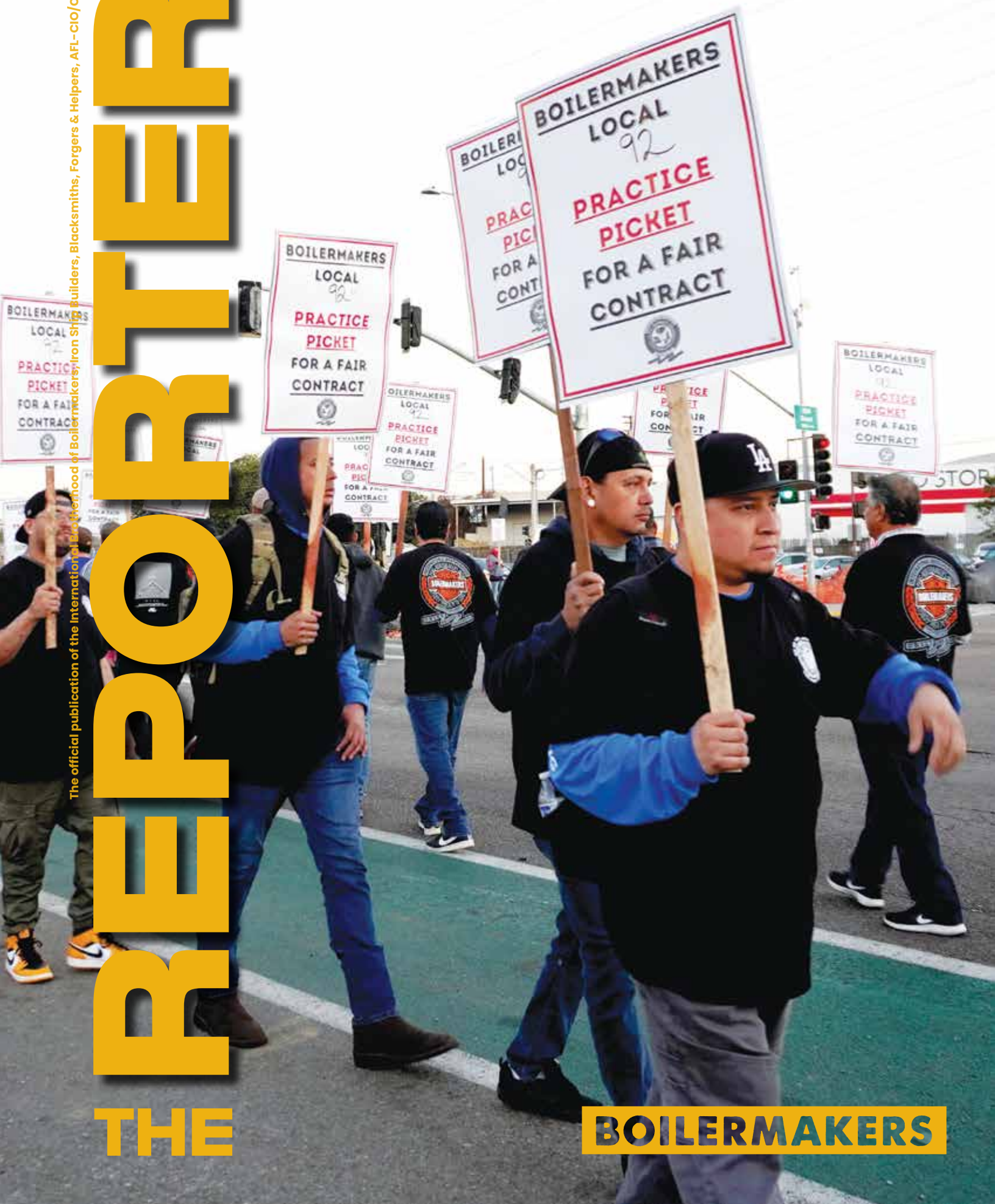


The official publication of the International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers & Helpers, AFL-CIO/CLC

# THE BOILERMAKERS



**BOILERMAKERS**

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# DEPARTMENTS



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## THE REPORTER

Vol. 62 No. 4

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the issue for links to additional  
online content:**



## Let's go far—together. Let's organize.

*If you want to go fast, go alone. If you want to go far, go together.*

—African proverb

In 1778, a group of journeymen printers in New York City organized to demand an increase in wages. They got what they wanted, and it's one of the first recorded organized labor efforts in America.

Eight years later, in 1786, printers in Philadelphia organized the first strike within a single trade, gaining a minimum wage of \$6 a week. And in 1794, the idea of sustained trade union organization was born with the formation of the Federal Society of Journeymen Cordwainers in Philadelphia. The cordwainers (shoemakers) union only lasted a few years, but in that time, the workers banded together, organized to fight for the working conditions they wanted—and deserved.

Child labor laws. Safety standards. The 40-hour work week. Weekends. Fair wages. Fair treatment. Seniority rules. Fair contracts. These are just a few things we've achieved throughout the history of the labor movement because workers realized that by raising their voices together—*by organizing*—they had power and strength to make change. It was true in 1778, and it's true today.

Two of the most important things we do as a labor union are:

1. Represent, to the best of our abilities, the current members we've already organized.
2. Organize.

We organize in collective bargaining for stronger contracts. We organize to flex our combined strength through pickets, protesting practices that are wrong. We organize to rally around legislative policies and the people who support our work as Boilermakers—and all working men and women throughout the U.S. and Canada.

We also organize to make our union and the labor movement stronger. To unionize more workplaces and give more workers a say and a vote on the job. To provide representation as part of our larger Boilermakers union.

We organize to add more voices and turn up our collective volume so that Boilermakers—the workers who make America and Canada run—cannot be ignored.

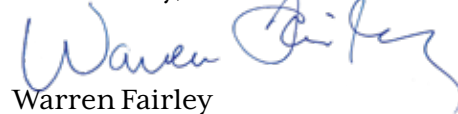
In this issue of The Boilermaker Reporter, you will find a few examples of recent organized activities, from a practice picket at the NASSCO shipyard to ratify a better contract, to organized efforts to get SB 740 passed in California—which creates more work opportunities for Boilermakers—to our efforts with contractor partners to ensure fair wages and the best quality work.

Dave Johnson, a writer and former senior fellow at Campaign for America said: “Unions have been fighting the 1 percent vs 99 percent fight for more than 100 years. Now, the rest of us are learning that this fight is also our fight.”

He's right. And it's high time that our union steps up our game. Especially now, as unions are gaining favorability in North America, we must organize more workers and more workplaces. Now, more than ever, we must organize and work in solidarity every day as Boilermaker brothers and sisters.

To go far. *Together.*

In solidarity,



Warren Fairley  
International President





L-92 BM-ST Luis Miramontes (center) rallies Boilermakers in a practice picket outside the christening ceremony for the USNS Robert F. Kennedy at NASSCO shipyard.

## Practice Picket flexes union strength at NASSCO event

When General Dynamics NASSCO planned the christening ceremony for the USNS Robert F. Kennedy in San Diego, they probably didn't picture a horde of Boilermakers and friends picketing as part of the festivities.

Nevertheless, contrasting the big day, as dignitaries and company VIPs patted themselves on the back and christened the vessel with champagne the morning of Oct. 28, hundreds of T-shirt-and-blue-jeans-clad Boilermakers nearby marched with signs and chanted, calling for a fair contract at NASSCO's San Diego shipyard.

The practice picket was the second such action organized by Boilermakers in October as a show of collective frustration over the contract negotiation process with NASSCO. Over several months, as members demanded fair wages and fair treatment, NASSCO continually failed to produce a suitable contract.

The Boilermakers' previous contract at NASSCO ended in September and was extended during negotiations. Members voted in favor of ratifying a new contract in early November just weeks after the practice pickets.

The union's physical show of solidarity is a tactic that's new to both its members and their employer.

"It was really important to get out there. A lot of our Boilermaker membership at the shipyard felt like their voices weren't being heard," said Luis Miramontes, BM-ST for Local 92 (Los Angeles). "When Local 92 got involved, we opened a door where they could let their voices be heard."

“ These are the workers who have been entrusted to build and repair our nation's Naval ships. They deserve to be treated with far more respect than that. ”

Luis Miramontes  
Local 92 BM-ST







California representative and former Speaker of the House Nancy Pelosi joins Boilermakers at a practice picket outside the gates at NASSCO shipyard.

Local 92 began representing NASSCO shipyard Boilermakers in late August and immediately went to work to help the union reclaim its strength in solidarity. According to members, previous leadership had become complacent in their representation, and members had grown accustomed to the union accepting whatever “as is” contract NASSCO offered.

“L-92 wasn’t even in place representing the NASSCO Boilermakers for a month when they came in with negotiations and hit the ground running,” said International Rep Jake Ludeman. “I think we’ve gained respect back. Maybe they forgot what it felt like to be part of a union and what a union is.”

NASSCO Boilermaker Joe Meyers confirmed Ludeman’s suggestion.

“It’s been pretty rewarding to see us working as a union with L-92 backing us up,” said Meyers, who has worked in NASSCO’s transportation division for 18 years. “L-92 has come in very strong, and it’s great to be a part of it. It’s stirring up a lot of excitement in the yard for the union—which I’ve never seen before.”

Of most importance to the NASSCO Boilermakers in their contract: fair wages and fair treatment. The shipyard is located in San Diego, which was recently named by U.S. News & World Report as the most expensive city to live in in America. Many Boilermakers, Miramontes explained, reside in Mexico where they can afford to live and provide for their families. They make a daily commute across the border. Because of the unpredictability of time needed to complete the

border crossing, they often begin their journey as early as 1 a.m. and arrive in San Diego at 3 a.m.—where they then sleep in their cars in a parking lot.

“These are the workers who have been entrusted to build and repair our nation’s Naval ships,” Miramontes said. “They deserve to be treated with far more respect than that.”

Meanwhile, General Dynamics, NASSCO’s parent company, has received billions of dollars in federal funding.

“They are taking billions in federal contracts and not paying or treating their hard working, highly skilled shipbuilders on par with other shipyards,” he said. “The White House has made it very clear that they don’t want to see federal contracts going to union busting.”

That’s why the union decided it was time to flex the strength of members’ combined voices.

Efforts began with an Oct. 20 practice picket during lunchtime and between shifts as a way to test the waters on members’ interest in participating. Miramontes said the turnout was easily 500 Boilermakers and allies throughout the day. That action set the tone and paved the way for future action.

It also injected excitement for union participation in general. Miramontes said that when L-92 began representing at NASSCO, of the 1,300-some Boilermakers in the shipyard, 31% were dues-paying members. That number has grown to 50% and changing daily, with 140 new members signed within just a few weeks.

“We’re gaining membership, because people like what we’re doing here as a collective with membership and leadership,” Meyers said.

For Meyers, it’s also led to a new opportunity. For the first time in his career, he is on the negotiating committee, sitting at the table to represent his union. He said it’s been an educational experience and rewarding to learn how negotiations happen. He explained that the NASSCO shipyard includes five Boilermaker bargaining units, with collective bargaining agreements in transportation, steelwork, carpentry, painting and operating.

“I’m supporting transportation, where I work, and I’m doing my best to give it a fair shot,” he said. “I have high hopes for this with L-92’s support. In my 18 years here, nothing has come close to this.”

L-92 trustee chairman Nick Garcia said the key has been reminding members about the power they have as a union.

“The members now have a sense of pride in their local. They’ve been saying it themselves that it’s now a *union*,” he said. “They didn’t feel like they had a voice before. We want them to know they have a voice—because that’s what they *do* have.”

Exercising their voice has meant deciding for themselves what they find acceptable in a contract and then sticking together to fight for the contract they want and deserve from NASSCO. While they were seeing some positive movement in negotiations, the Boilermakers weren’t yet satisfied with the contract. That’s why



Modern-day Rosies join the practice picket, asking passersby “What would Rosie think?”

the union organized a second practice picket to coincide with the USNS Robert F. Kennedy christening.

To be clear, the picket was not a strike and no work was stopped for the action. The goal for both October practice pickets was to demonstrate to the company what a show of force looks like when the workers are united—to show what’s potentially at stake if the company fails to do right by its employees.

More than 250 Boilermakers and their families picketed outside the gate where the christening took place, carrying signs that read, “Practice Picket for a Fair Contract.” Several people dressed as Rosie the Riveter handed out leaflets and led chants of, “What would Rosie think?”

“The main message is that Boilermakers are here, and we’re here to make change with our brothers and sisters at NASSCO shipyard and to fight for their rights and interests every single day,” Miramontes said. “That’s with this contract and after this contract is ratified.”

Added Garcia: “I think the company is now realizing that they’re not dealing with the same local that was there before.

They’ve taken notice that we’re bringing members together to create a better voice and that members are being represented the right way.”

Ludeman echoed those statements.

“If we hadn’t done these things, the members wouldn’t have been able to push to where we are now,” he said. “The company is going to have to respect us. We’re not going anywhere. We’re here for the long haul.” 🙌



Alfonso Salazar (left) and his son, Alfonso Salazar Jr., prove that organizing involves everyone, at any age. (With L-92 BM-ST Luis Miramontes at right.)

# California signs safety bill that brings more Boilermaker work

California Governor Gavin Newsom signed a bill into law Sept. 30 that will almost immediately increase work opportunities for Boilermakers.

Senate Bill 740, which was authored by state senator Dave Cortese, expands the protections afforded in SB 54, a landmark bill requiring that at least 60% of journeyworkers employed in California refineries must be graduates of a California-state approved apprenticeship training program. SB 740 expands the requirement to hydrogen, alternative fuels, chemical and carbon capture facilities.

“This is a huge victory for the building trades,” said IVP-Western States J. Tom Baca, who serves as secretary-treasurer for the State Building and Construction Trades Council of California, AFL-CIO.

“This bill will mean that as California continues to transition towards new climate innovations, these industries will be built and maintained by the highest-skilled construction workers in the nation, ensuring that communities will be kept safe,” he said.

He noted that the new law will result in a significant annual increase in man-hours for Boilermakers in California. The new law goes into full effect upon enactment in January 2024. Unlike similar past measures, like SB 54, that provided a phase-in period and parameters for enactment, there will be no ramp-up phase to SB 740.

“We anticipate that the effect of this bill will be immediate,” Baca said. “Please think about the facilities in your jurisdiction that will be covered by SB 740 and prepare accordingly. We anticipate the bill will create thousands of opportunities for new apprenticeships in the industrial trades and millions of new journey-level hours.”

He credits the teamwork of the building trades for swift and favorable bipartisan reception of the bill.

“SB 740 was the priority bill of the State Building Trades and the Boilermakers, and we appreciated the involvement of the local councils and crafts,

“ We anticipate that the effect of this bill will be immediate...the bill will create thousands of opportunities for new apprenticeships in the industrial trades and millions of new journey-level hours. ”

J. Tom Baca  
IVP-Western States

including the dozens that lobbied the bill during our lobby day in August,” Baca said. “I want to especially thank IR Tim Jefferies, Marketing Manager Johnny Baca and Erin Lehane, who is the Boilermakers’ Political Director for California, for organizing our efforts. Local 92 (Los Angeles) and Local 549 (Pittsburg, California) had a great turnout and represented the Boilermakers well.”

He said that the bill received incredible bipartisan support in the legislature with resounding unanimous votes out of the State Environmental Quality and Appropriations Committee and the Assembly Labor and Appropriations committees. The measure passed 76-1 in the Assembly and 36-2 in the Senate.

“[Governor Newsom] understands that communities are safer, more prosperous and more equitable when green industry has a skilled and trained workforce,” said Cortese. “SB 740 will protect neighborhoods from hazardous factory accidents and open a bright future for California with good-paying jobs in our emerging sustainable industries. This law marks a new, bright day for the California economy!” 🙌





## L-549 Rosies help drive point about union jobs

Who better to make a point about the impact of good union jobs than modern-day Rosie Boilermakers? In early November, Local 549 (Pittsburg, California) Boilermakers Angel Greer and Rennae Ross joined BM-ST Randy Thomas, IR Tim Jefferies and Boilermaker strategist Doug Bloch to talk with California state representative John Garamendi at the Rosie the Riveter National

Park. Garamendi has advocated to bring ship-building back to the Bay Area, and Greer and Ross had the opportunity to talk with him about their careers and issues affecting the union at NASSCO and other area industries in California. (L. to r., Thomas, Greer, Garamendi, Ross, Jefferies and Bloch.)

## Western States honors senator at labor council event

Western States IVP J. Tom Baca took the opportunity to recognize California State senator Nancy Skinner during the Contra Costa Labor Council's annual fundraiser in Richmond, California, on Oct. 6. Baca presented Skinner with a Boilermaker Riveter award to honor her efforts backing legislation that furthers Boilermaker work in California.

"Senator Skinner co-authored SB 54 in 2013 when she was an assemblywoman, and this year, she was the whip to get SB 740 out of the Senate," Baca notes. "Her work in moving these bills forward—and which were ultimately signed into law—means safer facilities, safer working conditions and more work opportunities for union Boilermakers."

Skinner, who reaches her state senate term limit in the 2024, represents California's Senate District 9. She has served in a variety of elected positions for over 40 years. 🍷



IVP-WS J. Tom Baca (at podium) and IR Tim Jefferies present California state senator Nancy Skinner with a Boilermaker Riveter award to honor her efforts backing legislation that furthers Boilermaker work.

# Western States inks historic agreement

Western States Boilermakers will see a total wage increase of more than \$14 an hour through a new three-year contract secured with contractors in late September. The new Western States Articles of Agreement not only compensates for the losses felt by hard-working Boilermakers due to cost-of-living increases; it strengthens the union’s position as the most employable workforce and ensures a pathway to increase man-hours.

“Bright days are ahead for Boilermakers,” said IVP-Western States J. Tom Baca. “With the increase in demand for our craft comes a strong increase in hourly wages, along with a historic tube welder pay premium totaling 8% over journeyman wages.”

Baca pointed to legislative victories like HB 1817, SB 54, the Inflation Reduction Act, and now SB 740 for putting Boilermakers in the best position to reap the rewards of not only oil, gas, coal and chemical, but also through the green energy transition at hand with hydrogen, carbon capture, small nuclear reactors, nuclear, biofuels and other sustainable green projects that will bring energy transition to industrial scale.

The agreement calls for wage increases to total over \$8 per hour in the Western States’ inland states and more than \$14 per hour on the West Coast over the next three years.

“With these increases, being a Boilermaker means enjoying the wages union members deserve to support their families—a living wage,” Baca said.

Of note, per diem increases incrementally through the contract over the next three years (see chart below).

Also, in the new contract, Boilermakers agreed to implement “Readiness to Work”—new training protocols designed to put Boilermakers on the job faster and more efficiently.

“Put plainly, no one else in the construction industry is doing this,” said Ed McWhorter, Western States Contractor Chairman. “Job readiness will establish the Boilermakers as the leading craft for supplying manpower that can get on the job site without unnecessary delay.

“Further, this program demonstrates the Boilermakers’ willingness to listen to our owners, adopt changes and double down on efficiencies to ensure Boilermakers are meeting the ever-changing demands in the construction industry. In short, the Readiness to Work program will put the Boilermakers ahead of the competition and make them the most employable craft out of any of their peers, getting more Boilermaker men and women the opportunity to go to work.”

Johnny Baca, who led the Western States Negotiating Committee in working on the agreement said that the Boilermakers’ strong understanding of contractor issues was key to the contract’s successful outcome.

“We will always make sure the Boilermakers remain the most employable craft in the nation, ensuring we’re ready to work and provide quality results,” he said.

“As our work picks up in the new industrial clean energy sector, we expect the demand for Boilermakers to steadily increase,” he added. “The nature of our work is always cyclical; but when we have the work, we will look forward to continuing to negotiate further increases that our membership has earned with their hard work in 2026 and beyond.” 🙌

New Western States Area Agreement Per Diem Rates

Effective Date	Job sites between 70 miles and 120 miles from dispatch point	Job sites over 120 miles from dispatch point
Jan. 1, 2024	\$85/day	\$100/day
Jan. 1, 2025	\$95/day	\$110/day
Jan. 1, 2026	\$105/day	\$120/day





Training facilitators and Executive Officers join 18 new lodge officers for a commemorative photo during the 2023 New Officers Training session.

## New lodge officers convene in Kansas City for training

**E**ighteen new lodge officers from Canada and the U.S. met in Kansas City, Missouri, Oct. 10-12 for training to prepare for their leadership roles. This was the first in-person lodge officer training since before the pandemic, with the last session taking place online in 2020.

Training covered a legal overview, the IBB structure, education and training services, policies and procedures, Industrial Sector and Construction Sector Operations, the National Transient Division, local lodge bylaws, financial and membership reporting, Boilermaker craft jurisdiction, national agreements and specialty agreements, construction safety and health, local joint referral rules and the MOST Boilermaker Delivery System.

Participants also learned about the M.O.R.E. Work Investment Fund, next generation energy, political and legislative affairs, state apprenticeship, communication skills, the Boilermakers History Preservation Department, the Boilermakers National Funds, NACBE, Common Arc and Bank of Labor.

In a separate breakout session, Canadian attendees were given Canada-specific insight on

project labor agreements, as well as provincial labor boards and jurisdictional assignment plans.

Lodge leaders attending were: Marshall Wright, L-4 BM-ST (Page, Arizona); Brad Mickatavage, L-13 BM-ST (Philadelphia); David Addison, L-28 BM-ST (Newark, New Jersey); Christopher Varnado, L-37 BM-ST (New Orleans); Donald Sammons, L-40 BM-ST (Elizabethtown, Kentucky); Jean Leblanc, L-73 BM-ST (Halifax, Nova Scotia); Casey Jensen, L-83 BM-ST (Kansas City, Missouri); Robert Gallegos, L-101 BM-ST (Denver); Stirling Munn, L-128 BM-ST (Toronto, Ontario); Mackenzie Walker, L-146 BM-ST (Edmonton, Alberta); Michael Stanton, L-154 BM (Pittsburgh); Robert Moore, L-203 BM-ST (St. John, Newfoundland); David Widdicombe, L-242 BM-ST (Spokane, Washington); Brad Sievers, L-374 BM-ST (Hobart, Indiana); Randy Thomas, L-549 BM-ST (Pittsburg, California); Jody Thomas, L-555 BM-ST (Winnipeg, Manitoba); Zachary Popovich, Lone Star District Lodge DBM/ES; Johnny Baca, L-2080 NTD Lodge BA. 🍷





## Push to organize leads ISO conference topics

Despite recent changes in Boilermaker leadership and the transition to a new office location for International staff, the 2023 Industrial Sector Operations conference continued its mission to inform and educate ISO lodge leaders. The conference, held in Las Vegas Aug. 27-31, offered engaging plenary speakers and deep dives into a variety of topics throughout multiple breakout sessions, including industry caucuses, information on the National Labor Relations Board's decisions, steward training, organizing and more.

Newly elected International President Warren Fairley kicked off the conference with clear communication about the recent changes to the union's leadership, recounting events within the union over the last several months that resulted in the ouster of former International President Newton Jones. He explained that it began with Jones telling the International Executive Council at the Construction Sector Operations conference in March that he'd taken trips to the Ukraine on the union's dime, and that it was an acceptable use of union funds.

Then, a three-ring binder surfaced with more details of Jones' spending. The IEC met over Zoom and went through the binder, page by page. The IEC eventually determined the binder held



evidence of inappropriate use of union funds. IVP-NE John Fultz filed Article 17 charges against Jones, and the IEC held a hearing on June 2 in accordance with the rules set forth in the Boilermakers' Constitution. In a unanimous vote, with then-IVP-GL Larry McManamon not in attendance, the IEC removed Jones from office and revoked his membership.

"The four IVPs were committed," Fairley said. "There was no guarantee of the outcome. I was not the one taking the greatest risk here."

Fairley emphasized that removing the former president was intended to be an internal matter within the union. It was Jones who chose to take the matter to federal court to file an injunction against the IVPs who'd voted him out. After three hearings in federal court and some tense waiting, the court ruled in favor of the actions taken by the IVPs.



“In a saga that’s worthy of a John Grisham book, on Aug. 15, [the judge] ruled that the actions of the IEC were in accordance with the Constitution,” he said. “I thought it was important to be honest about how we got here. And we think it’s more important to talk about where we’re headed.”

Fairley noted one simple rule to keep top of mind for the union to ensure decisions going forward are in the best interest of the organization and membership. A question to ask: “Is what I’m going to do going to make a Boilermaker’s life better? If no, we’re not going to do it.”



Jimmy Hart, President of the AFL-CIO Metal Trades Department, described President Joe Biden’s visit to the Philly Shipyard, where a Boilermaker apprentice introduced Biden and escorted him around the shipyard. But Hart also told a troubling story of subcontractors in the shipyard taking union work. He noted there’s 12 years’ worth of work at the shipyard, but he questions who will do the work.

“We’re working with too many subcontractors there. We need to organize workers and get them in the shipyards,” he said. “There’s a cancer within us. It’s called subcontracting.”

He gave a rundown of work at various shipyards around the country and how the Metal Trades was designed to represent workers, hear grievances and negotiate contracts. While the Metal Trades has no individual members, it is made up of 17 national affiliates, among them the Boilermakers union.

“No one is doing it better than the Boilermakers in representing its members,” Hart said. “Brothers and sisters, it’s a new day, new dawn, new age—we’ve got to do great things. It’s never about any individual. It’s all about the greater good. Remember—organize, organize, organize, recruit.”



Doug Bloch, Principal and Strategic Advisor of Bloch Strategies, shared a welcome report about union labor’s power and the good news of government funding for infrastructure. Bloch is a consultant for the Western States, working with IVP-WSJ. Tom Baca in organizing and various other outreaches across the Western States sector.

“I’ve spent a lot of time in the Teamsters and earned the nickname ‘Doug the Thug’ while I was in the Teamsters and I’m proud of that,” he said. “And this is what I’m bringing in the work for the Boilermakers.”

Bloch talked about power. Union power. Boilermaker power. “I think we’re all interested in that, right?”

Unions know when they have power, he said. It’s felt in negotiations and in contracts for members with good wages, benefits and working conditions. He said members see it when they win a grievance, graduate an apprentice and watch people’s lives change through union effort and solidarity.

“We use all sorts of tools to build power. Of course it starts with our members but we also use politics,” Bloch said. “We need to tell members to vote with their pocketbooks, not their parties.”

He told the story from 80 years ago, when before WWII, there were 6,000 workers in the San Francisco Bay shipyard, mostly Boilermakers. When the war broke, the U.S. government put \$16 billion into war production contracts in California, which equals \$350 billion today. As a result, those 6,000 workers exploded to 240,000 workers.

“Think about how many Boilermakers were hired and put to work through our tax dollars,” he said, noting trillions are coming down from the government to invest in manufacturing, construction, infrastructure and fighting climate change. “This is our money, brothers and sisters.”



“ The opportunities and possibilities for this union are off the charts if, together, we just take action. ”

Jeff Campbell  
Executive Director – ISO

With the passage of the Infrastructure Investment and Jobs Act, there is more than \$1.2 trillion dollars available to spend over five years in hydrogen, nuclear, wind, supply chains, water, highways, roads, bridges and chips factories.

“It’s like Christmas [multiplied by] I don’t know how much,” Bloch said. “The Christmas tree isn’t large enough to hold all these presents.” Those “presents” include provisions such as prevailing wage and an emphasis to buy American.

Bloch also discussed organizing efforts in the Western States with a win for Boilermakers at Doppelmayr Oakland Airport Connector and the ongoing organizing effort at Siemens in Sacramento, California. Siemens makes light rail vehicles, locomotives, trainsets and high-speed rail.

Bloch said that Siemens pays its welders \$22 an hour and offers poor benefits. The plant has such high turnover the company brings in foreign workers on visas. “They’re 100% union in Germany, but they’ve fought every union organizing drive at this plant for the last 20 years.”

Siemens has a \$3.4 billion contract to build trains for Amtrak. And Bloch and the Boilermakers have been working with lawmakers and other political players to address Siemens’ pushback on union organizing.

“What do you think our president, who went by the name ‘Amtrak Joe’ would think if Amtrak’s train supplier was fighting the Boilermakers from organizing the workers into the union?” asked Bloch. “We’re just getting warmed up. This is how we’re using politics to organize.”

Alexander Ivanou, IndustriALL’s Director of Material Industries, offered an overview



of workers around the world. IndustriALL represents 50 million workers across 135 countries, supporting 570 affiliate organizations, including the Boilermakers.

“Workers’ rights are under increasing attack,” he said, noting that workers were arrested and detained in 69 countries and murdered in eight.

IndustriALL works to mitigate global core problems such as excessive workloads, inadequate safety measures, lack of protective gear and outdated equipment, job security, wage disparities and lack of training and skill development.

Director of Government Affairs Cecile Conroy discussed what’s happening in Congress. She said the Richard L. Trumka Protecting Our Right to Organize Act—the PRO Act—was reintroduced in February. And in March, Senator Bob Casey, D-PA, reintroduced his Tax Fairness for Workers Act, which includes a union dues deduction, and his No Tax Breaks for Union Busting Act. She also recapped and summarized the Infrastructure Investment and Jobs Act.

Members also heard from Western States Director of Organizing Manuel Valenzuela, Union Plus service representative Keith Anderko and Execu-

tive Director and CEO of Union Sportsmen’s Alliance Walt Ingram.

During his closing remarks, ED-ISO Jeff Campbell stressed the urgent need to organize more people into the union.

“The opportunities and possibilities for this union are off the charts if, together, we just take action,” he said.

Campbell pointed out that lodge leaders gained a lot of new knowledge, resources and networking contacts at the conference. He challenged attendees to reach out and engage the membership and achieve 100% buy-in from members.

“There is no problem a Boilermaker cannot solve. There is no piece of metal a Boilermaker cannot weld and repair. There is no size ship a Boilermaker cannot build. There is no rock or material a Boilermaker cannot tame and mine from the Earth,” Campbell said. “There is no product a Boilermaker cannot manufacture. There is nothing a Boilermaker cannot forge or fabricate. And, there is no worksite a Boilermaker cannot organize.” 🙌



Watch a short 2023 ISO recap video  
[vimeo.com/boilermakers/iso2023](https://vimeo.com/boilermakers/iso2023)



AD-ISO Don Hamric, recently promoted to Director of Research and Collective Bargaining Services Department, teaches steward training to lodge leaders.



Organizers offer information and support for organizing.



## L-108's Rushing earns Apprentice of the Year title

**R**obert “Bo” Rushing from Local 108 (Birmingham, Alabama) took home the top honor at the 2023 Apprentice of the Year Competition held at Local 107 (Milwaukee) Aug. 7-10. Coming in as this year’s runner-up was Trenton Prichard from Local 40 (Elizabethton, Kentucky). Team honors went to the Great Lakes team of Nicholas Trudeau, L-107 and Evan Mahoney, L-169 (Detroit).

Boilermaker National Apprenticeship Program Chairman Michael Bray spoke at the awards dinner and praised the competitors. “You guys are the best of the best,” Bray said. “You have a lot to be proud of, and your family has a lot to be proud of. Take whatever you have that you’ve gained through these years and apply it.”

To reach the national competition, sponsored by the Boilermakers National Apprenticeship

Program, graduate apprentices had to finish in the winner or runner-up spot in their respective area competitions.

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

Philadelphia Local 13’s contestant Joe Hayes worked hard to get to the national competition. “It takes a lot of time and effort and extra time no one sees,” he said. “A lot of book work, physical work and taking off from work to practice.”



The competition wouldn't happen without the judges, and BNAP National Coordinator Mark Wertz said they put a lot of time and heart into the job. "They took it seriously. I talked to all of them and it wasn't just a quick-and-easy score they put down. They focused on every aspect of what they were judging. They wanted to recognize the individuals for their efforts."

Great Lakes Area Boilermaker Apprenticeship Program Coordinator Larry McManamon Jr. praised the host lodge, Local 107, for the excellent job they've done hosting the National Apprenticeship Competition for the second consecutive year.

"This is the second [competition] in the Great Lakes and they knocked it out of the ballpark," McManamon said. "They do a fantastic job. [BM-ST Blane Tom] runs a tight ship and he's got a fantastic staff. I want to thank them for what they do."

For the graduate apprentices, the week of competition is new for all of them. And whether they won top honors or not, many say it's an experience to remember.

"It's been great," Mahoney said. "I thoroughly enjoyed every step of it. I was given all the good tools and training by our local and apprentice-

ship coordinator. It's been a wild ride but I've enjoyed every minute of it."

Dennis Lingle Jr., a competitor from L-502 (Tacoma, Washington), comes from a Boilermaker family. His dad was a Boilermaker and his grandfather, a blacksmith. He said the competition had its stressful moments, and it took a lot of hard work to earn a spot.

"This was a lot of hard work and a lot of studying for sure," Lingle said. "That was probably the most brutal aspect of it—learning from all the guys and trying to be the most well-rounded Boilermaker possible, not just the best at welding and rigging."

The competition wouldn't happen without the volunteer judges. This year's judges included: Shon Almond, NTD; IR Mitch Brown; Josh Crockett, CBI Services; Chris Darnell, NAES; Jason Dupuis, NEAAC; Chuck Harvey, B&W, retired; Rich Hoelke Jr., MIST, Inc.; Collin Keisling, WSJAC; Alfredo Leyva, L-92 (Los Angeles); Larry McManamon Jr., GLABAP; Stephen Murphy, NEAAC; Eric Olsen, SAJAC; James Paglia, L-28 (Newark, New Jersey); Don Placko, Hayes Mechanical, retired; Lead Judge Michael Stanton, L-154 (Pittsburgh); Kevin Stewart, Great Lakes and Mark Wertz, BNAP. 🙌

2023 Apprentice of the Year Competitors pictured from l. to r.: Thomas McNeil, L-237; Evan Mahoney, L-169; Nicholas Trudeau, L-107; Trenton Pritchard, L-40; Robert Rushing, L-108; Joshua Watson, L-11; Dennis Lingle Jr., L-502 and Joseph Hayes, L-13.





# SOUTHEAST TEAM

Trenton Pritchard • Local 40

Robert Rushing • Local 108







## GREAT LAKES TEAM

Nicholas Trudeau • Local 107

Evan Mahoney • Local 169







## NORTHEAST TEAM

Joseph Hayes • Local 13

Thomas McNeil • Local 237







## WESTERN STATES TEAM

Joshua Watson • Local 11

Dennis Lingle • Local 502







## First generation Boilermaker wins big at national contest

**R**obert “Bo” Rushing, winner of the 2023 Apprentice of the Year Competition, hails from the small town of Ponce de Leon, Florida. From there, he says he landed a spot in Local 108’s (Birmingham, Alabama) apprenticeship program “by chance.”

He began his journey into the trades at Tom P. Haney Technical College in Panama City, Florida. But his career moved forward after National Training Director Jeff Hughes stopped by the college to introduce students to the Boilermakers, test them and hopefully snag some recruits for the union.

He obviously found a winner in Rushing, who jumped at the chance to go through Welding Boot Camp at Local 455 (Sheffield, Alabama). He said he first heard about the Boilermaker’s Apprentice of the Year competition at Boot Camp. He heard about it again at the Local 108 hall as he progressed through the apprenticeship, and eventually he found himself at the Southeast Regional Apprenticeship Competition.

“I enjoyed the Southeast competition a lot,” Rushing says, noting he thought he’d placed first in the regional, but Trenton Prichard from Local 40 (Elizabethtown, Kentucky) edged him out. He knew then if he wanted to notch a win at nationals, he’d have to put in even more effort.

And he did. Prior to Nationals, he spent five weeks training at L-108 and one week at L-40. “Trenton came down to train with me there.”

Rushing said he spent a lot of time training for the hands-on portion of the competition and studying for the written exam.

“I was excited to represent my local,” Rushing said. “I was a bit apprehensive to compete on the national level, but Trenton is an excellent Boilermaker. And we were able to practice together.”

Rushing doesn’t just represent his local well at competitions. He’s also a solid member of the lodge, according to L-108 BM-ST Heath Simmons.

“As far as Bo, he doesn’t speak a whole lot, but he has an outstanding attitude. He put a lot of



time and effort into this,” Simmons says. “He put an immense amount of pressure on himself. He did a great job. I couldn’t be prouder of him.”

Simmons isn’t the only one who saw the potential in Rushing. His fellow apprentices did as well. “It helps out when the other apprentices say ‘Bo should go,’” Simmons says. “His peers all said he’s the best one in the class. Even everybody around him recognized there’s something special about him.”

Even with his potential, it took practice to win. And that extra work paid off for the Southeast competitors, who individually placed first and second at the national competition, switching places from the regional. That surprised Rushing, who thought he didn’t do as well as he expected himself to do. He said when his name was called as the winner, he was in a bit of a shock because the hardest part of the competition was battling himself.

“I’ve always gone about things as a perfectionist,” he says. “And when something doesn’t come out to the standard I thought it should, I’m hard on myself. So it had me wondering.”

But he pulled it off, with support from a host of people including Simmons, his apprentice instructor Joey Umphrey and L-108’s Preston “Pork Chop” Chase. Rushing also credits his college instructor Eddie Beckworth.

“He gave me the foundation I needed to have the opportunity to join the Boilermakers,” he said.

Rushing also had support closer to home, including from his dad, “for showing me how valuable a good work ethic can be and how far it can take you. And my mom, for all the love, patience and good cooking she’s provided me over the years. She’s kept me going.”

He said the competition was tough and the guys in the competition were all the best of the best in their regions. “No one treated it like a cake walk. It’s been a pleasure and an honor working with them and competing with them.”

What’s next for Rushing? He and his fiancé’s wedding, for one thing. And, of course, his career, working as an expert craftsmen. 🔥







Team Monkey Fist peddles out of Victory Harbour.  
Photo by Joe Cline

## L-104 member places ninth in Race to Alaska

**T**he Race to Alaska's (R2AK) website doesn't sugarcoat the difficulties of competing in the 750-mile race through the cold waters of Port Townsend, Washington, to Ketchikan, Alaska.

It warns: "This isn't for everyone. It's like the Iditarod, on a boat, with a chance of drowning, being run down by a freighter, or eaten by a grizzly bear. There are squalls, killer whales, tidal currents that run upwards of 20-miles an hour, and some of the most beautiful scenery on earth."

That only served to further pique Robert Hodge's interest

in participating in North America's longest human and wind powered boat race.

Before recently becoming a Local 104 (Seattle) field representative, an assistant to the local's business manager aiding in union business, Hodge worked at Lake Union Dry Dock. He spent more time daily on the water than he did on land. He's also an avid sailor, and he was looking for a challenge. The R2AK looked like a perfect fit. He just needed to find a savvy crew to help him complete the grueling trek.

He posted to several groups on Facebook, advertising his

search for the right teammates. And when he found them, the team became known as Monkey Fist. They were an unlikely three-man crew.

"I met the team on Facebook," Hodge says. "I said, hey, anyone want to do this? One of the guys, Ryan, is a rocket scientist, and Dave is an IT worker."

The team submitted a required adventure resume, and once they were accepted into the race, the preparations on their boat began.

But Monkey Fist had a rough start. Their first boat, Lady Jane, burned down the day after Christmas. The team



was uncertain if they could overcome the loss before race day in June. Thanks to good support from the sailing community and a sponsorship from Fisheries Supply, their second boat, a 30-foot lightweight sailboat named Wildfire was outfitted and made ready in time for the race.

“We had a different boat that was a proven design that had competed in the race before,” Hodge says. “I built the pedal drive system and most of the structural repair fell on me. And I know how to fabricate, which translated from being a Boilermaker. One of my fellow Boilermakers showed up and did the welding with his mobile rig. Dave did most of the wiring.”

Before setting sail, the crew packed their boat with the

necessary supplies for survival and added one more crewmate, George—a four-foot tall, pajama-wearing sock monkey, with his own Instagram to document his voyage.

As advertised, the journey was anything but easy. Hodge describes hitting several snags, from pulling his bicep in the first 20 minutes of the race, to managing intense winds, hitting a giant stump, enduring sleep deprivation and navigating dark waters.

“It was so dark you could barely see your hand in front of you,” he says. “We knew we were at least 15 to 20 feet from an island. We ended up finding a decrepit fishing shack to sleep in. At that point I had been awake at least 18 to 20 hours.”

Team Monkey Fist accomplished both Stage One

and Stage Two of the race in a total of 12 days, finishing ninth place overall. Forty teams made it through Stage One and only 18 teams made it through Stage Two. Once in Ketchikan, the team stopped at a clubhouse to relax and shower. It was there that Hodge had a coincidental meeting with a retired Boilermaker.

“We get there, and I call the number to get access to [the clubhouse],” he says. The guy that answers starts talking about working at power plants. He was a retired Local 83 (Kansas City, Missouri) member. He gave me a leather Boilermaker coaster. It was cool having that connection.”

He says Team Monkey Fist will take a few months to debrief but there are already talks of a return to the 2025 R2AK. 🍷



Team Monkey Fist (L-104 Boilermaker Robert Hodge, center) finishes the race and rings the victory bell in Ketchikan, Alaska. Photo by Jim Meyers



## Training program launches at Fort Moore

**F**ort Moore Army Base in Columbus, Georgia, formerly named Fort Benning, is now home to a Boilermaker training facility that offers training for soldiers preparing to leave service for civilian life. Service members accepted into the program begin training in their final six months of service in the military. Lincoln Electric and Milwaukee Tool are partners with the Boilermakers in this program, with another possible partner in the offing.

Despite the excellent nature of the project, the road was long and winding to open the doors. It took years—from 2019, when discussions began with career transition personnel to when the doors opened in 2023.

“With some calls behind the scenes we got it moving,” National Director of Training Jeffrey Hughes said.

The agreement with the Army allows Boilermakers to train exiting service members on the Army base with no rent or lease on the building. The union is paying for the building’s utilities.

Before any departing service members began training, the building needed a lot of work from demo to renovation. Hughes and his son spent a lot of time clearing the building out and putting it back together.

“We started this over three years ago, before COVID, working on the building,” Hughes said. “We’ve probably put \$200,000 into this building.”

After being accepted into the program, soldiers are assigned to the Boilermakers for training. It’s their job for 16 weeks to show up every day and learn Boilermaker skills, with the first order of business—indenturing into the apprenticeship program on day one. When they’re ready to leave the program, and the Army, the union identifies the local lodge closest to where the service member will be moving and plugs them into that local. Numbers currently stand at one graduate, three students getting close to graduation—with a total of eight in the program now and 12 signed up for the next class.

Hughes said they’re training departing soldiers in a program akin to a pre-apprenticeship program. It isn’t specifically an Army program; it’s a



“ One of the things I enjoy about teaching [at Fort Moore] is it's giving back to them what they gave to me—my freedom. ”

Preston Chase  
Local 108 President

career services program under the government's umbrella of Veterans Affairs which helps veterans find jobs after their military service has ended.

“We're not going to have big numbers, but this is us giving back. Not all will go on and work in the Boilermakers, we know that,” Hughes said, noting it's the same in the apprenticeship program. “But it's an opportunity to help them prosper.”

Preston Chase, president of Local 108 (Birmingham, Alabama) has been teaching the recruits. MOST Programs' Training Rep and Recruiter Jay Brophy and AD-NTDS Shon Almond, along with Hughes, have pitched in with construction and training along the way. Hughes said in the spring of 2024, they hope to have an open house with helping hands and sponsors.

Chase, who also teaches apprentices at L-108, said the soldiers he's taught at Fort Moore are in their 20s up to early 30s and have spent from four to 11 years in the service.

“The group of young men and women that are in there, are some of the nicest, most respectful people you'll ever meet,” Chase said. “And for them to be eager to get a trade under their belt is even better for me.”

The training begins with learning stick welding, moving to MIG and then TIG. By the end of the program, the goal is for the service members to have two years of the LMS completed and for students to have earned their structural welding certification. Once they're ready and qualified for a test, they go to the closest welding facility to take their welding test.

Chase has 31 years in the Boilermakers. He said what he loves is being able to give back what's been given to him. “One of the things I enjoy about teaching [at Fort Moore], is it's giving back to them what they gave to me—my freedom.” 🙌



Booths are ready to welcome soldiers for welding practice at the new training facility at Fort Moore. The Fort Moore training program's intention is for students to earn their structural welding certification before leaving. There are currently two partners in the new training program, Lincoln Electric and Milwaukee Tool.

## L-433 strikes interest among welding competition contestants

Local 433 (Tampa, Florida) members talked about the excellent opportunities the union has to offer as they recruited students during the second Annual Central Maintenance and Welding Sparks & Smoke Scholarship Welding Competition in Road Lithia, Florida. Around 60 students turned up the heat during this year's competition. And when the teams weren't competing, they wandered through the many sponsored booths to converse with a multitude of welding schools, organizations and businesses that turned out to support the event, including Boilermakers Local 433.

Local 433's booth offered an opportunity for students to test their welding skills using a virtual welding machine and to talk with the local's leadership, business agent and secretary-treasurer Tim Rollins, recording secretary Barbara Martin and lead instructor and recruiter

Cranford Lee Kemp, about the Boilermakers National Apprenticeship Program and the career it could offer them.

"It opens doors for the students to have an avenue to get to the Boilermakers," says Rollins. "We had a good turnout of possible applicants. Everyone we talked to was ready to sign up."

Rollins is hopeful that more Boilermaker locals will come out to next year's event, and he expressed the importance of Boilermakers being at this event and similar events.

"The welding students came from all over," he says. "We had a welder that came down from St. Louis. The Navy sent him, which could be a benefit for the Helmet to Hardhats program. It would benefit all Boilermakers to come down."

If any local is interested in participating in the 2024 competition, Rollins says he will provide information on how to get involved. 🙌



Welding students compete in CMW's welding competition.



Local 433 promotes the Boilermakers union at the CMW welding competition. From l. to r., BA-ST Tim Rollins, recording secretary Barbara Martin and lead instructor and recruiter Cranford Lee Kemp.





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# USA shoot, youth day continue popularity



Rich Rentsch watches as L-60 brother Rex McMorris blasts a clay at a station sponsored by L-1.

The annual USA Boilermakers Kansas City Sporting Clays Shoot once again didn't disappoint for competing sportsmen and sportswomen. The 2023 event brought 138 Boilermakers and friends to Powder Creek Shooting Park in Lenexa, Kansas, on September 16, followed by the second-annual USA Boilermakers Get Youth Outdoors Day.

The sporting clays competition is a major fundraiser for the Union Sportsmen's Alliance, long supported by the Boilermakers union. This year marked its 14th event and brought in \$133,980 to support USA's mission to "unite the union community through conservation to preserve North America's outdoor heritage."

This year, 31 teams competed, each firing 100 rounds per person along the course's stations. Stations and prizes were sponsored by a variety of local lodges and organizations.

A team of four Local 92 members trekked to the event from Los Angeles for the third year in a row. When the L-92 Boilermakers first participated in 2021, they had no previous sporting clays experience.

"It's important for us to come out to this event to show union solidarity—not just within our union, but with other affiliates here, other trades," said L-92 Business Manager Luis Miramontes. "We like to come out and support the organization and the event. We love this event. We're from the city, from L.A., so we're not used to seeing this—all the greenery."

Participating in the event inspired L-92 to create a turkey shoot back home in California for Boilermaker families as a way to

“It's important for us to come out to this event to show union solidarity—not just within our union, but with other affiliates here, other trades.”

Luis Miramontes  
L-92 BM-ST



build camaraderie. Local 92 also sent 10 members to participate in an IBEW USA shoot in Southern California.

Jay Rojo, inspector and business representative for L-92, said: “It’s nice to see that brotherhood goes beyond just our union, beyond the jobsite and goes out throughout the country. When we get events like this it expands the brotherhood into all unions.”

Rojo stayed an extra day to volunteer with the Boilermakers Get Youth Outdoors Day.

“I wanted to show up and help these kids have a wonderful day,” said Rojo, who helped kids ages four to 15 learn to shoot sporting clays.

Now in its second year and part of other USA events, the youth day first launched as part of the previous year’s sporting clays competition. The event is free of charge and provides area kids with one-on-one lessons in archery, shooting sporting clays, and fishing, as well as goodie bags, prizes and lunch. Fishing was a new activity this year.

“Back home, I live in a concrete covered city—nearly every kid has a cell phone in their hand,” Rojo said. “The beauty of this event is to encourage children of all ages to get into the great outdoors and leave the electronics behind and really enjoy nature. Every single kid had eyes wide open and was completely engaged and making some great memories. I loved seeing all the kids have such a great time—and with many of them doing one of these activities for the very first time.”

The Boilermakers union is a charter member of the Union Sportsmen’s Alliance. Free membership is available to all Boilermaker members. 🍷

## 2023 Kansas City shoot winners

Following are the team and individual winners from the USA Boilermakers Kansas City Sporting Clays Shoot, September 16 in Lenexa, Kansas:

**Highest overall team score:** Callender Printing

**Class A high score:** SMART Local 2

**Class B high score:** IBEW Local 226, Team B

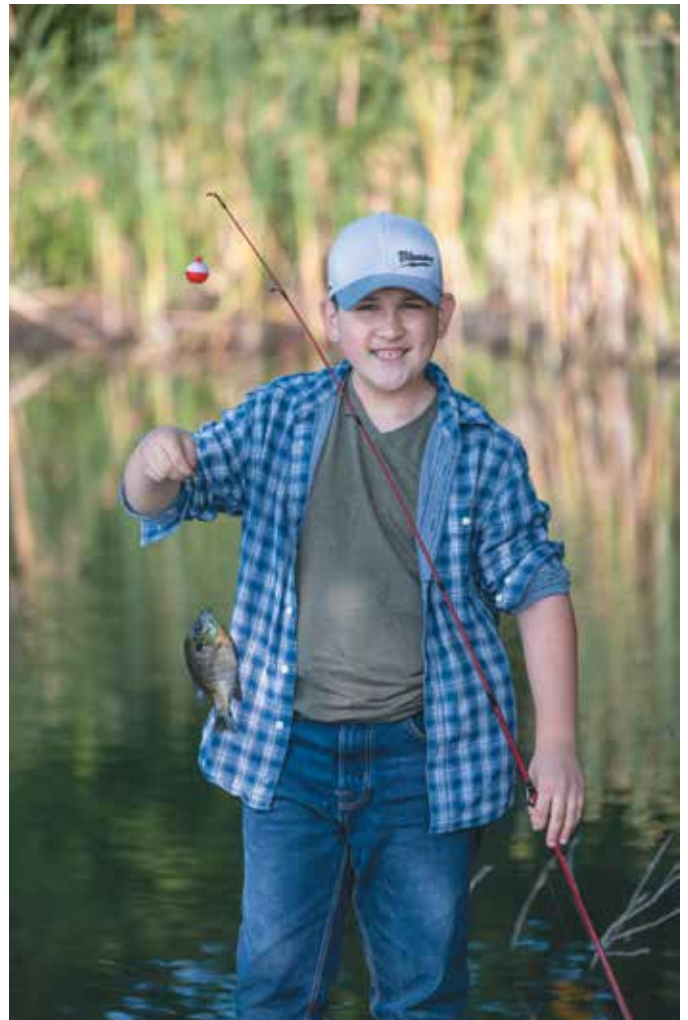
**Class C high Score:** Roofers Local 2, Team A

**Top overall shooter:** Shobe Smith

**Top senior shooter:** Darwin Carlton (also top veteran shooter)

**Top youth shooter:** Owen Lindley

**Top female shooter:** Trisha Havens



A kid is all smiles showing off his catch during the USA Boilermakers Get Youth Outdoors event.



The L-92 team poses for a winners' photo. The team finished in third place for the Class C division. L to r: Nick Garcia, Luis Miramontes, Lalo Cervantez and Jay Rojo.



Learn more about membership at  
[www.myusamembership.com/union](http://www.myusamembership.com/union)



Canadian graduate apprentices are top of their class. L to r, Samantha Sousa, L-555; Sean Kolomaya, L-555; Christopher Carter, L-146; Sam Levitt, L-128; Toby Soucy, L-555 and Marie-Pier Gauthier, L-271. Not pictured: Melvin Alex, L-73; Chris Henriques, L-359 and Valery Makarau, L-146.

## Nine Canadian apprentices honored

**C**anada's Boilermakers National Training honored nine graduate apprentices at the 2023 Boilermaker Achievement Awards. The Boilermakers named top in their class were: Melvin Alex, L-73 (Halifax, Nova Scotia), Christopher Carter, L-146 (Edmonton, Alberta), Marie-Pier Gauthier, L-271 (Montreal, Quebec), Chris Henriques, L-359 (Vancouver, British Columbia), Sean Kolomaya, L-555 (Winnipeg, Manitoba), Samuel Levitt, L-128 (Toronto, Ontario), Valery Makarau, L-146 (Edmonton, Alberta),

Toby Soucy, L-73 (St. John, New Brunswick) and Samantha Sousa, L-555 (Winnipeg, Manitoba).

During the online event, Christopher Carter was also recognized as a veteran who joined the Boilermakers through the Helmets to Hardhats program. The Canada National Training Trustees selected Jerry Desjardins, Regional Field Superintendent for TIW Steel Platework, Inc., to receive the Boilermaker Industry Award of Excellence for his dedication to furthering the Boilermakers training and apprenticeship across Canada. 🙌

## DNCL member honored with statewide safety award

**T**he Nevada Mining Association named National Cement Lodge member Mike Little among its 2023 individual safety award winners during the organization's celebration of excellence event at Lake Tahoe in September.

Each year, the NVMA honors Nevada's mining operators who have demonstrated an unparalleled commitment to workplace safety. Based upon the previous year's performance, 133 nominations were submitted for this year's recognition. Industry peers reviewed the nominations and 47 were awarded. Little, who works at U.S. Silica, was presented with a Safety Champion award.

"It might help inspire some people to try harder, but the award isn't going to change any-



DNCL member Mike Little and his wife, Eva, enjoy the celebration recognizing Little's NVMA safety award.

thing I do in terms of my attention to safety," said Little. "Safety is obviously always important no matter what."

IR Jake Ludeman, who worked alongside Little for many years, said Little is modest and was well deserving of the award.

"I worked with Mike a long time, and he has always been a conscientious and hard worker. He pays careful attention and speaks up to make sure everyone can go home safe at the end of the day and can come back to make money for their families the next day," said Ludeman.

Little has been a Boilermaker for all 36 years of his mining career, serving as D236's president and secretary until the lodge merged with the DNCL. He is a steward and is a lead spokesperson on the Union/Company Safety Committee and the Employee Relations Committee. 🙌



## APRI chapter recognizes L-19 president

James Hall, president of L-19 (Philadelphia), was among four union leaders honored during the Philadelphia APRI chapter's annual awards dinner for furthering APRI's work in advocating for workers' rights and civil rights.

APRI is the A. Philip Randolph Institute. The institute was founded by its labor-leader namesake and Bayard Rustin, both of whom were prominent civil rights activists and organizers. Randolph and Rustin were catalysts for the famous March on Washington.

"It was a great honor to receive this award," said Hall. "I know that there's much work that needs to be done in the labor movement, and I'm glad to be involved in it. This process has been a great journey."

"They are making a difference in their respective unions and organizations," chapter president Thelma Clements said of Hall and the other honorees. "They are committed to ensuring that working families receive fair and equitable treatment to gain pathways to sustainable jobs that earn living wages."



James Hall (left) holds his A. Philip Randolph Institute award.

## Montoy and Collins named Tradeswoman Heroes

Rachel Montoy of Local 290 (Bremerton, Washington) and Marissa Collins of Local 549 (Pittsburg, California) are the latest Boilermaker women to be named as Tradeswoman 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.

Montoy, who received the honor in August, joined the Boilermakers in 2011. Recently, she returned from a stint living in Japan and working full-time as a mechanic at the Yokosuka Detachment and upon her return she was elected as vice president of her local. Although she was out of the country, with the help of technology, she maintained her allegiance to her union, her duties at the local and at that time, her responsibilities as a trustee.

Montoy has sought many opportunities to represent Local



Rachel Montoy, L-290



Marissa Collins, L-549

290 over the years, and she strives to be a role model for young women interested in joining the union and the trades.

Collins was named as a November Tradeswoman Hero. She was featured on a cover of the Winter 2021 Boilermaker Reporter and in a short video. Collins indentured into L-549 in 2019 after completing welding classes at a local community college. She was previously a stay-at-home mom of three and had decided to pursue a career as an electrician. She wanted to learn to weld so she could earn higher wages as an electrician, and when she discov-

ered the Boilermakers union, she found the trade to be the right career fit.

Collins credits her career in the Boilermakers for providing a major positive lifestyle change for her family. She is active in her local's informal women's committee, and she makes a point of representing the trade at career fairs so other young women can see the opportunities available to them in skilled trades.

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



Learn more about Montoy  
[nabtu.org/wp-content/uploads/2023/08/Rachel-Montoy.pdf](https://nabtu.org/wp-content/uploads/2023/08/Rachel-Montoy.pdf) and about Collins  
[www.youtube.com/watch?v=mCMOK9nskS0](https://www.youtube.com/watch?v=mCMOK9nskS0)

# National news spotlights Boilermaker's house

A house in Ohio that was formerly owned by a L-900 (Barberton) Boilermaker made Zillow.com's infamous "Zillow Gone Wild" gallery for its many mural bedecked walls, painted by artist Ralph Herzog.

According to an Akron Beacon Journal article, which was later picked up by USA Today, the murals were painted in the home when it was owned by Boilermaker Donald Nichols, who was a friend of Herzog, a prominent local artist.

Nichols asked Herzog to paint a variety of murals in his home—including a mural of sheep on a bedroom ceiling. Nichol's daughter Nicole Carl told the Beacon Journal that her father wanted her daughter "to be able to count the sheep" when she stayed the night with her grandfather.

Nichols died in March 2022, and the house caught attention when his children listed it for sale, triggering it to appear on real estate website Zillow.com. Zillow regularly features unusual homes for sale through its social media outlets, under the header "Zillow Gone Wild." 🍷



Photos courtesy of Shane Knee, ShanerShots.com



Read more about Nichols and Herzog and see photos of the home at [www.usatoday.com/story/money/personalfinance/real-estate/2023/06/23/zillow-gone-wild-akron-home-ralph-herzog-murals/12147853002/](https://www.usatoday.com/story/money/personalfinance/real-estate/2023/06/23/zillow-gone-wild-akron-home-ralph-herzog-murals/12147853002/)



Watch a short video detailing the home's murals: [vimeo.com/844108828](https://vimeo.com/844108828) (Shane Knee | ShanerShots.com)

## A NOTICE TO EMPLOYEES SUBJECT TO UNION SECURITY CLAUSES

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

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

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

An objecting nonmember who is subject to a union security clause has a legal right to file objections to funding expenditures which are not germane to the collective bargaining process. Fee-paying nonmembers who choose to file such objections should advise the International Brotherhood of Boilermakers in writing, in the form of a letter, signed by the objector, and sent to the International Secretary-Treasurer of the International Brotherhood of Boilermakers, 12200 N. Ambassador Dr., Suite 303, Kansas City, MO 64163. The letter must contain the objector's home address and local lodge number, if known.

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

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

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

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

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



# How to apply for a 2024 Boilermaker scholarship



Boilermaker scholarships are open to high school seniors entering their first year of a two- or four-year academic program at a degree-granting, accredited college or university within one year of their high school graduation and who are dependents of Boilermaker members in good standing. A dependent may be a son, daughter, legally adopted child, or other dependent of an active, retired, disabled or deceased members.

Winners are chosen based on a variety of criteria that include:

- **Grades**
- **Standardized test scores**
- **Extracurricular activities**
- **And a written essay on an assigned topic**



The committee was allotted **\$100,000 to award in total**, with \$74,000 earmarked for U.S. applicants and \$26,000 for Canadian applicants.

Applications for the 2024 awards will be available online at **[www.scholarships.boilermakers.org](http://www.scholarships.boilermakers.org)** beginning **January 1, 2024**.



**CORRECTION:** In the Fall 2023 issue of the Reporter, we inadvertently left out Osvaldo Troche in the photo caption from p. 6. Brother Troche is pictured in the center of the photo in gray and should have been recognized in the caption for his work organizing the new L-549 Doppelmayer OAC members. We regret the error.

# 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>55 YEARS</b>	Thomas Patterson
<b>50 YEARS</b>	Thomas Hartley
<b>30 YEARS</b>	Marek Kociolek
<b>25 YEARS</b>	Sergio Anaya
<b>20 YEARS</b>	David Coney, David Haga, Thomas Moore

## Local 83 • Kansas City MO (cont.)

<b>30 YEARS</b>	Monte E. Bowers, Ralph G. Epp, Harold L. Hardin, Morris L. Milton, Daryl M. Phillips
<b>25 YEARS</b>	Scot W. Albertson, Kenneth Hicks, Eric T. Parks, Rob Turley, To Quoc Vo
<b>20 YEARS</b>	Anthony K. Bierschwal, Danny Coones, Dawn L. Finney, Eddie E. Foster, Hugh E. Grimes Sr., David Kimball, Nolan R. Kirkwood, James E. Minchew, Chris Muckerman, Phing T. Pham, Matt Probst, Michael R. Tucker, Charles Wilson (FC)
<b>15 YEARS</b>	Todd E. Ashley Sr., Mike S. Auge, Chris Allen Baker, Larry D. Benning, Aaron L. Brown, Toby S. Byrd, Jeremy Wayne Clawson, Roy Do, Britt L. Fisher, Geoffrey L. George, Genady Gorskikh, Donnie L. Hawkins, William K. Hendley, Kenneth Holman, Jesse Lee Houston, Scott K. Leavey, Brock Lindsay, Colin Linsey, Ralph E. Lowery, James H. Matthews, Jamie Mickle, Cung T. Nguyen, Gary Wayne Nissen, Eric Eugene Parker, Senh C. Phun, Boris Plotnic, Eugene Plotnic, Steven M. Ryken, Joseph A. Scislowicz, Bill L. Shafer, James Tinkler, Jayson A. Tomlinson, John R. Van Houden, Michael L. Walker

## Local 83 • Kansas City MO

<b>70 YEARS</b>	Vernon A. Grant
<b>60 YEARS</b>	Dewain E. Crouch, Clark P. Martine
<b>55 YEARS</b>	Paul A. Benson, Jerry M. Brassfield, Jerry A. Burgoon, Roy L. Carroll, William M. Cron Jr., Nick J. Enzbrenner, Jack L. McFarland, W. Ben Mulder, Bill Shell
<b>50 YEARS</b>	Roger D. Erickson, Larry W. Garmany, Harold L. Hamilton, John D. Jenkins, Gary R. Kampe, James E. Mason, Richard W. Miller, Oliver H. Pearley Jr., Steven T. Smith
<b>45 YEARS</b>	Charles J. Bernt, Michael W. Brotherton, Alexander F. Devereux, Darien D. Haeffner, Howard L. Hart, Jerry M. Heiser, John M. Henderson III, Fredrick McDonald Jr., Randy F. Malloy, Jim R. McKenzie, Steven E. Myers, Gary L. Nevils, David E. Perkins, Carl D. Prewett, Warren Rees, Bruce A. Schanuth, Ronald H. Schuster, Christopher P. Siela, Michael J. Smithers, Daniel D. Stafford, Lyston John Taylor, Dean A. Vliet, Eldon Dail Watskey, Clay Zimmerman
<b>40 YEARS</b>	Dennis L. Clark, Frank J. Stryker, Rick Ussery, Jimmy R. Wade
<b>35 YEARS</b>	Jase A. Barckley, James D. Blevins, Joe K. Hasty, Morris D. Jarrett, David A. Lutes, Douglas L. Roseberry, Billy B. Scislowicz, Terry G. Verrips

## Local 650 • Lake City MN

<b>50 YEARS</b>	Stephen Meyer, Kenneth Nickelson
<b>45 YEARS</b>	Jeffrey Arens, John Dosen
<b>35 YEARS</b>	Thomas Bremer, Soeum Cheak, John Fuchs, Charles Getschmann, David Markey, David Oakland, Francis Richardson, Steven Robelia, Tom Stevenson, Rick Winters
<b>30 YEARS</b>	Timothy Ahern, Shane Chrisopherson, Bruce Evenson, Kevin Hager, Jeff Hetrick, Jason Lamey, Daniel Luhmann, Kelley Mielke, Debra Mikelson, Jay Nibbe, Brian Ringeisen, Eugene Roland
<b>25 YEARS</b>	Steven Douglas, Nicholas Hanson, Randy Herold, John Jennings, Gregory Schneider, Ernest Walters
<b>20 YEARS</b>	Steven Dickson, Stephen Kohrs, William Kruger, Lawrence Johnson, Ryan Nibbe, Patrick Ryan, Eusebio Santos
<b>15 YEARS</b>	Joseph Arens, Aaron Burns, Adam Burns, Andrew Carlton, Jenny Gonzales, Seth Henry, Rebecca Klees, Brian Kruger, Michael Lamey





# 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 Anderson, Jerome L.	45 Wiggins, Arnold J.	182 Hanel, Charles J.	592 Quinn, Dennis G.
NTL Barnes, Lawrence	60 Thatcher Sr., Paul D.	182 Wadsworth, Dee C.	599 Hankel, Timothy D.
NTL Burns, James L.	69 Frischman Jr., William J.	182 Waterhouse, William D.	627 Begay, Keith D.
NTL Charles, Elijah	72 Getchell, David R.	193 Demski, William M.	627 Wahwassuck, M. V.
NTL Colbert, Emmett A.	72 Giesek, Otto G.	197 Higby, James A.	647 Dart, Gary L.
NTL Easter, William R.	73 Aube, Robert	197 Smith, Arthur C.	647 Krings, Robert M.
NTL Ferrell, Thomas G.	73 Le Blanc, David J.	199 Hodges, Jess W.	647 Lindquist, Douglas E.
NTL Fontenot Jr., Felton	74 Malone, Louis L.	217 McCowen, Lloyd O.	647 Rasmussen, Clinton
NTL Francis Jr., James L.	74 Thornton, R. D.	237 Yolda, Francis J.	647 Shilts, Glen A.
NTL Johnson, Lee W.	83 Dillon, Daniel J.	242 Bryans, Robert H.	647 Smith, George I.
NTL McNail, Jack T.	83 Kriz, Richard A.	242 Keener Jr., Martin G.	656 Hatfield, William F.
NTL Murphy, Danny P.	85 Dawson Jr., Noel E.	242 Loewen, Bernhard	656 Jackson, Robert L.
NTL Oney, Calvin R.	85 Patterson, Michael T.	263 Mitchell Jr., William T.	656 Richard, Alex
NTL Patterson, Teddy R.	87 Sell, Willard A.	357 Colwell, Glen	667 Barnette II, Clarence J.
NTL Puryear, Louis A.	92 Barker, Dennis C.	359 Garay, Emil	667 Dunlap, David D.
NTL Reed, Gerald	92 Blevins, Thomas R.	359 Holland, Cliff D.	667 Edmonds, Dallas R.
NTL Rosenbalm, J. C.	104 Apodaca, Joseph C.	359 Setas, Pompeu D.	667 Rhodes, Wilbur L.
NTL Shoemaker, Elvis F.	104 Blair, Dale H.	363 Hubbell, Donald O.	684 Arnold Sr., Jesse E.
NTL Thebeau, Dennis R.	104 Boa, Ernest D.	363 Koschak, Ryan J.	684 Kerschner, James R.
NTL Wall, Richard L.	104 Brant, Justin	374 Adams, Daniel R.	684 Malpaya, Orlando I.
3 Lee, Jerry	104 Carver, Gregory A.	374 Price, James E.	687 Way, Tracy B.
4 Burke, William N.	104 Griffin, Robert C.	374 Smith, Roger D.	696 Bonaguro, Joe D.
5 Skidders, Troy L.	104 Kallstrom, Donald F.	433 Mendez, Edwin	697 Wink, Donald R.
6 Jackson, Andrew L.	104 Neubauer, Leo	449 Anderson, Scott W.	744 Watkins, Thomas L.
6 Moy, Suey T.	104 Reynolds, Richard M.	449 Charles, Eugene C.	1073 Brooks, Edrick
7 Smerka, Mike K.	104 Vitali, Lynn R.	453 Rose, Darryl R.	1073 Short, James B.
10 Brindle, Ronald D.	104 Weber, John L.	454 Crawley, Douglas E.	1230 Whitley, Paul
11 Aisenbrey Sr., Norman	105 McDavid, James M.	455 Mitchell, Edna R.	1240 Reynolds, Hasadora
11 Konola, Peter D.	107 Ebright, Jack M.	455 Moore, Jimmy A.	1509 Machak, Robert P.
13 Bailey Sr., James E.	107 Howland, Jeff	455 Pearson Jr., Charles M.	1509 Waldal, Ronald L.
13 Ferroni Jr., Peter	107 Slowiak, Jason	487 Berg, Owen W.	1603 Smith, Orm J.
13 Fuhrmann Jr., Norman R.	108 Buckelew, Gene A.	487 Blahnik, Larry G.	1666 Iverson, Winston D.
13 Ogden, James S.	109 Spikes, J. T.	487 Schuller, Thomas L.	1668 Slyker, Jack C.
13 Stiehl, Robert W.	112 Frye, Cecil R.	500 Myhran, Roland H.	1999 Brackett, Peter E.
13 Watkins, Albert C.	124 Panawash, Lyle W.	502 Barker, Charles O.	2000 Plasha, Francis
19 Middlebrooks, James L.	128 Peer, David R.	502 Johnson, Edward R.	2020 Hallum, Michael A.
26 Markowski, David A.	154 Matrascia, Thomas M.	502 Massey, Norman J.	D308 Cummings, Brad L.
27 Baldwin II, Jackie L.	154 Medvitz, L. T.	549 Whitmore, Earl M.	D308 Stanbro, Kevin A.
27 Jenkins, Bobby D.	154 Russo, G. F.	568 Puahala, Kaipo	D500 Lalonde, James F.
28 Rollick, David L.	169 Chester, Donald J.	587 Bertrand, Joseph B.	S2 Young, Joseph B.
28 Vetter, Joseph M.	182 Alderman, Lloyd J.	587 Drake, J. C.	
30 May, Billy W.	182 Bryan, Jim S.	587 Hennigan, Gayle D.	
45 Edwards, Cleveland H.	182 Haeck, Gary D.	587 Justus, Mike D.	

# The birth of Boilermaker solidarity echoes today

The International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers, and Helpers has a rich and storied history that dates back over a century. Its formation in the late 19th Century marked a pivotal moment in the American labor movement, as skilled workers in the metal trades joined together to protect their rights and advance their interests.

The roots of the Boilermakers can be traced back to the late 1800s when industrialization was in full swing, and the demand for skilled metal-workers was on the rise. Workers in this field faced dangerous working conditions, long hours and low pay. Their dire circumstances pushed them to band together and form a union to address their grievances.

In 1880, a group of Boilermakers in Chicago took the first steps towards organizing the union from all the smaller local groups of Boilermakers around North America. Their initial efforts were modest, but they laid the foundation for the future of the organization. These workers realized that by joining forces, they could collectively negotiate for better wages, improved working conditions and other benefits that were virtually non-existent in the harsh industrial landscape of the time.

The year 1880 saw the establishment of the International Brotherhood of Boilermakers and Iron Ship Builders of America. This early version of the union was relatively small but symbolized the growing spirit of worker solidarity that was sweeping across the nation.

However, it wasn't until 1893 that the union truly began to take shape. The pivotal moment came with the founding convention held in Chicago, where delegates from across the United

States and Canada gathered to formalize the union's structure and objectives. At this convention, the union adopted a constitution and bylaws, and they elected their first General President, John Johnston.

Johnston was instrumental in shaping the direction of the Boilermakers. Under his leadership, the organization worked to strengthen the rights of its members and improve their working conditions. In 1951, at the Blacksmith's 18th convention, they approved the merger with the Boilermakers, recognizing the common interests and challenges faced by workers in these related trades. It wasn't until the Boilermakers' 19th consolidated convention in 1953 that members approved the merger because the Boilermakers' Constitution did not allow mergers to be completed by the Executive Council.

Throughout the late 19th and early 20th centuries, the union played a vital role in negotiating fair wages, reasonable hours and safer working conditions for its members. The union also established an apprenticeship program to ensure the continuity of skilled trades in an ever-changing industrial landscape.

The union remains vitally important in the present day as the world moves towards a clean energy future. Boilermakers play a crucial role in advancing a clean energy future by applying specialized skills to various industries and projects that are essential for reducing carbon emissions and transitioning to more sustainable energy sources. Those include renewable energy infrastructure, nuclear energy and SMRs, carbon capture and additional upgrades to reduce noxious emissions, biomass, energy storage solutions and hydroelectric power.

Over the last century, the Boilermakers union evolved as times changed, and they'll continue to evolve over the next 100 years. 🍷



Official Boilermakers seal  
1880-1893



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