	Israel, Yarden B.	555	Atkinson, Marvin	811	Harris, Roger H.
169	Schulte, Richard A.	374	Kirby, Scott A.	568	Kim, Yoon S.	900	Hummel, Bruce C.
169	White, Odis F.	374	Radkay, Ernest W.	582	Lormand, Newton D.	900	Tucker, Carl R.
175	Jones, Gary L.	374	Robinson Jr., Sylvester	582	Prokop, Julius A.	906	Curry, Raymond L.
175	Porter, Raymond	374	Schrecker, James E.	583	Manasco, Benny M.	1086	Ercegovac, Peter
177	Francart, Gerald H.	374	Shepard Jr., George	583	Pare, Johnny T.	1162	Klamerus, Ronald E.
182	McFarland, Melvin J.	374	Smith III, Dallas E.	586	Chancey, Donald L.	1252	Rolley, Donald D.
182	Mellenthin, Bill R.	374	Whitaker Sr., Edward R.	587	Hennigan, Otis R.	1393	Mallory, David H.
182	Prins, Daniel	401	Root, James F.	587	Hoozer, Michael D.	1509	Cogley, Patrick
193	Biddinger, Gary H.	433	Bain, Ezekiel	587	Jennings, Terry D.	1509	Laehn, Eldon E.
193	Kenney, Melton L.	433	Baird, Dale	627	Andrews, Lloyd T.	1509	Panacek, Wendel J.
193	Pearson, Danny B.	433	Borgo, Richard	627	Bodine, Stephen S.	1509	Pindel, George R.
193	Wendricks III, Clifford P.	433	Collins Jr., Sharkey	627	Robertson, Michael E.	1592	Nechetsky, Chester P.
195	Hardy, Carol L.	433	Gaudin, William G.	627	Smith, Travis A.	1600	Ramirez, Raymund.
199	Baxley, Hubert	433	Lee, Richard M.	627	Stauber, Edward	1600	Whitaker, Lamar C.
199	Lindsey, Samuel H.	433	Lloyd, William H.	627	Tachibana, Lloyd T.	1603	McKnight, George
199	Reynolds, Kenneth L.	433	McCullough, Morris	627	Templeton, Allen W.	1603	Wade, Joseph A.
199	Taylor, Noah A.	433	O'Donnell, David J.	627	Willburn, Jerry Z.	1622	Green, Charles E.
203	Sharp, Albert H.	433	Yanette, Michael A.	647	Anderson, Laweran E.	1622	Makin, Robert M.
237	Parlato, Carmen S.	449	Bongel, Darwin E.	647	Erickson, Leonard L.	1637	Stanley, Paul E.
242	Fruit, John C.	449	Dufek, Peter J.	647	Heid, Douglas E.	1670	Burton, Roger
242	Patchett, Larry A.	449	Rankin, Larry J.	647	Knudtson, Robert D.	1999	Bassig, Avelino B.
242	Runcorn, Tommy D.	449	Soukup, C. A.	647	Mattson, Kirk P.	1999	Ellis, David Y.
263	Bell, L. D.	453	Frye, Jack L.	647	Moe, Robert D.	1999	Stewart, Richard W.
263	Fox, Roger A.	453	Housley, Johnny H.	647	Nikrad, Bahram	2000	Meehan, Charles R.
300	Garvin, Helen M.	454	Jackson, Charles H.	647	Stawarski, John W.	2000	Wiggins, James E.
329	Villanova, Emilio	454	Shephard, Theodore	647	Taylor, Robert G.	D472	Bartz, Gordon G.
357	Berglan, Barry	455	Dunlap, David E.	651	Diclemente, Vincent J.	D500	Grulke, Eugene R.
357	Thorrington, Bruce E.	455	Frady, Robert	656	Baker, Dewey L.	D500	Latulip, Leonard F.
359	Alcock, Wayne G.	455	Moland, Larry D.	667	Cale, Richard E.	D500	Schaudt, Albert C.
359	Bruggeman, Gordon	455	Thornton, Tom A.	667	Custer, John C.	S54	Juarez, Henry G.
359	Clark, Rick D.	455	Wilbanks, James A.	667	Forshee, David L.	S82	Worthington, James R.
359	Glowatski, Paul E.	455	Yocum, Darren	667	Johnson, Richard R.		
359	Hawker, Steve	456	Williams, Gregory M.	687	Mosley, Curtis L.		



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## Little known effect of the Fight Back program impacts generations

**T**he Fight Back Construction Organizing program was created in the 1980s as a response to a growing number of workers in construction becoming nonunion, many who'd worked as Boilermakers. During periods of high labor demand, local lodges often used permit workers to fill jobs. While they weren't members, they worked alongside Boilermakers and gained skills through the union hall. But when labor demand cooled, they hopped the fence and went nonunion.

While the 1960s and '70s were good decades for union industrial construction, by 1980, nonunion contractors were readily able to provide skilled crews at a time when the volume of work was declining. And many companies, signatory to the Boilermakers, bifurcated to have a union and a nonunion side. The Brotherhood's share of industrial construction work declined rapidly, leaving many members out of work.

That was the climate when then-IVP-SE C.W. Jones, IR Connie Mobley and L-30 President Barry Edwards met in the early 1980s to discuss how to increase market share. Within a few years, then-Director of Organizing and Communications Newton B. Jones became the principal architect of a new kind of organizing—the Fight Back Construction Organizing program.

It was deceptively simple: get Boilermaker volunteer organizers hired by nonunion employers, then organize workers from within. Once on the inside, they followed the lead of the organizing department, which continually developed new strategies to win back members.

One strategy, which is still reverberating today, was the legal aspect of the Fight Back program. Once an employer knew a worker was organizing, they wanted them off the jobsite as soon as possible. This often meant firing workers who organized, an activity the

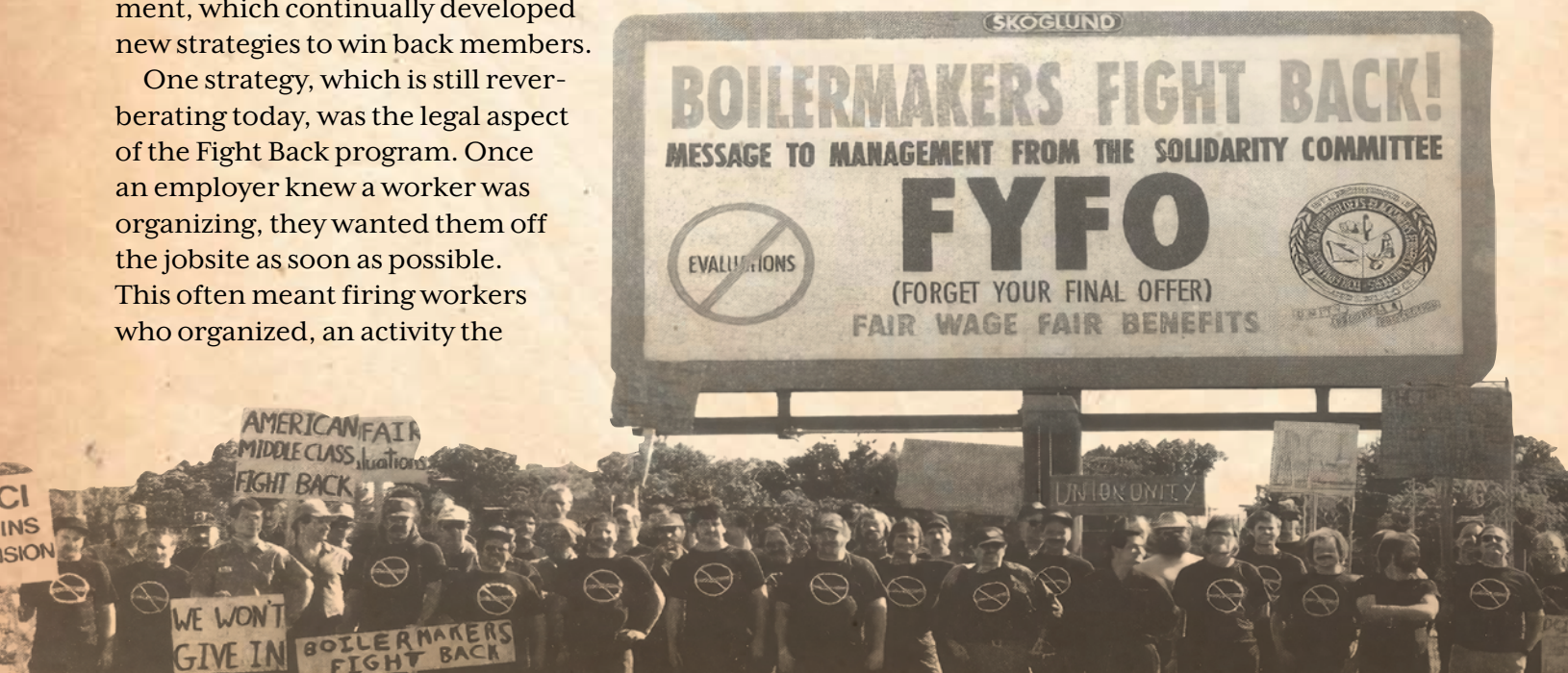
National Labor Relations Board frowns upon. And prosecutes.

This strategy resulted in the NLRB issuing hundreds of complaints against dozens of contractors. And the members who volunteered for these nonunion jobs—and were subsequently fired—received back pay awards. Some of the cases resulted in landmark NLRB and court decisions that set new standards for organizing in the construction industry.

Boilermakers litigated many of these cases, experiencing a win ratio near 90%. The success of Fight Back, in just the first two of the many years it was in operation, clawed back jobs worth nearly \$1 billion in wages and benefits. Jobs were also unionized through Fight Back campaigns.

The program spread to Canada where Local 359 (Vancouver, British Columbia) and Local 146 (Edmonton, Alberta) forced the nonunion GLM Corporation to use union labor in a new gold mine that opened in British Columbia in 1987. In January 1988, Canadian Boilermakers led the Canadian Building Trades in blocking BK&K, a nonunion Alabama-based company, from manning a multi-million-dollar expansion at a Champion Paper plant in Hinton, Alberta.

Despite the uphill climb to get the work back, including violence wrought upon union members and opposition from the nonunion, the program was highly successful and helped to preserve and build the Brotherhood during changing and challenging times. 🍷





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