

Southeast Agreement sees major improvements

Package increases of \$1, \$1, \$1.25 lead gains in new three-year deal

ON NOVEMBER 1, 1997, construction boilermakers working under the Southeastern States Articles of Agreement saw the end of the days of concessionary bargaining in negotiations of their primary construction agreement.

After more than a decade of wage freezes, wage cuts, marginal package increases, and numerous concessions given in an attempt to compete with the nonunion sector, the long wait for improved wages, benefits, and working conditions has ended with the best agreement for the region since 1982.

"We have put together a strong agreement," reports Southeast Area International Vice President Newton B. Jones. "It is fair to our contractors, our members, and our customers. We have made significant gains for our members and maintained our ability to remain competitive through innovation, rather than through wage and benefit stagnation. Our agreement shows that we are moving ahead."

Intl. Vice Pres. Jones reports the following list of the most significant changes to the agreement:

- A three-year agreement rather than the previous two-year agreement offering members greater stability in their family planning.
- Wage and benefit package increases of \$1.00 (4%), \$1.00 (3.85%), \$1.25 (4.62%) per hour per year for the

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Destroyer built by L-693 members completes successful sea trial

Boilermakers earn A+ as Ingalls tests the USS McFaul

"IT'S THE MOST sophisticated piece of military equipment." That's how Ande Abbott, director of the Boilermakers' Shipbuilding and Marine Division, described the USS *McFaul* after attending the one and one-half day testing of the ship by Ingalls Shipbuilding.

Members of Local 693, Pascagoula, Miss., as part of the Metal Trades Department under contract with Ingalls Shipbuilding, performed the welding, rigging, and shipfitting on the vessel and operated the ship during the testing. The company test even included a missile firing to demonstrate the ship's capabilities to the U.S. Navy.

It was the first sea trial attended by International Vice President Newton Jones, who represents the Southeast Section. It was also a first for Bridget Powell-Martin, who assists Abbott in his role as director of legislation. Also attending the sea trial were International Representative Dennis King, Local 693 BM-ST Warren Fairley Jr., and Den Knecht, vice president of public and industrial relations for Ingalls Shipbuilding.

It's been quite some time since Abbott has worked in ship repair, but as director of the Boilermakers' Shipbuilding Division, he maintains close contact with the shipping industry. He says the ships are smaller in size today than

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The USS *McFaul*, built for Ingalls Shipbuilding by members of Local 693, Pascagoula, Miss., passed its company test with flying colors on November 18-19, 1997.

Boilermakers get new division

Boilermakers organize EMTs and paramedics; secure first contract

ONE OF THE International's newest organizing segments is PEP - Professional EMTs & Paramedics. With our first unit win in July 1996, the Brotherhood became certified as the bargaining representative for 230 emergency medical technicians (EMTs) and paramedics working for American Medical Response (AMR) in the Denver metropolitan area.

Len Beauchamp, the Brotherhood's director of research and collective bargaining services, headed up their negotiations, assisted by Othel Smith. In December 1977, they secured the first union contract for a private ambulance company in Colorado.

Steve Bauer, an International representative for the Boilermakers' PEP Division, said it was a hard road from organizing to securing that first contract, "but we are finally seeing the light at the end of the tunnel. It has been a learning experience for us all, even Len Beauchamp, who is our lead negotiator. Coming into a brand new industry [for him], he has performed quite well... stellar even."

The contract was overwhelmingly approved by a vote of 146 to 20. The three-year contract established a wage schedule, wage increases, lump-sum



International President Charles W. Jones receives a toy ambulance as a symbol of the Boilermakers' newest division, the Professional EMTs & Paramedics, from, l. to r. Research Director Len Beauchamp, and Intl. Reps. Juston Parker and Steve Bauer.

payments, and signing bonuses. Serving with Beauchamp on the negotiating team were Bauer (who served as president pro tem during the negotiations), Colleen Richardson, Stan Gipson, John Mason, Mike Zordani, and Juston Parker, who also serves as an International representative for the Boilermakers' PEP Division. Bauer and Parker anticipate more organizing successes in this industry.

Stewards include Shawn Fooks, Sten Hoffman, Doug Schwindt, Chris Shults, and Misty West. Solidarity committee

members include Tiffany Beitscher, Jon Bergh, Rob Dorney, Todd Eymann, Lloyd Finley, Mark Gray, Mike Hewitt, Lee Meyer, Catherine Miskimmon, Brian Morgan, Lisa Parker, Arline Tang, Brian Townley, Lucas Sauer, Brian Sperry, Randy Vineyard, Mike Beattie, and Brandon Baallman.

Intl. Reps. and General Organizers Gary Prochnow and Sebren Strother conducted the successful organizing campaign at AMR for the Boilermakers in 1996. □

More good news for Boilermakers

Syncrude's \$3 billion expansion will increase production and generate hundreds of construction jobs

"MORE GOOD NEWS for Boilermakers!" That's how Intl. Vice President Rick Albright described his reaction to learning that Syncrude Canada will be spending \$3 billion over the next ten years to expand its crude oil upgrade. This expansion doubles the previously announced \$3 billion to be spent on various work, mostly on the Aurora Mine, which will add 200 permanent jobs to Syncrude's current staff of 3,600. All the projects will generate hundreds of construction jobs, with a peak of 2,500 in 1999 when construction of the enlarged upgrader begins.

According to a report in the *Edmonton Journal*, regulatory applications and hearings will be held in 1998. The com-

pany projects first production from the new upgrader in 2002, with completion in 2007.

Syncrude expects to gradually increase production from 110 million barrels of crude oil a year to 175 million barrels by the year 2007, when the enlarged upgrader should be completed.

Not only will Syncrude be increasing their production levels by 60 percent, they expect the upgrader to produce a higher quality of crude oil. New equipment totaling \$600 million will be added to the upgrader, including scrubbing equipment that will reduce the total sulphur dioxide emissions by 70 percent per barrel. Per-barrel levels of carbon dioxide emissions will also fall by 25 percent in 2006; however, due to the massive increases in production, sulphur dioxide emissions will only fall five percent from current levels and the gross tonnage of CO₂ will increase as crude oil output doubles. □

Southeast area agreement is improved significantly

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Boilermaker journeyman certified pressure welder and \$1.00 (4%), \$0.75 (2.9%), \$0.75 (2.8%) per hour per year for the Boilermaker journeyman mechanic.

- The inclusion of the lodges in Arkansas and Louisiana in the Boilermakers National Annuity Plan (all other lodges were already participating).

- An extra \$0.12 per hour in the first year for the lodges in Louisiana and Arkansas to bring their hourly wage rate to parity with other lodges under the agreement.

- The participation of all Southeastern Area construction lodges in the National Health & Welfare Plan X for early retirees and those who leave on disability.

- The movement of \$0.93 per hour of the apprentices' \$2.25 per hour pension contribution to their hourly wage to enhance their current income – this in addition to the increase they received through the above listed wage and benefit package increase.

- The elimination of the 90% maintenance rate language from the agreement.

- The inclusion of the Campaign Assistance Fund (CAF) check-off.

- The modification of the helper-trainee program to a more integrated subjourneyman trainee program to help maintain our ability to compete and expand market share as we market our services to new industrial facilities.

IVP Jones praised the local business managers who formed the negotiating committee that he chaired. He also spoke highly of the contractor committee they faced throughout the difficult negotiations.

"Our committee and staff representatives did an outstanding job in representing the interests of our construction members in the region," said Intl. Vice Pres. Jones. "And our contractors, as tough as the negotiations got at times, deliberated, we feel, with fairness and a real willingness to build an agreement that addressed some of the inequities of the past, while still helping us maintain our ability to compete."

IVP Jones pointed out that the wage and benefit package increases achieved for the five-year period of November 1, 1995 through October 31, 2000, at \$4.545 per hour are roughly equivalent to the \$4.60 per hour achieved for the prior 12 years of negotiations under the Southeastern States Agreement.

Jones also said that the negotiating committee, the staff, and he had decided after significant research into the wage and benefit history of the region, and its comparison to the CPI-U for the relevant period studied, that significant increases were needed immediately and that if it took a fight the committee was united in their willingness to fight.

"Thanks to extensive preparation, we were able to achieve these gains through negotiations rather than confrontation," said Jones. "We had our facts together, we made our points in detail with those facts, we listened, we came to fair compromise with our contractors, and we succeeded for our members."

"We've made some changes that are a significant departure from our old way of doing business," continued Jones. "In many ways, they are cultural changes that will take our members some time to adjust to – namely the restructuring, the new subjourneyman classification, and the split in wages for the certified pressure welder and the mechanic. But these changes will help us compete, regain market share, and more quickly increase the wages and benefits of our members in this region in future agreements."

The Southeastern States Area Agreement covers nine states – Florida, Georgia, Alabama, South Carolina, North Carolina, Tennessee, Mississippi, Louisiana, and Arkansas – including 15 construction lodges, nearly 6,000 construction journeymen and apprentices, and 140 signatory contractors.

Mike Carroll, regional manager for ABB-CE, was the contractors' chairman for the agreement, and Mike Brown, regional manager for B&W Construction Company, was the contractors' secretary. Assistant to the Intl. President Glenn Fagen served as the union committee's secretary.

The following lodges are covered by this agreement: Local 26 - Savannah, Ga.; Local 30 - Greensboro, N.C.; Local 37 - New Orleans, La.; Local 69 - Little Rock, Ark.; Local 79 - Lake Charles, La.; Local 110 - Hattiesburg, Miss.; Local 112 - Mobile, Ala.; Local 199 - Jacksonville, Fla.; Local 263 - Memphis, Tenn.; Local 433 - Tampa, Fla.; Local 453 - Knoxville, Tenn.; Local 454 - Chattanooga, Tenn.; Local 455 - Sheffield, Ala.; Local 582 - Baton Rouge, La.; and Local 687 - Charleston Heights, S.C. □

BIC holds seventh annual meeting



Representatives of nine affiliated lodges attend conference to share ideas, review yearly reports

THE BUCKEYE INDUSTRIAL Council (BIC) held its seventh annual conference at its headquarters in Canton, Ohio, on November 8. Representatives from nine member locals attended.

BIC Leadership Committee members Terry Heiser (Local 1191 - Canton), Jeff Beitel (Local 1073 - Cleveland), and Don Brownsword (Local 908 - Wadsworth) presented their annual reports on financial, educational, and legislative matters.

Mike Orlando, vice president of Local 106, Cincinnati, explained how to handle claims and what forms to file in connection with Ohio's worker compensation laws. Mike has served as Local 106's worker's compensation representative and has attended the Ohio AFL-CIO's annual week-long workshop on worker's compensation for the past three years.

Intl. Rep. Steven Jewell presented the Steven Jewell Achievement Award to

Vernon Persons of Local 908, Ricky Light of Local 1702, Canton, and Jeff Beitel of Local 1703. Larry Underwood of Local 1664, Maple Heights, won the door prize – a snow blower.

The Steven Jewell Achievement Award was established in 1993 by the council to recognize member delegates (presidents and secretary-treasurers of member lodges) who show good leadership and utilize their education through council workshops for the betterment of the members. The award was named after Intl. Rep. Jewell in honor of the role he played in establishing the council. The Leadership Committee reviews a list of delegates and presents awards at the annual meeting, with no more than three awarded per year.

Examples of award-winning performances include 1995 award recipients Paul Weimer, Bill Foley, and Richard Pigon. Foley and Pigon were recognized for their efforts in keeping the Local 1086 membership together during a strike and Weimer earned recognition for his part in finding a new owner when the members of Local 1603 were facing a plant closure. □

L-2000 wins arbitration

Members receive back pay, benefits, and seniority rights at Metro Machine of Pennsylvania

YOU CAN'T GO BACK on your word. That pretty well sums up an arbitrator's decision concerning 11 members of Local 2000, Chester, Pa., who lost their jobs when the company agreed to extend a recall and then later changed its mind.

Metro Machine of Pennsylvania made a verbal agreement with the laid-off employees working on the *USS Detroit* that they would not lose their recall rights if their layoff exceeded a 12-month period. But then the company changed its mind and 32 members of

Local 2000 lost their jobs when the layoff exceeded one year.

L-2000 Bus. Mgr./Sec.-Treas. Phillip J. Evans reports that the local immediately filed a third step grievance and held an arbitration on the dispute. The arbitrator ruled that "based on the non-precedential promise made by the company, the recalled employees who had been laid off for more than a year at the time of recall shall enjoy seniority for all purposes as though they had been laid-off 12 months or less."

Only 11 of the 32 members chose to return to work at Metro Machine of Pennsylvania, but thanks to the grievance process, their seniority rights were reinstated, benefits were paid, and they were compensated for back pay totaling \$50,112.

The Boilermaker Reporter

Jan • Feb 1998

Vol. 37 • No. 1

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The Boilermaker Reporter is the official publication of the International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers, and Helpers, AFL-CIO. It is published bimonthly to disseminate information of use and interest to its members. Submissions from members, local lodges, and subordinate or affiliated bodies are welcomed and encouraged. This publication is mailed free of charge to active members and retired members holding a Retired Members Card. Others may subscribe for the price of \$10 for three years. Standard Mail (A) postage paid at Kansas City, Kan., and additional mailing offices. ISSN No. 1078-4101.

POSTMASTER: Send address changes to:

The Boilermaker Reporter
753 State Avenue, Suite 565
Kansas City, KS 66101
(913) 371-2640
FAX (913) 281-8104

Printed in the USA

Aprize-winning newspaper

Settlement Successes

A brief listing of recent agreements signed and ratified by Boilermaker local lodges

TODAY'S UNIONS OFFER SO many services to members – members-only discounts, training, job counseling, scholarships for dependents, credit cards, mortgage programs, legal advice – some people might even forget the reason unions formed in the first place: so workers could bargain collectively for a contract.

But union leaders never forget. Negotiating the contract is the single most important function of union

leadership, and maintaining that contract is the second most important.

Boilermaker lodges successfully negotiate hundreds of contracts every year. Each one is another sign of the advantage of collective bargaining. Nonunion workers do not have contracts. They must take whatever the employer gives them.

That difference is the union advantage.

Local 7 – Buffalo, NY

INTL. REP. ROCCO DEROLLO reports contract ratification, effective July 1, 1997 through June 30, 1998, for members of Local 7, Buffalo, N.Y., who work at Nicholson & Hall Boiler Co.

M13 – St. Louis, MO

EARNEST GOODLOW, financial secretary of Local M13, St. Louis, Mo., reports contract ratification, for one member who makes office equipment at Harvard Interiors Mfg. Co., effective October 1, 1997 to Sept. 30, 1998; for three members who produce conduit and electrical parts for the Killark Electric Manufacturing Company, effective April 30, 1997 through April 30, 1998; for four members who produce dental, beauty, and barber shop equipment at Koken Mfg. Co., effective Sept. 12, 1997 to Sept. 11, 1999; and for nine members who make can openers at Swing-A-Way Mfg. Co., effective Aug. 31, 1997 to Aug. 31, 2000.

M24 – Kokomo, IN

BRIAN WILSON, president of Local M24, Kokomo, Ind., reports contract ratification, effective Feb. 8, 1997 through Sept. 14, 1999, for 56 members of Local M24 who produce plating ICS and automobile circuit boards at Delco Electronics Corp.

L-27 – St. Louis, MO

DONALD LINK, BM-ST of Local 27, St. Louis, Mo., reports contract ratification for six members at American Iron, effective June 27, 1997 to June 27, 2000; 20 members at Cummings Welding, effective June 27, 1997 to June 27, 2000; ten members at Jones & Lockhart Welding, Inc., effective Jan. 14, 1997 through Jan. 1, 2000; 20 members at Kickham Boiler & Engineering, effective June 27, 1997 through June 27, 2000; eight members at Nelco Linings, effective June 1, 1997 to June 1, 1999; and ten members at Vilberg Victor, effective June 27, 1997 to June 27, 2000.

L-29 – Boston, MA

LAWRENCE MACADAMS, BM-ST of Local 29, Boston, Mass., reports contract ratification, effective Nov. 1, 1996 to Oct. 31, 1999, for 26 members who perform specialty welding at ACME Industrial Equipment Co.

D37 – Seattle, WA

INTL. REP. MICHAEL ATCHISON reports contract ratification, effective May 1, 1997 to April 30, 2002, for 55 members of Local D37, Seattle, Wash., who produce cement at Holnam, Inc.

Local 72 – Portland, OR

DON CHANDLER, BM-ST of Local 72, Portland, Ore., reports contract ratification for 20 members at Ameron International, effective Dec. 1, 1996 to Nov. 30, 1999; 30 members at Mar Com, Inc., eff. May 1, 1996 to June 30, 2000; and 18 members at Technaflow Inc., eff. June 1, 1997 to May 31, 1999.

Local D81 – Dixon, IL

CHARLES HUNTBACH, CLGAW Division director, reports contract ratification, effective June 1, 1997 to May 31, 2002, for 114 members of Local D81, Dixon, Ill., who produce Portland Cement at the Dixon Marquette Cement Co. Local D81 has represented members at the facility, which has been in operation since the 1930s under the previous ownership of Medusa and Lone Star, since 1983.

Local 92 – Los Angeles, CA

DAN PIRAINO, vice president of Local 92, Los Angeles, Calif., reports contract ratification for ten members at Alameda Tank, effective Sept. 1, 1997 to Aug. 31, 1999, and for 10 members at Downey Welding and Manufacturing, effective July 1, 1997 to June 30, 1998.

Local 107 – Milwaukee, WI

JAMES GARFIELD, BM-ST of Local 107, Milwaukee, Wis., reports contract ratification for 38 members at Advance Boiler & Tank Company, effective May 1, 1996 to April 30, 1999; and for members at Foster Boiler Works Corp., effective May 2, 1997 to April 30, 2001.

L-109 – Mobile, AL

INTL. REP. DENNIS KING reports contract ratification, effective April 1, 1997 to April 1, 1998, for four members of Local 109 who produce small tanks and vessels at Bay Tank Fabricating Co.

L-117 – Superior, WI

INTL. REP. LEN GUNDERSON reports contract ratification, effective June 1, 1997 to May 31, 2000, for 140 members of Local 117, Superior, Wis., who work at Barko Hydraulics.

Local 128 – Toronto, Ontario

JIM TINNEY, secretary-treasurer of Local 128, Toronto, Ontario, Canada, reports contract ratification for ten Local 128 members who work in metal fabrication at Wentworth Industries, effective Feb. 15, 1997 to Feb. 14, 1999; for ten Local 128 members at Paron Sandblasting & Painting, effective May 1, 1997 to April 30, 2000; and for Local 128 members working in metal fabrication at Hooper Welding Enterprises Limited, effective June 2, 1997 to June 1, 1999.

D239 – Three Forks, MT

INTL. REP. MICHAEL ATCHISON reports contract ratification, effective Aug. 1, 1997 to July 31, 2002, for 42 members of Local D239, Three Forks, Mont., who work at Luzenac America. Local D239 has represented the employees of Luzenac America, a talc producer, since the company was formed over 30 years ago.

D328 – Cheektowaga, NY

INTL. REP. ROBERT SIMMONS reports contract ratification for 24 members of Local D328, Cheektowaga, N. Y., at Buffalo Crushed Stone, effective June 3, 1997 to May 15, 2000; for 15 members at County Line

Stone, effective Aug. 1, 1997 to July 31, 2000; and six members at Pine Hill Concrete Mix Corporation, effective June 1, 1997 to May 31, 2002.

D342 – Plattsburgh, NY

INTL. REP. ROBERT SIMMONS reports contract ratification, effective June 3, 1997 to June 2, 2000, for seven members of Local D342, Plattsburgh, N. Y., who work at Potsdam Stone & Concrete.

D421 – Tulsa, OK

INTL. REP. NICK ADAMS reports contract ratification, effective August 18, 1997 to April 30, 2004, for 96 members of Local D421, Tulsa, Okla., who make Blue Circle Cement and Portland & Mason Cement, in bulk and in bags, for Blue Circle Cement.

Adams said the contract had originally expired on May 1, 1990. Following unsuccessful negotiations, the company implemented an agreement on November 18, 1990. Future negotiations failed to reach an agreement and the union filed N.L.R.B. charges. Following court battles, the company began to bargain over the best interests of both parties and an agreement was reached in August 1997. Adams reports that both Blue Circle and Local Lodge D421 have "agreed to maintain their good relations in the future."

Local 483 – Alton, IL

WILLIAM SCOTT WITHERS, president of Local 483, Alton, Ill., reports contract ratification, effective March 1, 1996 to March 1, 1999, for five members of Local 483 who produce Clark oil and gas at Clark Oil and Marketing, Inc. in Hartford, Ill.

D508 – Darlington, PA

INTL. REP. BILL SMITH reports contract ratification, effective June 1, 1997 to May 31, 2000, for 51 members of Local D508, Darlington, Pa., who work at the Darlington Brick Company. Smith says the local has represented employees at the brick manufacturing company for 75 years. While this year's negotiating committee was new, they worked together well in fighting off the company pressure.

D545 – Dudley, GA

INTL. REP. J. C. TODD reports contract ratification, effective June 1, 1997 to June 1, 2001, for 88 members of Local D545, Dudley, Ga., who work with lumber at the Gilman Building Products Co.

L-679 – Chattanooga, TN

INTL. REP. MIKE WILSON reports contract ratification, effective May 6, 1997 to May 6, 1999, for 12 members of Local 679, Chattanooga, Tenn., who perform maintenance work and produce boilers at the Lucy Boiler Co.

L-1509 – Cudahy, WI

INTL. REP. HOWARD COLE reports contract ratification of a three-year agreement on September 9, 1997, for members of L-1509, Cudahy, Wis., at the Ladish Co.

You don't get what you deserve . . .
... you get what you negotiate

UNION LEADERS, like these pictured here, work long hours to negotiate the best benefits they can for Boilermaker members.



Int'l. Rep. Steve Jewell reports ratification of a three-year contract for members of Local M18, Buffalo, N.Y. at Mariette National. The committee negotiated language changes and wage and benefit increases of \$1.10 an hour over the life of the contract, ten cents of which goes to the members' National Pension Trust Fund. The members told Jewell that this is the best contract they've had in years. Pictured, l. to r., are President Jenaro Garcia, Jerry, Int'l. Rep. Steve Jewell, Rec. Sec. John Malkiewicz, and chief steward John Jablowski.



After voting to accept their contract, members of Local M18 pose in front of the Mariette National building. Pictured in the back row, second from left is Michael Seeley, whose son, Brock Seeley, was just awarded an engineering internship at General Electric Transportation Systems in Erie, Pa. Brock, who plans to graduate in May 1998, maintains a 3.68 GPA at Gannon University.



Negotiating a five-year contract for the members of Local D239, Three Forks, Mont., are committee members, l. to r., Micken McGuire, Gene Townsend, and Randy T. Olli.



Negotiating an eighty and one-half month agreement for the members of Local D421 at Blue Circle Cement, Tulsa, Okla., are, front row, l. to r., Doug Pardee, Pat Staggs, Jeff Brummer, Nick Adams, and Gary Parks. Back row, l. to r., Mike Newton, Terry Canaday, Ginger Courtenay, Dean McKellips, and Homer Paslay.



Negotiating a three-year agreement for Local 1509 members at the Ladish Co., Cudahy, Wis., are, seated l. to r., Larry Sikorski, Jim Maglio, and Frank Bunek. Standing, l. to r., Ken Maduscha, Dan Seng, IR Howard Cole, Al Him, and Jeff Latus.

Sit down and shut up!

That's what Republicans are saying to unionized workers – they want to take away your political voice

A NATIONAL CAMPAIGN to silence the political voices of unionized workers is already well underway – backed almost exclusively by Republicans. Few observers doubt that this well-financed campaign is the payback Republicans promised labor unions because we campaigned so successfully against many of their candidates in 1996.

With support from Governor Pete Wilson (R), California will vote on a referendum in June that requires unions to get written permission to make political statements. Senator Trent Lott (R-Miss.) offered a similar amendment to the campaign finance reform act last year, but was unable to get it passed. And Speaker of the House Newt Gingrich (R-Ga.) has vowed to make such a provision part of any campaign finance legislation that gets through the House.

So far, two states have passed similar laws – Washington and Michigan. In both states, the law applies only to teachers' unions.

Supporters of the California initiative and others like it, dubiously referred to as "Paycheck Protection" initiatives and bills, claim they will curb the excessive use of union dues to support the political campaigns of candidates not endorsed by the membership.

However, the federal elections laws already prohibit the use of dues money to support candidates for federal office, and most states have similar laws. The only money unions can give to candidates is money from their political action funds, which are made up of voluntary contributions.

They plan to make it difficult – even illegal – for unions to talk about legislative and political issues

THE REAL INTENT of such initiatives is not to protect your paycheck, but to stifle political discussion by labor unions. The political activities of labor unions are already regulated as much and more than those of businesses, trade associations, and private individuals. These bills will merely add another layer of regulations on unions, adding to their bookkeeping and administrative expenses and opening them up to nuisance lawsuits whenever anything they say sounds in the least political.

The cynicism of this campaign's supporters is obvious. They are targeting only labor unions – the sole voice of workers.

These "campaign finance reforms" will not affect small businesses, transna-

tional corporations, individuals, the Chamber of Commerce, the Business Roundtable, trade associations, or even other nonprofit organizations.

Just labor unions.

Anti-union political initiatives are already scheduled or may soon be scheduled in California, Florida, Missouri, Nevada, and Oregon. Americans for Tax Reform (ATR), a nonprofit corporation which supports the flat tax and doing away with Social Security as we know it, has targeted four other states for anti-union initiatives: Arizona, Colorado, Montana, and Pennsylvania.

Grover Norquist, head of ATR, hopes to raise \$10 million to campaign for anti-union dues initiatives on the ballots this November. The Heritage Foundation, a right-wing group using stealth tactics to spread anti-union propaganda, has created model legislation for anti-union forces to submit at the state level. This model legislation would require unions to increase their bookkeeping and administrative expenditures in an effort to prevent unions from taking sides in any political discussions.

Money is already moving

THE KEY GROUPS supporting anti-union initiatives throughout the country include ATR, the Heritage Foundation, McGuinness and Williams, and the Chamber of Commerce. All of them are largely funded by right-wing foundations such as the Sarah Mellon Scaife Foundation, the Smith Richardson Foundation, Lynde and Harry Bradley Foundation, and the David and Charles Koch Foundations. These foundations get their money from rich, right-wing families and give it to nonprofit corporations that support right-wing causes. They spend over \$100 million a year to promote conservative, often anti-union and anti-worker policies and reforms.

The "paycheck protection" legislative initiatives proposed by ATR and these other groups will not protect your paychecks. They will protect the paychecks of corporate CEOs, lobbyists, and those members of Congress who vote most often against the interests of our country's workers.

Don't fall for them. □

Campaign to silence workers spreads misinformation

IN THEIR EFFORT to convince the American public that we need to get unions out of the political process, the ATR and other organizations are spreading numerous distortions regarding the current state of the laws governing union political activity.

As it stand, unions must comply with more regulation on their political activities than corporations, individuals, and other nonprofit groups. The changes they are suggesting would limit our activities even more.

To set the record straight, here are some facts regarding the limits on union political activity:

- The Federal Election Campaign Act forbids the donation of union dues or fees to candidates or political campaigns.

- Consequently, no union dues money is given to candidates or used for political campaigns for federal office. The federal government reviews the books of every union every year to make sure we comply with this and the numerous other laws regulating unions.

- Union political action committee money is donated voluntarily and is entirely separate from union dues. The Boilermakers political action committee is our Campaign Assistance Fund (CAF).

- No worker can be forced to support union political activities.

THE ONLY THING to be gained by adding a law requiring unions to get written permission from each member before spending any money on activities that might be considered political is greater administrative expenses for unions.

Unions would be unable to have legislative directors in Washington keeping track of the bills that affect our working lives. We would be unable to inform our members about legislative issues that might affect them and their families. We would be unable to publish the voting records of members of Congress.

Analysis of upcoming legislation in publications such as this one would be considered a political expenditure – not allowed. As a result, workers would be forced to rely on the corporate-owned media for all information on candidates, proposed laws, and new regulations.

And that, of course, is the hidden agenda behind the proposed "paycheck protection" laws. The Republicans and other anti-worker conservatives who support these initiatives want to keep workers ignorant and uninformed.

An ignorant, uninformed populace is much easier to keep in line. □

VICTORIES! GAINS IN THE POLITICAL ARENA

Unions help knock NAFTA off its fast track

WORKERS GOT A BIG victory in November, when President Clinton decided to withdraw his bill asking for fast-track authority to expand NAFTA into the rest of South America.

The bill limits negotiations on environmental and labor standards, requiring Congress to vote up or down on a trade agreement, without amendment. Workers want new trade agreements to include safeguards to prevent developing countries from using low wages and lax pollution rules to gain a competitive edge over U.S. workers.

A coalition led by labor unions, environmentalists, and the National Rifle Association (NRA) fought fast-track for several months before the Republicans and Clinton threw in the towel. The working people of the U.S. opposed fast-track authority by a two-to-one margin.

Newt Gingrich aligned himself with President Clinton, but the president was supported by only one-fourth of his own party. Many Republicans also opposed the measure.

For many Boilermakers, the victory was all the sweeter because we found ourselves working with the NRA again. Arif developed between unions and the NRA in 1994, when that organization supported a Gingrich takeover of the House of Representatives.

Grass-root efforts stop attack on Ohio's worker's comp. laws

ON NOVEMBER 4TH, the Boilermakers of Ohio helped stop an

unfair attack on worker's compensation benefits by voting against Issue 2. The proposal by the Republican-controlled state house was nothing short of pay-back to big business and would have cost workers millions of dollars in lost benefits. Its defeat is not only a victory for labor, but a victory for every working family in Ohio. The victory also shows those in office that labor is alive and well in Ohio.

Boilermakers gain support for resolution on deregulation

YOU CAN MAKE a difference. Just ask Bob Browne or Michael Glenn.

Browne is a 35-year member of Local 647, Minneapolis, Minn., and Glenn is a member of Local 117, Superior, Wis. Together they made a presentation before the Judiciary, Legislative, and Veterans Committee and received unanimous support from the Douglas County Board of Supervisors for a resolution on electric industry restructuring to protect consumers from unfair cost-shifting and safety degradation in Wisconsin.

The county board is composed of "working people," which demonstrates just "how important it is for working people to run for public office," said Browne. "I've been a member of my county board for six years and was on the city council for two years and do my best to support our union brothers, sisters, and companies."

Browne and Glenn learned first hand how much can be accomplished if you get involved.

You can make a difference, too, by taking action in your community. □

Union Political Action's Results

Here are just a few of the hundreds of gains workers have made and kept with help from the union political action Republicans want to take away.

- Child labor laws
- The Family Medical Leave Act
- Minimum wage
- The Clean Air Act
- Workers' compensation laws
- The Clean Water Act
- Unemployment insurance
- The Civil Rights Law
- Social Security
- Plant closure warning laws
- Medicare and Medicaid
- OSHA and workplace safety laws
- The 40-hour week with time-and-a-half pay after 40 hours
- Davis-Bacon and other laws protecting wages

Without a political voice and a presence in Washington, unions will be unable to continue supporting laws that protect workers and their families.

Boilermakers show support coast-to-coast



After learning of the difficulties members of Local 344 in Ridgecrest, Calif., are having in gaining their first contract with Day & Zimmermann in China Lake, Calif., these Local 13 members took action by picketing at the parent company in Philadelphia, Pa.

Boilermakers picket parent company in Philadelphia when Local Lodge 344 members face difficulty in California

AS A MEMBER of the Boilermakers union, you not only enjoy the support of the brothers and sisters of your local union, you also have the support of union members all across the United States and Canada. Members of Local Lodge 13 demonstrated that solidarity by picketing at a parent company in

Philadelphia, Pa., for the members of Local 344, in Ridgecrest, Calif.

In May 1996, employees of Day & Zimmermann Services in China Lake, Calif., a division of Day & Zimmermann, Inc. of Philadelphia, Pa., overwhelmingly voted for Boilermaker representation. The new unit includes all full-time and regular part-time transportation department workers employed by Day & Zimmermann Services at the U. S. Naval Weapons Testing Facility (China Lake Weapons Station).

The employees had a long list of concerns – poor health benefits, poor management, poor equipment and tools, lack of cost-of-living increases, no sick leave,



Members of Local 13, Philadelphia, Pa., participate in an unfair labor practice picket outside the main offices of Day & Zimmermann.

poor job classifications, the right to discharge without cause, no safety training, lack of company-wide teamwork, no pay scale to reflect knowledge and experience, no respect, no representation, low morale, and no retirement plan.

They were an easy unit to organize, with over 80 percent of the employees showing support for the union. But when it came time to negotiate a first contract, they ran into some problems.

NLRB charges have been filed against Day & Zimmermann for failing and refusing to bargain collectively, for refusing to provide the Union with relevant information necessary to participate in the bargaining process, for unilaterally raising insurance premiums without first bargaining to impasse, and for requiring employees to remove all union stickers and other insignia from their lockers while allowing other types of insignia to remain.

When Local 13 members in Philadelphia learned of Local 344's difficulties, they formed an informational picket line outside the parent company's doors. Deputy General Organizer Robert Heine organized the demonstration, and he believes their picket line had an impact.

"We definitely did get someone's attention," said Heine. "The unity and solidarity we indicated that day showed the support that we have for the California employees. This is what 'brotherhood' is all about, taking the meaning of the word one step beyond."

Intl. Rep. Steve Eames, who has been assigned to service the new unit in California, has also organized informational picket lines to draw attention to the employees' dissatisfaction with Day & Zimmermann on the West Coast. Eames says the employees are mostly concerned with "eroding benefits and salaries in an atmosphere of disregard for safety and fear of retribution."

Health care is another big issue. Employees have seen their insurance rates rise from \$80 to \$292 in just three years. In one month alone, the rates rose from \$140 to \$292.

While they have formed picket lines, Eames says they have no plans for a work stoppage. "We just want to get to the table to work out a fair contract."

That's all the new Local 344 members want – a safe place to work and a fair contract. And thanks to the help of Local 13 members on the East Coast, it may not be much longer before they reach their goal. □



Members of Local 146, Edmonton, Alberta, Canada, celebrate an organizing win at Shops Two and Three of Calgary-based Maloney Industries.

L-146 reports organizing win

Two Maloney Industries' shops vote UnionYes!

LOCAL 146 IS 80 members stronger, thanks in part to the organizing efforts of John Heard, John Kibermanis, and Frank Nolan. These Boilermaker organizers led a seven-week campaign at Maloney Industries in Calgary and signed up the new members in two of the Calgary-based shops. Previously represented by the Christian Labour Association of Canada, which is not affiliated with the AFL-CIO, the Maloney employees voted UnionYes! on November 24 at the representation vote ordered by the Alberta Labour Relations Board.

On November 25 and 26, 80 Maloney workers signed up as members of Local 146, Edmonton, Alberta, Canada. They elected Dave Turgeon and Roulston Gosse as shop stewards, and their new bargaining committee began meeting with the company in December.

L-146 Bus. Rep. Nolan reports contract ratification effective December 23 for the new unit, with members receiving a signing bonus. The contract is similar to other Boilermaker fabrication shops in the area, providing a complete medical package,

boot and coverall allowance, the standard holiday/vacation pay package, and 100 percent union shop language. The pressure welder wage rate will be \$23.27 as of August 1998, with an additional \$1 per hour going into an RRSP.

Maloney Industries is a major fabricator of oil and gas-related pressure vessels and equipment and currently employs 165 Boilermakers in their three Calgary shops.

Intl. Vice Pres. Rick Albright welcomes the new Maloney employees to Local 146, which will be celebrating its 50th anniversary in 1998. Albright said Local 146 has "an extremely promising future with billions of dollars of new construction work on the Alberta horizon." He looks forward to more success stories from Local 146 due to their obvious dedication to organizing.

"Under the leadership of Business Manager/Secretary-Treasurer John Rowe, Local 146 has developed an organizing and marketing strategy that achieves," said Albright. "To be successful in organizing, you have to have an appetite for it, and Lodge 146 does." □

Local Lodge 549 earns 'Union City Builder' award

Contra Costa Building & Construction Trades Council honors Boilermakers for organizing efforts

LOCAL 549, PITTSBURG, Calif., has received the "Union City Builder" award from the Contra Costa Building & Construction Trades Council for helping to build a future for working people by organizing new workers into the union. Local 549 BM-ST Fred Fields sent the award to Intl. Pres. Charles W. Jones stating that the award rightfully belongs to the International union.

"This award was received for a successful *Fight Back* campaign against Timec at the Tosco Refinery in Martinez, Calif., in February 1996," he said. "On behalf of Boilermakers Local Lodge No. 549, I would like to take this opportunity to thank you for assigning Gary Evenson to take the lead in our *Fight Back* campaign against Timec and our upcoming campaign against PDM. Without a doubt, the *Fight Back* program has been, and continues to be, our most effective weapon in combating the enemy."

As reported in the Summer 1996 issue of the *Boilermaker Fight Back*

Organizer, several members of the Boilermakers, Laborers, and UA Steamfitters union hired on with Timec in an effort to organize workers at the Tosco Refinery in Martinez, Calif.

Problems arose when the members tried to handbill at the construction gates used by Timec employees. Threats, unlawful surveillance, and refusal to let handbillers report to work resulted in the Boilermakers union filing charges against Timec.

Before the case came before an administrative law judge, Timec signed a settlement agreement, and the union dropped its charges in exchange for payment to those workers not hired because of union affiliation or laid off for refusing to cross picket lines.

Thanks to the organizing efforts of the Boilermakers union, employees at this facility can now join the union of their choice without fear of employer discrimination. □

Avondale defies order to negotiate

SOME NUTS ARE JUST PLAIN HARD to crack. Four years after workers at Avondale Industries voted for union representation, CEO Al Bossier is still fighting the union — despite an NLRB ruling that his actions are illegal.

Bossier's tenure at Avondale has been problematic since he took over the company in 1987. The year before, a district court judge found him guilty of "impermissible intimidation" in his efforts to take over the shipyard. The next year, he succeeded, but the company's progress has been anything but easy since then.

Avondale loses OSHA Star status for excessive workplace fatalities

AT ONE TIME, Avondale was a paragon of workplace safety. Their safety record was so good, in fact, that OSHA granted them its highly sought-after Star designation, which allows companies to do much of their own regulation.

That designation was revoked in 1993, after a series of workplace fatalities brought to light the company's indifference to the welfare of its employees.

That same year, a strong majority of Avondale workers voted for representation by the New Orleans Metal Trades Council. Bossier was unimpressed by the overwhelming show of support for a union in his shipyard. He immediately challenged enough ballots to stall contract negotiations until the National Labor Relations Board (NLRB) ruled.

In 1995, they did so, ordering the ballots counted. But Bossier was adamant. He appealed to Washington to have their decision revoked. In 1996, the NLRB General Counsel asked for "extraordinary measures" against Avondale following a year-long trial over numerous illegal firings and discrimination against workers who supported the union.

Finally, in October 1997, the NLRB ruled that the Metal Trades Council was

the legally elected representative of the workers at Avondale. The Board's order, signed by Chairman William Gould, directs Avondale to "cease and desist" its illegal behavior, to furnish information legally requested by the union last May, and to post a notice indicating the company's compliance.

Bossier refused to cooperate, and immediately filed suit in federal court to have the NLRB ruling overturned.

Avondale uses foreign contract labor in effort to bust union

AVONDALE BEGAN USING foreign contract labor in an attempt to sidestep the legally-elected union in 1996. Quick action by the Metal Trades Council and Boilermaker Director of Shipbuilding Ande Abbott managed to slow down this practice.

Abbott was able to convince the Department of Labor to tighten their control over how companies get permission to use foreign labor. Avondale continues to explore this method of union-busting, though. Firing of workers supporting the union continues. Recently, Betty Dumas, a mother of three, was fired after she wrote a letter to Bossier, upbraiding him for calling Avondale "a nonunion company."

The Boilermakers union played a significant role in Avondale's original organizing campaign, focusing on such issues as wages, safety, and pension benefits. David Bunch, now assistant director of organizing, Mike Wilson, now an Intl. representative, and Jim Layton, now deceased, were instrumental in getting the workers to organize.

Safety continues to be an important issue. Since the 1993 election, four workers have died in shipyard accidents.

The company derives more than 90 percent of its income from contracts to build ships for the U.S. Navy. □



Boilermakers and other Avondale workers picketed the annual Avondale stockholders meeting (right) and the International Work Boat Show in New Orleans (above). The New Orleans Metal Trades Council rented a booth at the boat show so they could explain the problems at Avondale to shipbuilding vendors. When a large group of workers attempted to enter the convention hall, the promoters closed the show early.



Launch accident injures dozens

Avondale accident draws attention to company's abysmal safety record

A CHAMPAGNE BOTTLE wasn't the only thing that was broken at the launching of the Coast Guard's new ice-breaker the U.S.S. *Healy*. When the ship slipped into the water, it splashed a wall of water and debris into the viewing stands, sending 12 people to the hospital. At least 15 others were treated for their injuries at the scene but were not hospitalized.

The launching accident was the first of its kind, said a spokesperson for Avondale Industries. But Avondale has been plagued by accidents for years.

Thirty workers have died at the shipyard, and health and safety problems continue to threaten the lives of workers.

A 1996 report by the Government Accounting Office, the research arm of Congress, listed Avondale as one of many companies which continue to receive federal contracts despite having been cited by OSHA for serious violations of safety regulations.

As recently as August 1997, the National Institute for Occupational Safety and Health (NIOSH) conducted a site visit to evaluate health hazards caused by welding fumes. They determined that the site had a ventilation problem, with high levels of lead and arsenic in the shot house. □

FAQ: Common Arc Frequently Asked Questions

by John Erickson, Common Arc Executive Director

THE COMMON ARC WELDER Certification Program provides precertification with multiple contractors for specific processes, eliminating the need for retesting at each new job. It is working and working well, saving the Boilermaker-services construction industry millions of dollars each year, and making Boilermakers a more competitive craft.

In less than ten years, Common Arc has grown to over 6,600 welders and 170 participating contractors. The typical welder has current certification with 10.2 contractors in two or more processes. Since the typical Boilermaker works for more than one contractor a year, the Common Arc office is processing as many as 500,000 welder qualification updates a year.

Managing all this data has resulted in considerable change to the database since Common Arc began in 1988. We will continue to strive to make it more accessible to the contractors, local unions, and Boilermakers who rely on it.

The Common Arc Responsibilities booklet explains the responsibilities of contractors, owners, local unions, and Boilermakers must uphold to keep the program efficient. The questions answered here are ones not covered in the book.

Q: I LEFT A MESSAGE on the Common Arc voice response system but did not get a return phone call. Why?

A: WE INTEND to return every call we receive. To do so, we need your phone number. Common Arc does not maintain a database of welder addresses or phone numbers. When calling Common Arc, be sure to leave your name, social security number, and a return phone number.

Q: A CONTRACTOR TESTED welders on the job site. Common Arc updated the welder, but did not add this contractor to the list. Why?

A: CONTRACTORS PROVIDE Common Arc with two important welder documents: the initial welder certification record and the welder updates. Any participating contractor may update a welder, but the updates are applicable only to the contractors and processes that the welder was currently certified for at the time of the update. In this particular instance, the contractor tested the welder and sent an update for him, but not the original test record. The welder was updated for all contractors he was currently certified with, but the new contractor was not added because the original test record was not submitted. Once this was brought to our attention, Common Arc contacted the contractor, secured the original test record, and added the contractor to the database.

Q: I WELDED in the SMAW process for a contractor and my SMAW was updated, but not my GTAW record. Why?

A: SMAW and GTAW are separate welding processes. Welding in either process will only update the welder for that process. If you are on a job and only do production welding in one process, be sure to ask the contractor to let you do a "nonproduction weld" in the second process before you leave that job so those certifications may stay current as well.

Q: I TESTED for a contractor and was told that this test would update all previous contractors, but Common Arc did not update me for those contracts for whom my certification had expired. Why?

A: YOU CAN ONLY be updated for the contractors and processes in which you are currently certified. Once your certification has expired, you must retest with that contractor or in that process in order to regain certification.

Q: I PASSED a test for a contractor but was never added to the database. Why?

A: THE CONTRACTOR must submit the test results to Common Arc for the welder to be entered into the database. Most of the 170 participating contractors and over 1,000 contractor representatives do a good job of fulfilling their responsibilities in a timely manner. However, a few do not always follow through. Each union steward should check to see that the welder has been updated by the contractor before the welder ends his employment with the contractor. Once the job ends, finding out what happened to the paper work updating welders becomes far more complicated.

Q: WHEN I DIAL into the Common Arc Voice Response System, I can only check one process. I have to call back to check others. Why?

A: WE HAVE ASKED our computer programmers to solve this problem and hope that by the time you read this, you will be able to check your status on all processes with just one phone call.

IF YOU HAVE A QUESTION that is not answered in this article, or if you need verification of your current certification, call or write the Common Arc office: (708) 232-8378; PO Box 190, Geneva IL 60134.

Local 72 meets the challenge of motor replacement at Cascade General

Replaces 43-ton, 8.5 megawatt motor two days ahead of schedule

WHEN THE ENGINE of a new ship built in France kept failing during its first Alaskan summer cruise season, the members of Local 72, Portland, Ore., came to its rescue. Working at Cascade General, they cut a 25-foot by 30-foot hole into the side of the ship and skidded a new motor into position.

The Boilermakers at Cascade General Shipyard in Portland successfully completed a complex main propulsion motor replacement job on the five-month-old diesel-electric cruise ship, *Rhapsody of the Seas*, curing a problem that had plagued the ship since it left the builder's yard in April.

According to a report in the *Marine Digest and Transportation News*, the starboard propulsion motor of the brand new 917-foot cruise ship overheated just 25 miles into its delivery voyage from the Chantiers de l'Atlantique shipyard in St. Nazaire, France. The ship had to turn around and spend another week at the yard where engineers and technicians discovered that some of the coils on the motor had burned out. With slightly reduced power, the ship sailed again for New York, but again the motor experi-

enced problems. Repairs were made in New York, which reduced output on the starboard motor to 50 percent of power.

Even though the ship's speed had been reduced, it was still able to maintain its schedule. After a pair of two-day promotional cruises in New York, it left for Miami for more promotional work and then began its regular commercial service on time with a Panama Canal positioning cruise May 19.

As soon as it arrived on the West Coast, it began its summer Alaskan cruise season, carrying more than 2,000 passengers each week. But by August, the motor began to act up again. While repairs were once again made, a more permanent solution was needed.

The ship completed its scheduled Alaskan summer cruises, but two Hawaiian cruises were canceled in September to free up three weeks of time for the tricky motor replacement. A 43-ton replacement motor was transported from France to Portland and the Boilermakers of Local 72 were put to work. They had three weeks to replace the motor, which required cutting a hole in the side of the five-month old ship's hull. Not to worry, though. The Boilermakers not only got the ship up and running, but they did it two days ahead of schedule! Way to go Local 72! □



Members of Local 72, Portland, Ore., at Cascade General, work carefully to place a 43-ton, 8.5 megawatt replacement motor through a 25-foot by 30-foot hole cut into the side of the *Rhapsody of the Seas*' hull. Once inside, it was skidded into position. Photo by J. M. Schif fhauser, ©1997.

Locals 104 and 568 team up at Todd Shipyards in Washington

First of three ferries completed for Washington state system

BOILERMAKERS ARE DOING it again, this time in Seattle, Wash., with the completion of the first of three Jumbo Mark II Class ferries at Todd Pacific Shipyards Corp. for the Washington State Ferries system. Local 104 Vice President Larry Knapp reports that over 600 Boilermakers have worked on this project so far, with a peak of 300 members working at one time in the fabrication shop, on the ship ways, and outfitting the *MV Tacoma*, the first of the three ferries to be completed. The *MV Wenatchee* and the *MV Puyallup* are currently under construction and scheduled for completion in March of 1998 and 1999.

Boilermakers from Locals 104, Seattle, and Local 568, Tacoma, got to show off their welding expertise with this new Jumbo Mark II Class design, which requires buoyancy tanks to be welded onto each corner of the ferry prior to launching. Due to the design of the ferry's "very fine" hulls that call for sharp, crisp lines instead of the more traditional wide, flat designs, front buoyancy tanks are attached to prevent the vessel's hull from diving straight down into the water during launch, and rear tanks are attached to keep the stern from dropping too far into the water. Although this technique is not common in shipbuilding, it was necessary at Todd due to the shape of the waterway into which the ferries are launched.

According to an article in the *Marine Digest and Transportation News*, the

Jumbo Mark II Class ferries, with computer-designed engineering, sport a number of improvements over the existing Jumbo Class ferries and mark the first time the ferry system has moved away from manual-based engineering. The computer assisted design (CAD) system allows for a faster total design process and heightens design creativity, which allowed the engineers to test and refine the basic hull and propeller design of the *Tacoma*.

The *Tacoma*, the world's fastest and largest double-ended passenger/vehicle ferry in the world, can transport 2,500 passengers and 218 cars. It is 460-feet, two-inches in length and utilizes four 6,000-horsepower diesel engines, which allows for reserve power in the case of malfunction of any one of the engines. Even with one engine out of service, the ferry will be able to maintain its service speed of 18 knots.

Todd Shipyard has invested more than \$10 million in shipyard improvements in the past several years to upgrade their facilities (half of that dedicated specifically to the Jumbo Mark II ferry construction), which includes a yard-wide computer network, a new engineering office outfitted with 60 CAD workstations, shop upgrades, and the installation of a machinery module shop.

The Washington State Ferries is part of the State Department of Transportation, providing service across the Puget Sound and adjacent water from Tacoma, Wash., to Sidney, B.C., transporting 24 million passengers and 11 million vehicles per year. □



The *MV Tacoma* is the first in a series of three Jumbo Mark II Class ferries to be completed at Todd Pacific Shipyards Corp. for the Washington State Ferries system. Over 600 boilermakers have worked on this project so far, utilizing members from L-104, Seattle, Wash., and L-568 in Tacoma. Photo by Les Morton of Todd Pacific Shipyards Corp.

With the help of Local 693, Ingalls expands in commercial market

Shipbuilding company signs agreement to build as many as 17 supply vessels for Louisiana firm; Navy adds work at Ingalls

A CONTRACT FOR TEN 240-foot deepwater offshore supply vessels, with an option to build seven more, and a likely Navy contract of more than \$2 billion by 2001, means steady work for the members of Local 693, Pascagoula, Miss.

Employed by Ingalls Shipbuilding, which has a long history in the commercial shipbuilding and offshore oil business, the Boilermakers began work in June on the new generation of deepwater supply vessels.

The vessels have a deadweight cargo capacity that exceeds 3,000 tons and will be used mainly to transport consumable goods such as drilling pipe, liquid mud, food, and water to and from drilling rigs, production platforms, and construction barges.

Ingalls signed the agreement with Edison Chouest Offshore of Galliano, La., a leader in the commercial ship chartering industry. Ingalls is also discussing additional engineering, construction, and outfitting services. Dr. Laney Chouest, senior vice president of Edison Chouest Offshore said, "We look forward to teaming with a world class shipbuilder like Ingalls, not only in building these deepwater supply vessels, but also perhaps in the design and construction of a series of smaller (2,000 ton deadweight cargo capacity) general purpose supply vessels as well."

Ingalls employs around 9,500 workers and had planned to reduce their workforce to 8,500 by the end of 1997. "This

contract will help reduce the near-term impact of previously announced workforce reductions at Ingalls," said Ingalls Pres. Jerry St. Pe, "providing work for our skilled shipbuilding craftsmen as well as our highly capable team of engineering and support professionals."

Navy adding work at Ingalls

INGALLS IS ALSO likely to receive more than \$2 billion in unexpected Navy work by 2001, according to Defense Secretary William Cohen. Ingalls had originally lost the competition to build the new generation of Navy amphibious assault ships to a team (Avondale, Bath Iron Works, and General Dynamics Corp.) led by Avondale Industries Inc. of New Orleans, a company that has refused to recognize the Boilermakers as the collective bargaining representative.

According to a report published in the *Bloomberg News*, the Defense Department will support the addition of money to its budget for the fiscal year starting Oct. 1 so the Navy can order four destroyers in 1998, rather than three, and will add money for a previously unscheduled destroyer in 2001. Senator Trent Lott (R-Mass.) said he understands that "the additional destroyers will be constructed at Ingalls."

The LPD-17 class ships will carry Marines, helicopters, and air-cushion landing craft to invasion beaches, and the cost could reach \$9 billion if all 12 of the 677-foot ships are built.

Ingalls, which built 17 offshore drilling rigs in the 1980s, recently completed an order for 40 inland waterway hopper barges. □

Good Jobs

ALLACROSS THE UNITED STATES AND CANADA, members of the Boilermakers for their job performance. Whether it be their high level of craftsmanship, keen sense of a job through to the end, Boilermakers are gaining recognition as the elite craftsmen of the craft that gets the job done right, the first time, safely, and on or before schedule. Here are some samples of notices the International union has received about our members.

L-7 members set high outage standards

WE WOULD LIKE to thank the Boilermakers who participated in the May 1997 outage at New York State Electric & Gas – Kintigh Station (members of Local 7, Buffalo, N.Y.). Both Babcock & Wilcox Construction Company's supervision and safety personnel were highly complimentary of the manner in which the Boilermakers transacted their business and executed their assignments. Your foreman's and craftsmen's cooperation directly affected the timely completion of the project, thereby reducing cost to the customer. The steward enforced starting and quitting times and other project rules, while maintaining a harmonious working environment. The safety effort was commendable even though we failed to accomplish a 100 percent non-reportable accident-free job due to falling debris.

If all projects could be completed in this manner, the threat of nonunion competition would be greatly diminished.

The Boilermaker craftsmen have set a high standard during this past outage. I

trust they will continue to serve our mutual customers in the future. Thanks again to all for a job well done.

RICHARD KUNZ, const. mgr.
Babcock & Wilcox Const. Co., Inc.

L-13 delivers 'can do spirit' for Nooter

NOOTER Construction is pleased to inform your organization of the successful boiler outage we recently completed in the Local 13 Boilermaker district for PECO Energy at the Eddystone Generating Station, Unit #1.

The work scope included the replacement of 448 tubes ranging in length from 20 to 45 feet; 981 tube cuts, bevels, fitups, and heliarc welds; the installation of 2,651 tube tieback supports; and the replacement of 2,150 square feet of boiler casing, 4,500 square feet of boiler insulation, 586 mechanical dust collector spinner assemblies, and 64 fan-welded wear plates on two fans (including final balancing).

We worked two ten-hour shifts, six days per week during the 29-day outage and completed two shifts ahead of schedule. At

peak we had 60 boilermakers per shift and completed all work, including scope additions, within PECO's targeted budget with zero recordable accidents and zero lost-time accidents.

Nooter Construction was awarded this work under a lump-sum contract, with unit pricing for designated work scopes and a bonus/penalty clause based on meeting a schedule hydro date. Our portion of the total outage work scope was the critical path and constituted the largest volume of work. In the past, this planned amount of work usually required a six to seven-week outage. For PECO to survive in the new, deregulated energy marketplace, they had to improve and streamline their operations. Collectively, the boilermakers, PECO, and Nooter beat the schedule and budget that initially was considered very aggressive.

In performing this work, other major obstacles were encountered. Contract negotiations were drawn out and we lost one week of our much-needed pre-outage setup and planning time. Also, the local area was very busy at other places during this time and supplying boilermaker man-

power, especially certified, heliarc welders, was very difficult. The effort made by the Local 13 staff to overcome this problem, greatly contributed to the successful completion of this project.

To summarize, together we completed a difficult job safely. We had a very satisfied client. High standard of quality work was maintained and we beat the schedule in addition to bringing the project in under budget.

Nooter Construction and PECO Energy needed and got the "Can Do Spirit" from Local 13 on this job. Thank you for a job well done.

DUANER, DeWITT, project mgr.
Nooter Const. Co.

Hunter commends L-374 for dedication, professionalism

ONCE AGAIN, on behalf of Hunter Corporation, I extend to you and your membership (Local 374, Hammond, Ind.) my sincere appreciation for the dedication and professionalism displayed throughout the vessel suspension system project at Inland Steel Company.

This and the preceding project were of historic significance in that they were the first performed in the United States. Without the total commitment and expertise of your members, the project would not have been completed with zero recordable injuries, ahead of schedule, and under budget.

I would be remiss in not singling out the key team members who made this happen — Ray Scheulin, Charlie Casey, Al Boren, Roy Brosseam, Bob Crider, Paul Bocian, and Les Meadows.

This project necessitated intense pre-planning due to the adverse working conditions and environment, such as:

- Normal ambient heat working in an operating steel producing environment
- Excessive heat of 400 degrees during pre-heat process
- Extensive amounts and sizes of required welds
- Very confined and tight work areas
- 12-hour shifts, seven days a week, for 27 and one-half days
- Using over 15,000 pounds of weld rod.

Despite the above, I am proud to report that we experienced an absentee and "drag up" rate of less than two percent. Moreover, we achieved a zero weld rejection rate.

To bring such satisfying closure to this project can only be indicative of the proactive accomplishments and efforts of L-374, its officers, and members.

This equates to true partnership between the union members and union contractor. I applaud your members for a job well done.

W. W. SEGLET, field oper. mgr.
Hunter Corporation

Local 693 completes successful sea trial

Continued from page 1

when he served in the Navy, but the technological advancements are amazing.

"In the 20 years since I've worked at the yard, shipbuilding technology has advanced by at least 100 years," said Abbott.

Local 693 BM-ST Fairley can attest to that. He says the *USS McFaul* is capable of conducting simultaneous operations in multi-threat environments that include air, surface, and subsurface targets.

The Aegis destroyer is considered the "workhorse" of the Navy's surface fleet and represents the organization and hard work of the Ingalls team. The *USS McFaul* (DDG 74), named after Chief Engineman Donald L. McFaul, who disregarded his personal safety to save the life of his comrade during the U.S. invasion of Panama, is Ingalls' 11th Aegis guided missile destroyer and the seventh Ingalls-built ship to complete the Combined Alpha/Bravo (COAB) sea trials, which saves more than a million dollars in the construction of each Ingalls-built DDG.

Members of Local 693 participated in the sea trials. On the *USS McFaul*, they completed Standard Missile-2 engagement, fired over 20 rounds from the five-inch guns, tested the combat systems suite, and conducted a successful engineering full-power trial. According to Pat Keene, vice president of operations and engineering at Ingalls, the tasks were all performed without a flaw.

The 505-foot, 8,950-ton ship will operate with aircraft carriers and battle groups in



ON BOARD TO WITNESS the sea trial of the *USS McFaul* are (l. to r.) Southeast Area IVP Newton Jones, Den Knecht, vice president of public and industrial relations for Ingalls Shipbuilding; Bridget Powell-Martin, International Rep. Dennis King; Local 693 BM-ST Warren Fairley Jr.; and Director of the Shipbuilding and Marine Division Ande Abbott.

high-threat environments and will also provide essential escort capabilities to Navy and Marine Corps amphibious forces and auxiliary ships. It will be operated by a crew of approximately 340 officers and crew members. Ingalls has six more Aegis destroyers under contract, and

they are rapidly expanding into the commercial market, using modular techniques to build the vessels and advanced computer technology for ship design and construction. L-693 has represented Boilermaker members working at Ingalls since 1940. □

Job!

Boilermakers union are earning praise for their sense of safety, or ability to see the needs of industrial construction, and their discipline. Here are just a few

L-687 earns kudos for safety, skill, and attitude

THIS IS TO CONFIRM what we have been telling everyone – “We have just completed a very successful job at SCE&G’s Wateree, S.C., plant using the boilermakers from Local 687.” This is substantiated by the performance on site by no recordable accidents, a 0.97 percent weld reject rate, and no leaks on the hydro.

It can be attributed to the attitude of the men supplied by Local 687. They came with the intention of making the job a success and to prove that union boilermakers could be competitive in South Carolina. Their purpose never changed, even though there were numerous opportunities due to changes in scope, fabrication errors, and extremely late delivery of critical materials.

Everyone from B & W Construction Company who was involved with this project wants to thank the men from Local 687 for a very good job. We have been awarded the work on Unit No 2 at Wateree scheduled for February 1998.

PEETE DYAL, const. mgr.
Babcock & Wilcox

ABB thanks L-30 for a job well done

WE COMPLETED A12-day outage at Weyerhaeuser Paper’s Plymouth Mill this month which went extremely well, and I recommend Local 30 for the “Can Do Award,” based on the following:

- **Production** – The Boilermakers performed at a maximum production level in extreme temperature, with heat indexes of 112 degrees for most of the outage in dirty conditions
- **Quality Work** – No need for rework, the work was done right the first time
- **Safety** – Worked approximately 12,000 man-hours with zero accidents
- **Schedule** – Missed original hydro schedule by five hours but performed one-third more work scope than scheduled
- **Customer Satisfaction** – The customer was very happy with the outage and ABB was awarded the next outage scheduled in September.

Thanks, Local 30, for a job well done.
J. C. CLARK, dist. mgr.
ABB, Inc.

IVP Rogers joins Murphy Co. in praising Local 27

MY OFFICE RECENTLY received a telephone call from Gary Schumacher, president of Murphy Company Mechanical Contractors & Engineers, Inc., commending the Local 27 Boilermakers who worked at the Doe Run job site in Herculaneum, Mo. Mr. Schumacher was elated with the cooperation he received.

Although I’m not surprised to hear that Lodge 27 performed this job with no accidents, on time, and under budget, I am pleased to hear about the harmony displayed on this job with a mixture of NTL and local boilermakers.

Not often enough do good deeds receive proper commendation and my hat is off to the members and staff of Lodge 27 for an excellent performance.

Keep up the good work!
GEORGE D. ROGERS
Intl. Vice President

CTS congratulates Local 79 on safety

THE MANAGEMENT at Construction & Turnaround Services (CTS) would like to take this opportunity to congratulate Local 79 on the safety performance of the boilermakers during CTS’s recently completed project in Lake Charles.

Local 79 boilermakers worked with CTS on these projects without a recordable injury. The boilermakers worked approximately 40,000 man-hours on these projects. The boilermakers’ quality workmanship and productivity was also very good. The management at Venco and Conoco were also pleased with the performance of the boilermakers. Both clients have stated that CTS will be back, which is the ultimate compliment that we can receive.

We look forward to working with Local 79 in the near future.

CLAYTON HUGHES, sr. mgr.
Construction & Turnaround Services

Nooter and Local 13 complete 150,000 accident-free hours

NOOTER Construction Company’s Philadelphia office recently completed the ISO reactor crude unit and the FCC unit turnaround at the Tosco’s Marcus Hook Pennsylvania refinery. The FCC is the heart of the refining process, trusted only to the specialized contractor capable of successfully executing the critical, fast track, labor intensive work. We were required to have 150 to 200 men per shift, six days a week, working around the clock for a 30-day period.

Prior to the start of this project, the refinery had been closed for approximately one year. Among the factors contributing to this safe and successful project was the commitment of the Nooter Construction Company to employee training and safety screening. Also, the commitment of the project management team and the local craftsmen (members of Boilermakers Local 13, Philadelphia, Pa.) brought this project to a successful completion.

The work consisted of the following:

- FCC Unit**
 - Replacement to riser, including new support system

Corning/Rust name NTL members crew of the month



Industrial Alloy Fabricators Crew of the Month – August 1997. Kneeling, l. to r. Foreman Robert M. Bryant, William Bugg, and Willie Joyner. Standing, l. to r., Lee Clark, Billy May, Ralph Prescott, and John Evans. Not pictured is Mack Hamilton Sr.

The Corning/Rust Constructors Project Team honor NTL Boilermakers with ‘Crew of the Month’ award

MEMBERS OF THE National Transient Lodge working for Industrial Alloy Fabricators at Corning Concord in Concord, N. C., have been named “crew of the month” by the Corning/Rust Constructors Project Team for their erection work in August 1997. Foreman Robert Bryant submitted this photo, noting that “Rust management noticed how safely and professionally the Boilermakers do their job.”

- Removal and replacement of door sheet in the top head of reactor
- Replacement of the internal riser, along with the cyclones and hanger system
- Installation of a new anti-cooking baffle
- Installation of a new internal steam line
- New support for the overhead vapor line
- Heater total tube replacement
- Various tower and drum inspections and repairs
- Thirty exchangers removed and replaced
- Various piping modifications

Crude Unit

- Various piping modifications, including the transfer line
- Heater tube replacement
- Exchanger removal and installation
- Various tower and drum inspections and repairs
- Vacuum tower inconel shingle cladding removal and replacement

ISO Reactor

- Two reactors worked simultaneously to remove, revise, and replace all trays and tray rings
- Replacement of the screens and all material purchases.

The total man-hours for this project was 150,000 with zero accidents. Once again, this shows that the Nooter Construction Company and the local craftsmen, when teamed together, have a reputation as leaders in FCC unit turnarounds with the skill necessary to complete critical repairs in a safe and timely fashion.

JAMES WOODWARD, proj. mgr.
Nooter Const. Co.

International Paper recognizes L-69 for productivity, safety

INTERNATIONAL Paper Company’s Camden, Ark., facility contracted with ABB-CE Services to perform a major rebuild of its number one recovery boiler. The work scope included replacement of roof tubes, upper sidewalls, rear arch, all superheaters, screens, upper headers, and risers. The original schedule of 24 and one-half days was aggressively reduced by one day to meet production requirements.

Outage work started on July 14 at 7:00 a.m. and the unit was released back for hydro on August 4 at 4:00 a.m., a full 39 hours ahead of schedule. Over 40,000 man-hours were worked without any off-site medical treatment required.

International Paper Co. recognizes Boilermaker Local 69 for a productive, safe, and quality job.

GEORGE CARROLL
International Paper

International Paper impressed by L-110

I WOULD LIKE to thank you (members of Local 110, Hattiesburg, Miss.) for the excellent craftsmanship labor that was supplied to ABB-CE on our recovery boiler rebuild job. It has been a long time since I have seen a job of this size go so well. Your people were self-directed, well skilled, and gave the job a sense of urgency that is required when our only recovery boiler is down. They did all of this with minimum supervision. We made close to 1,000 pressure part welds with only a 2.3 percent reject rate and got a dry hydro on all these welds the first time. The only negative item for the entire job was the Safety Total Incident Rate. We want everyone to leave work just like they came.

Please convey to your folks THANKS for a top-notch job.

TONY HOWARD, pwt. mgr.
International Paper

CORRECTION

A PHOTO CAPTION in the Nov. 1997 *Reporter* incorrectly placed Lodge 687, in the wrong location. Lodge 687 is headquartered in Charleston Heights, S.C. Their excellent work for B&W at the South Carolina Electric & Gas (SCE&G) Wateree facility earned them an award from the contractor and the customer.

Best of all, it got the attention of other owners, leading to future work in plants that the S.C. members haven’t worked in for 20 years. One good job deserves another. Way to go, Boilermakers!

Sexual harassment violates the basic principles of unionism – human rights and solidarity

You can protect the fundamental principles of the trade union movement by eliminating sexual harassment from the workplace

Sources include Robert L. Dameron, of the law offices of Blake & Uhlrig, P.A.; the United Auto Workers Union; the Communications Workers of America; and the United Steelworkers of America.

SEXUAL HARASSMENT is illegal. It is an attack on the dignity of its victim. It creates feelings of uneasiness, humiliation, and discomfort and is a serious obstacle to the achievement of full employment opportunities for all workers. Sexual harassment is an expression of perceived power and superiority by the harasser over another person and strikes at the very heart of the trade union movement – human rights and solidarity. The International Brotherhood of Boilermakers and Boilermaker employers are committed to the elimination of sexual harassment in the workplace.

Each year, thousands of workers are sexually harassed on the job. In many cases it is a manager who is the harasser, but there are situations where the harasser is a coworker.

Often the victim is afraid to speak up and feels powerless to do anything about the situation. Sometimes the harasser may be a coworker who has simply failed to recognize how objectionable his or her actions, words, or working environment can be to a coworker. The harassment may be unintentional, but it is still unlawful and can create a hostile and abusive working environment for the victim.

Sexual harassment can take many forms. Even though it has gotten a lot of attention lately, many people do not know what constitutes such behavior. The Equal Employment Opportunity Commission (EEOC), the federal organization that handles job discrimination cases, has released guidelines to help clear up the confusion about sexual harassment.

The EEOC defines sexual harassment as “unwelcome sexual advances, requests for sexual favors, [and] other verbal or physical conduct of a sexual nature” when three conditions exist. The first condition occurs when a potential employee must submit to any or all of the above in order to get a job. An example of this is given in an AFL-CIO publication on sexual harassment: when a woman meets a foreman at a job site, looking for work, and he tells her, “Hey listen, if you want a job here I can get you one . . . but you’ll have to be real friendly to me.”

The second condition refers to a situation where employment decisions are based on whether the individual submits to or rejects the aforementioned behavior. For example, a supervisor asks out a female employee who is up for a promotion. After she turns him down, he becomes upset and spreads lies and rumors about her abilities and work habits. As a result, the position goes to another employee.

The third condition is the only one that involves worker-to-worker harassment. According to the EEOC guidelines, this

occurs when a worker can’t do her job properly because of another employee’s conduct, and “an intimidating, hostile, or offensive work environment” results. When a coworker feels intimidated, maybe even frightened, by comments or behavior directed towards her, she is being sexually harassed.

If someone accuses you of sexual harassment, take a long look at your behavior and language towards that individual. Even if you don’t think it’s offensive, someone else might. If you don’t change your behavior, both you and the International may be subject to a lawsuit, and, if found guilty, substantial fines. The only choice you have is to change the offensive behavior.

If you think you’re being harassed, tell the employee to leave you alone. If the person continues, talk to your shop steward and foreman, or an official in your local, and tell them that you want the harassment stopped. If these actions don’t produce any results, you have the right to file a formal complaint with your employer or union. □

Are you a harasser or a victim?

EVERYONE OF US MUST be sensitive to the impact actions and words may have on coworkers. All workers have a right to be free from sexual harassment and everyone has the responsibility to be sensitive to the fact that a hostile environment may be created for some employ-

ees by conduct that is considered harmless horseplay by others. Important guidelines include:

- Pay attention to how others respond to what you do and say.
- Don’t assume that your employees or coworkers enjoy comments about their appearance, hearing sexually oriented jokes or comments, being touched, stared at, or propositioned.
- Think about the impact of what you do and say on another person’s attitudes toward work, job performance, and self-esteem.
- Talk to your spouse, family members, or close friends about experiences they might have had with sexual harassment. As people describe the vulnerability, powerlessness, or anger they experienced as victims, relate those feelings to experiences you or your employees and coworkers may have had.
- Regardless of what your position is do not assume that individuals in your workplace will tell you if they are offended – or harassed – by what you say or do. Remember, they may be “smiling on the outside, but cringing on the inside.”
- Remember that sexual harassment is against the law. The harasser may, in some circumstances, be found individually liable for damages flowing from the illegal conduct.
- Remember that sexual harassment can lead to discipline or discharge of the offender. Employers are committed to a zero tolerance policy on sexual harassment. Employees who engage in harassment of coworkers may find themselves unemployed and unemployable at the trade.

How to stop being a victim

MAKE IT CLEAR that the comments and conduct are not welcomed. Remember the three don’ts – don’t blame yourself, don’t delay taking action to stop it, and don’t keep it to yourself.

Use a calm, controlled voice and tell the harasser to stop. Summon aid if necessary. Tell the harasser the behavior is unwelcome and it should stop. If it doesn’t, tell the harasser you refuse to be intimidated and will take the appropri-

What is sexual harassment?

SEXUAL HARASSMENT can take many forms. Essentially, sexual harassment is unwanted sexual attention or abuse directed at a worker because of his or her sex. The Equal Employment Opportunity Commission (EEOC) has issued a more complete definition in its guidelines on this problem. The EEOC definition points out that sexual harassment can be verbal abuse as well as unwanted physical contact.

Sexual harassment has been defined to include, at a minimum, such conduct as:

1. Unwelcome sexual advances
2. Requests for sexual favors
3. Sexually motivated physical conduct
4. Other verbal or physical conduct of a sexual nature, when
 - a. submission to that conduct is made a term or condition of an individual’s employment
 - b. submission to that conduct is used as a factor affecting an individual’s employment
 - c. the conduct has the purpose or effect of substantially interfering with an individual’s employment, or
 - d. the conduct has the purpose or effect of creating an intimidating, hostile, or offensive employment environment.

The courts have recognized two basic types of sexual harassment.

1. **Quid pro quo** – This type occurs when an individual explicitly or implicitly conditions a job, job benefit, or the absence of a job detriment, upon the employee’s acceptance of sexual conduct. For example, unlawful sexual harassment occurs when a foreman or other supervisor conditions an employee’s having sex in exchange for, e.g., an easier job assignment or an agreement not to terminate or lay off the particular employee.
2. **Hostile work environment** – This type is conduct that has the purpose or effect of creating an intimidating, hostile, or offensive working environment. Each case will turn on its own facts. Basically, to prove a case of a hostile work environment sexual harassment, the complaining employee must show:
 - a. she was subject to unwelcome sexual harassment
 - b. the harassment was based on sex
 - c. the harassment affected a term, condition, or privilege of employment, and
 - d. the employer knew or should have known of the harassment and failed to take proper remedial action.

ate action to report their behavior. Name and criticize the behavior, not the person, and tell them exactly what you want them to do – “That remark was really ugly. Don’t say that again.”

You may have to repeat yourself until the person stops the behavior and takes your request seriously. If they don’t stop, talk to your steward, union representative, or supervisor. If the harasser is your supervisor, then talk to the harasser’s supervisor.

Write a letter to the harasser and include a description of the unwelcome behavior, the time the behavior occurred, the fact that you want it stopped, a warning that if it doesn’t stop you will take further action. Date and sign the letter and give it to the harasser in front of a witness.

The main weapon against sexual harassment is communication. Make it clear the comments and conduct are not welcome. □

Sexual harassment may take many forms

ACTIVITY THAT CREATES a hostile or offensive environment for one sex in the workplace is against the law. Sexual behavior directed at a woman raises the inference that the harassment is based on her sex. However, the harassment need not necessarily be sexual in nature. If only employees of one sex are subjected to a barrage of verbal abuse, taunting, etc., sufficient to create an offensive and hostile environment, this constitutes “sexual harassment.”

Whether particular conduct constitutes sexual harassment depends upon the factual circumstances of each case. Nonetheless, harassing behavior should not be condoned or tolerated. Such behavior may include:

- ▶ Verbal abuse
- ▶ Pressure for sexual activity (subtle or obvious)
- ▶ Whistling at someone, cat calls
- ▶ Making sexual comments about a person’s body
- ▶ Making sexual comments or innuendos
- ▶ Turning work discussions to sexual topics
- ▶ Telling sexual jokes or stories
- ▶ Leering, staring, licking lips
- ▶ Requests or demands for sexual favors accompanied by implied or overt threats concerning one’s job
- ▶ Looking a person up and down (elevator eyes)
- ▶ Blocking a person’s path
- ▶ Following a person
- ▶ Personal gifts, letters
- ▶ Displaying of sexual cartoons, calendars, pictures, toys
- ▶ Making sexual gestures with hands or through body movements
- ▶ Asking about sexual fantasies, preference, or history
- ▶ Asking personal questions about social

or sexual life

- ▶ Making sexual comments about a person’s clothing, anatomy, or looks
- ▶ Repeatedly asking out a person who is not interested
- ▶ Making kissing sounds, howling, and smacking lips
- ▶ Telling lies or spreading rumors about a person’s personal sex life
- ▶ Unwelcome telephone calls
- ▶ Giving a massage around the neck or shoulders
- ▶ Touching the person’s clothing, hair, or body
- ▶ Hanging around the person
- ▶ Hugging, kissing, patting, or stroking
- ▶ Touching or rubbing oneself sexually around another person
- ▶ Standing close or brushing up against a person
- ▶ Physical assault – rape or attempted rape.

Technically, to prove a violation of the law the conduct (of harassment) must be so severe or pervasive that it affects a term or condition of employment. The factors balance against each other; i.e., the more severe the conduct the less pervasive it needs to be to constitute a violation of the law.

Different types of conduct may be combined to create a sufficiently hostile work environment. Incidents of sexual advances, sexual jokes, sexual comments, sexual graffiti, etc. – none of which standing alone are particularly so severe – may, if taken together, constitute a sufficiently hostile environment such that it alters the conditions of the victim’s employment by creating an abusive working environment.

Nonetheless, whether it arises to a violation of the law or not, none of the above conduct should be tolerated.

Honors

Pins awarded for 40+ years of continuous membership

INTL. SECRETARY-TREASURER Jerry Z. Willburn reports the following members earned their pins for 40 or more years of membership, Oct. 1 to Dec. 8, 1997:

60 Years	
Andrew J. Back Sr.	L-105
Harold R. Findley	L-105
55 Years	
William B. Charun	L-359
Joseph E. Hatter	L-105
Russell P. Kissick	L-105
L. L. Nichols	L-105
Harold V. Rogers	L-105
Joseph F. Sheehan	L-105
Michael F. Thornton	L-105
50 Years	
Andrew J. Cislo	L-107
Lawrence V. Crammer	L-83
Vincent P. Cook	L-28
Ernest P. DiChiara	L-28
Joseph A. Drake	L-28
Edwin H. Erickson	L-28
Willie A. Gibbs	L-28
Raymond Hassebroek	L-83
Howard R. Hawkins	L-105
George M. Ketter	L-83
Addison L. Logan	L-83
John T. Malloy	L-105
Michael Murawski	L-28
Francis A. Pignataro	L-28
Edward E. Richardson	L-13
John C. Schwartz	L-7
John W. Troglour	L-28
William E. Walsh	L-7
C. T. Wimmer	L-169
45 Years	
Emile Albert	L-128
Donald W. Bressler	L-105
James L. Brewer	L-105
Andrew J. Bryce	L-169
C. E. Dillon	NLT
Marion E. Farquer	L-105
Lloyd G. Hadley	L-359
William R. Ihrig	L-154
Dale Landvatter	L-107
Leonard C. Long	L-105
Momir Manojlovic	L-128
John Matiets	L-359
James B. Prichard	L-105
Cyril P. Santavy	L-128
John F. Wujs	L-154
40 Years	
J. Akerboom	L-128
Maurice Allard	L-128
Robert O. Asleson	L-359
Andrew J. Back Jr.	L-105
Kort Barth	L-128
Ed Campbell	L-128
Charles E. Cantner	L-154
Harold R. Chadwick	L-128
John M. Connolly	L-154
L. C. Coppens	L-128
Alfred J. Cormier	L-128
Lloyd F. Cornett	L-105
Jerry Cox	L-128
Rene Coyle	L-128
Douglas Dewey	L-128
Raymond J. Dobson	L-7
Joseph G. Garritan	L-154
Joseph P. Gervais	L-242
Robert L. Greene	L-105
Duncan R. Hand	L-128
E. Herrera	L-92
Howard D. Klinger	L-13
Karl Kockler	L-128
Charles S. Lauffer	L-83
Robert J. O'Hanlon	L-28
F. Lochschmidt	L-128
William A. Looker	L-193
Gratien Malenfant	L-128
Leonard Maynard	L-105
Dennis Murphy	L-128
Harold Myers	L-79
Albert S. Oswald	L-128
Stanley J. Purcell	L-128
Marcel A. Rochon	L-128
Harry Rupe	L-69
Paul J. Schriver	L-154
S. Severinac	L-128
Boji Siding	L-128
Raymond Tweedie	L-128
G. Vamos	L-128
Daniel K. Wallace	L-105
Norman D. White	L-242
John C. Young	L-28

Jones meets with members in Ohio

Discusses collective bargaining and Fight Back strategies, local business, leadership, and service

INTL. PRES. CHARLES W. JONES made the most out of a recent trip to northeastern Ohio, by meeting with Boilermakers at the Buckeye Industrial Council and at Local Lodges 900 and 908.

Members of Local 908, Wadsworth, were in the midst of contract negotiations when Jones came to town, so they took advantage of the opportunity to discuss collective bargaining strategies and the *Fight Back* program with the union's top leader. Meeting with Jones were L-908 President Vernon Persons, Vice-Pres. Doug Brigham, Sec.-Treas. Don Brownsword, and committee member Rick Keel.

In Barberton, Local 900's shop committee met with Pres. Jones to review local business and discuss their employer, B & W. When Local 900 was organized in 1956, Pres. Jones was the chief organizer. Participating in the meeting were Representative Ron Lyon, L-900 Pres. Donald Nichols, and committee members D. Bruce, D. Rollins, J. Stiltner, and C. Williams.

Jones also met with the leadership committee of the Buckeye Industrial Council. Founded in 1990, the council represents members of Boilermaker Lodges 106 - Cincinnati; 744 - Cleveland; 908 - Wadsworth; 1073 - Cleveland; 1086 - Cleveland; 1191 - Canton; 1603 - Alliance; 1664 - Maple Heights; 1702 - Canton; and 1704 - Euclid.

Industrial Council Representative Ron Lyon serves on the leadership committee



Intl. Pres. Charles W. Jones (center) discusses collective bargaining strategies with members of Local 908's negotiating committee, l. to r., Don Brownsword, Rick Keel, Doug Brigham, and Vernon Persons.



While in Ohio, Intl. Pres. Jones (2nd from right) meets with the leadership committee of the Buckeye Industrial Council, l. to r., Don Brownsword (L-908); Terry Heiser (L-1191); and Jeff Beitel (L-1073).



Intl. Pres. Charles W. Jones (standing, 2nd from right) meets with Local 900 shop committee members, front row, l. to r., C. Williams, J. Stiltner, and D. Bruce. Back row, l. to r., R. Lyon, D. Nichols, and D. Rollins.

with three elected members: Terry Heiser (L-1191), Jeff Beitel (L-1073), and Don Brownsword (L-908). Jones told the committee that he was pleased with the way the council is meeting the locals'

needs and is proud of the way the council is bringing the locals together to share ideas and information. He looks forward to watching the council grow in the services it provides. □

L-27 promotes unionism at Missouri state fair

SINCE 1990, LOCAL27 has been promoting unionism at the Missouri State Fair in Sedalia, Mo. What started as a joint adventure with Local 83, Kansas City, Mo., has evolved into an annual event with members volunteering their time to man a booth at a fair that hosts crowds of over 500,000 each year.

James Rhiner serves as committee chairman and Local 27 BM-ST Don Link says he does a fantastic job of coordinating the event.

"We have a great time each year talking to the general public regarding unions and the benefits of being unionized," said Link. "We see a lot of retired union members who are proud of their unions and show us their union cards that they still carry with them." □



Promoting unionism at the Missouri State Fair are members of Local 27, St. Louis, Mo., l. to r. BM-ST Don Link, Carroll Parker, Tom Ecker, Danny Green, Jim Rhiner, and Dennis Schroeder.

Chicago Height's L-1252 reclaims championship

IN THE LATE 1970s and all through the 1980s, members of Local 1252, Chicago, Heights, Ill., dominated the Chicago Heights 12-inch softball Industrial League. After a nearly ten-year absence, the Boilermakers took to the field once again and regained their first-place status in the league.

With an average age of 40 years, and with many of the same members who had played on the original team 20 years earlier, the members suffered through a little pain but very little defeat under the guidance of their old manager, Isabel Martinez, a 19-year member of Local 1252. With the assistance of team captains, L-1252 Pres. Eddie Esteras and L-1252 Rec. Sec. Dan Fraley, the team finished their come-back season with nine wins and three losses, taking first place in the league and second place in the district playoffs. □



After a ten-year absence, members of Local 1252 return to the ball field and reclaim their championship status.

'I get these benefits because I'm a member of the Boilermakers'



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PRIVILEGE BENEFITS**

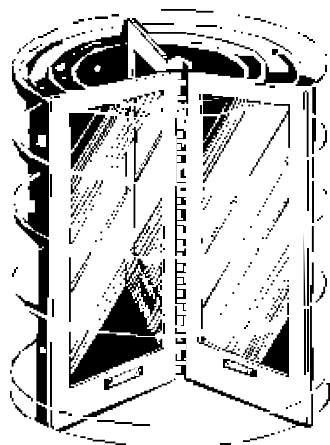
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to mortgage and
real estate savings

for your
parents &
children,
too.

*Even if you're not
looking for a home, you
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Local 27 retirees earn pins, watches, and a good time



L. to r., Don Link, L-27 BM-ST, presents 55-year membership pins to Orval Bosomworth and Joseph Busalacki.

LESS THAN TEN years ago, the members of Local 27, St. Louis, Mo., took up a collection for their retirees to show their appreciation to those who led the way in the boilermaker trade. There was barely

enough funds to provide a buffet and refreshments for the few retirees who could attend that first meeting. But almost a decade later, attendance has grown and so have the funds, with



Don Link, L-27 BM-ST, at right, presents 50-year membership pins to (l. to r.): Oliver Gaillard, Robert Maddux, Harry Siebel, and Ralph Hoch.

nearly 100 retired members attending this year's annual reunion. They not only enjoyed an elaborate meal, but they received commemorative watches and service year pins, too. Through the years,

the members have also received hats and T-shirts and their exchange of stories of on-the-job experiences and the "rebuilding" of boilers and power houses keeps them coming back year after year. □

Local 455's Louis Kenum has seen the light

Retiree uses boilermaking experience to develop lights for furnaces, hoppers, and much more

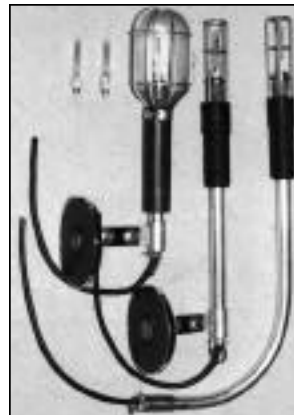
LOUIS B. KENUM, who joined Local 455, Sheffield, Ala., in 1947 and retired in 1986, is using his boilermaking experience to develop lights that, so far, are being used in furnaces in all but three states.

Lou-Ken Lights, Inc. of Trinity, Ala., offers lights that will illuminate a furnace without you ever going inside. The 500 watt bulb will burn 2,000 hours or 54 continuous days, lasting longer than

most outages. You don't have to wait for an electrician, just insert the Lu-light about eight inches into the furnace and plug it into any 110-volt outlet. They weigh less than two pounds and cost less than \$100, as compared to the sodium 400 watt unit that weighs 38 pounds and sells for \$800.

Kenum has also developed a light with a magnetic base for boiler furnaces that also works great in lighting up tanks, duct work, air preheaters, hopper condensers, coal bunkers, coal mills, ships, coal mines, and van trailers. One model features a guard for use where select lighting is preferred but you still need a magnetic base.

Kenum's lights come with helpful suggestions - from initial installation to later use in lighting up back pass stair wells, to installing in ash hoppers so no live cords are in the furnace. For more information, give Lou a call at 1-800-659-1757. □



Lou Kenum, a L-455 retiree living in Trinity, Ala., developed these lights for use in boilers, furnaces, hoppers, and more. So far, they have been used in all but three states.

Local 647's Marvin Koster calls it quits after 45 years

AFTER 45 YEARS, Marvin Koster has decided to retire. Member of Local 647, Minneapolis, Minn., Marv just completed his last job where he received a bonus - he got to end his Boilermaker career working with one of his sons.

Dave Koster, a member of Local 101, Denver, Colo., traveled to Center, N.D., to join his dad on the Minnkota Power Plant job for Foster Wheeler Zack. Another of Marvin's sons, Lonny, is a 24-year Boilermaker and currently serves as vice president of Local 182 in Salt Lake City, Utah. A third son, Dan, also followed in his dad's footsteps, and for a few years was a member of the Boilermakers National Transient Lodge.

At a November 2nd retirement party, Marv talked about his boilermaking days and a few of his buddies even joked about Marv's tube testing over the years. At 65 years of age, Marv was still welding tubes for Foster Wheeler, but he says he won't miss the work as much as he'll miss the men he worked with. Good luck Marv! □

Boilermakers National Health and Welfare Fund adds transplant program to Plan Z for retired members

Trustees announce changes, rate increases, effective Jan. 1, 1998

EFFECTIVE JANUARY 1, 1998, the Boilermakers National Health and Welfare Fund has added a National Transplant Program as part of the benefits to retired members enrolled in Plan Z who do not have Medicare or another group coverage as their primary carrier.

The National Transplant Program provides complete care and assistance to those who must undergo an organ transplant, from the evaluation process through the waiting period, transplant, and the one-year follow-up procedure. The program also offers some of the finest transplant hospitals and physicians around the country.

In addition to the transplant program, the trustees announce the following changes to Plan Z, effective January 1, 1998:

- Lifetime maximum under the Comprehensive Medical Plan increases from \$250,000 to \$500,000 (all previous benefit payments applied to the \$250,000 limit will now be applied to the \$500,000 lifetime maximum)
- Mental health conditions are now subject to the \$500,000 lifetime maximum as stated above and will no longer fall under the \$30,000 lifetime maximum

under the Mental Health/Substance Abuse Program; however, there is a 31-day calendar year limit for inpatient mental health confinements (excluding substance abuse confinements)

• Benefits for air and ground ambulance service under the Comprehensive Medical Plan have been expanded to include separate maximum allowances for ambulance charges other than base rate charges

• Coverage for over-the-counter drugs; i.e., drugs not requiring a physician's prescription (except insulin and diabetic supplies), have been eliminated under the Mail Service Prescription Drug Program.

For the first time in five years, the Board of Trustees found it necessary to increase the self-pay contribution rates for Plan Z coverage. The new monthly rates, effective January 1, 1998, are as follows:

Single coverage: \$74 - if you are eligible for Medicare; \$130 - if you are not eligible for Medicare.

Family coverage (two or more family members): \$148 - if two or more family members are eligible for Medicare; \$204 - if one family member is eligible for Medicare; \$260 - if no one is eligible for Medicare.

If you have any questions about Plan Z, please call the administrative office at 1-800-283-0617.

Retirees could jeopardize benefits if working part-time for railroad

Working even one day a month could mean suspension of monthly benefits for employee and spouse

IF YOU ARE a retired railroad employee earning either a regular or supplemental annuity payable under the Railroad Retirement Act, you better think twice before accepting any temporary or part-time railroad work. It could mean suspension of your annuity (and your spouse's) even if you only work one day a month!

When a retired railroad employee works, even on a part-time basis, for a railroad employer, both the employee and his or her spouse forfeit their railroad retirement annuities for the entire month in which the compensated service was performed. However, the annuity of

a retiree considered a consultant or contractor is subject only to earnings deductions for net self-employment earnings, rather than suspension, but this depends on whether or not the Railroad Retirement Board considers the person to be truly an independent contractor or consultant, or whether the Board considers the person to be functioning as an employee.

An annuitant should contact the Board well in advance of taking temporary employment to be sure of the effect on railroad retirement benefit payments.

The address of the nearest field office can be located by visiting the Board's web site at <http://www.rrb.gov>, looking in the telephone directory under "United States Government," or checking with a union representative, rail employer, local post office, or Federal Information Center. □

LETTERS TO THE EDITOR

Ironworker article is misleading – Boilermakers did the work!

THE IRONWORKER MONTHLY recently published an article on a 248-megawatt plant that was constructed by S.W. Industrial with Boilermakers of Local 500 (Salem, Ore.). Sheedy was the heavy-lift contractor utilized to off-load the rail cars.

The article is nothing more than a thinly-veiled attempt to mislead people to believe that Ironworkers and Sheedy actually built anything on this project. They improperly use the phrase "assembled sections of a water tube boiler" to describe an HRSG, which in reality is a Heat Recovery Steam Generator over which the Ironworkers have no jurisdiction.

I assure you that the HRSGs were erected completely by Boilermakers, including stair tower, ladders, and platforms.

The real danger of misleading articles such as this one is that in the future, unwitting contractors can be led to believe that the Ironworkers do have a claim to this work. This has a tendency to create disharmony amongst the crafts when articles such as this are published.

Ironworkers Local 29 Business Manager Paddy Barry indicated to me that this article was submitted without his knowledge by Sheedy. I find it shameful that a contractor or craft would claim a successfully completed project of another as his own.

STEVE J. NELSON
L-500 Bus. Mgr.

Retiree wants all union workers to help stop National Right To Work Bill

I AM A RETIREE from Local 5 (New York City, N.Y.). I am sending a letter I received from Senator Jesse Helms (see excerpts). I would like all union workers to send a letter to their senators and congressman

asking them not to vote for the National Right To Work Bill (HR.59, S.497).

FRANK W. SONNER
Mosheim, Tenn.

EDITOR'S NOTE: Senator Jesse Helms (R-NC) wrote Sonner, enclosing petitions to support the National Right to Work Bill he is sponsoring. He began his letter by saying "Senator Ted Kennedy and the Big Labor bosses are about to go ballistic" and they will "use every trick in the book to kill my National Right to Work Bill."

In his letter, Helms asked for support for his Right To Work Bill, which he fears Ted Kennedy and unionized workers will defeat. Helms also asked Sonner to contribute "\$1,000, \$500, \$200, \$100, \$50, or \$35 today."

He wrote that he needed the contribution so he can "contact ten million Americans, place the advertisements, staff phone banks, or do anything else to put Big Labor on the spot with a public vote on our National Right to Work Bill."

Let's put Jesse Helms "on the spot" by contacting our legislative representatives and asking them to oppose Helms' National Right to Work Bill.

Thanks, Newton Jones, for a great contract!

WE AT BOILERMAKERS Local 37, New Orleans, La., would like to applaud Vice President Newton Jones for the magnificent job he did negotiating the Southeastern States Agreement. Newton has brought the Southeastern States to a new level.

Our members would like to thank him for the three-year agreement he helped to negotiate and especially for the X-Plan and the Annuity in this contract. It is my belief that with this agreement and new contractors that our members will be able to stay home and work, rather than staying on the road to make a living. We have already begun to see a change in our area with new contractors coming in and bidding work.

I have not seen anyone so dedicated to his job and the members that he represents as Vice President Newton B. Jones.

Again, we want to thank Newton for a magnificent job.

DAVID L. HEGEMAN, L-37 BM-ST
New Orleans, La.

Stand tall and stand together or you'll be in a mess

I HAVE BEEN a member since 1978 in new barge building and ship repair, and my father was in the same local. Since the beginning of brotherhood, I believe everyone of my union brothers wanted secure employment through seniority. But things have changed here in Portland. We no longer have just journeymen. Now we have master craftsmen, craftsmen, journeymen, and utility workers (low pay, no skill). And seniority is gone.

In 1984, solidarity was strong during contract time. We marched and sang our solidarity song and we got our contract because we were as one. This contract passed because we are no longer as one. The thing today is organized labor and solidarity. With this contract we lost at least 20 years of what our forebrothers won for all of us union brothers. So stand tall, and most of all stand together, or you'll be in a mess like Portland is in.

RICHARD DEES, L-72
Portland, Ore.

You don't belong in office if you can't show respect or concern for the members you represent

I AM SENDING this letter to express the opinion of myself and other union boilermaker employees at the Acme Industrial/Hodge Boiler shop in Hyde Park, Mass.

Recently a meeting between Local 29 union officers and union shop members was held to discuss a change in the work schedule our employer wanted to implement. Our assistant business agents explained to us that the employer had the right to execute the changes in the work schedule and nothing could be done about it. While not everyone is satisfied with the change, it has been accepted.

The complaint we have is the manner in which it was explained. Several members voiced their concerns as to how the changes could affect them. Our leadership dismissed those concerns by telling us, "That's the way it is. You'll have to get use to it." They did not show any kind of support or understanding towards their union brothers.

It's a shame when union members feel as though they have to be wary of their own leadership and that the leadership does not care about them. I would suggest to any elected union officer that if you cannot show respect or concern for the members you represent, you don't belong in office.

MICHAEL LEE and others
Local 29, Quincy, Mass.

ABM Paul Meade responds

I AM RESPONDING to Brother Michael Lee's letter regarding his dislike of the way that the assistant business managers from Local 29 (Boston, Mass.) informed the men at Acme Industrial of a change in working hours.

A meeting was attended by 20 or so Acme employees, Assistant Business Manager Jerry Williams, and myself. At this meeting, only a few men voiced opposition to the changes. It was explained that the contract allowed for a change of hours by mutual consent of the owner and the union. Dan Yukon, owner, had requested Local Business Manager Larry MacAdams to agree to change the working hours for a trial period of three months to avoid layoffs and preserve the present workforce. This information was delivered to the men at Acme in a straightforward and professional manner by Williams and myself.

If Brother Lee feels he has a valid complaint against me or Mr. Williams, the proper forum would be to notify our business manager, sit down face-to-face, or come to a union meeting and make his complaints known to everybody. However, this is not the route chosen by Brother Lee.

PAUL D. MEADE
Local 29 ABM, Boston, Mass.

Letizia wants all Boilermakers to receive the paper, not just active members

I WAS FORTUNATE to find a copy of the latest issue of the *Boilermaker Reporter* on a tabletop at a job site. I'm a field construction worker out of Boilermakers Local 28 and haven't received a copy of the *Boilermaker Reporter* at home for quite some time.

I commend the idea of providing retired members and/or spouses with our union news, but please let's get these to all active members as well. Even non-active members that may have recently left us for what appeared "brighter" horizons. They can always come back.

The upbeat information usually promoted needs to be out and talked about. The political content keeps me abreast of what's going on and the battles we're fighting.

The data base of members with money in our pension fund should all be receiving your newsletter. Please see to it that all members are getting your paper and thus our union news.

LAURENCE LETIZIA
Local 28, Newark, N.J.

EDITOR'S NOTE: Providing our newspaper to all people who have at any time been Boilermakers would cost more money than we have in our budget. But you can always pass your copy along to a fellow worker who is not a member once you've finished reading it.

The main reason that some active members are not receiving the *Reporter* is that we don't have a correct address for them. Tell members who are not receiving the *Reporter* to send us their correct address.

Can 90-day waiting period drop to 45?

I AM A MEMBER of Local 6 with 32 years of service. I have talked to a lot of members about retirement benefits and the question about the 90-day waiting period for benefits always comes up. We would like to see it drop to 45 days, if possible.

WILLIE TERRY, Local 6
Berkeley, Calif.

EDITORS'NOTE: There is no set waiting period for retirement benefits to begin under the Boilermaker-Blacksmith National Pension Trust. It usually takes two to three months for all the paperwork to be completed and the application process to be finalized. You can speed up this process by making sure that all necessary documents are included with your application.

Clarification – L-1252 arb. case

INTL. REP. LARRY FOSTER prepared and presented the case; he did not testify at the arbitration hearing for Local 1252's Chris Jones as reported in V36 N6, p. 5, of the *Boilermaker Reporter*.

Tell us what you think!

WE PUBLISH AS MANY letters from members as we can fit into each issue. To give your letter a better chance of getting published, keep it short, and be sure to sign it, indicating your local. The *Reporter* will not publish anonymous letters. Send letters to the editor to:

The Boilermaker Reporter
753 State Ave. Suite 570
Kansas City KS 66101
FAX: (913) 281-8104
E-mail: doncaswell@boilermakers.org
or dillon@boilermakers.org

Boilermaker Scholarships

For dependents of International Brotherhood members

Four \$5,000
One-year grants

Ten \$2,500
One-year grants



Scholarships are based on academic record and performance on a written essay.

Applications must be postmarked between January 1 and March 31.

Contact your local lodge for an application and guidelines.

IN MEMORIAM

WITH DEEP SORROW the International Brotherhood records the death of these members as reported to the Intl. sec.-treas.'s office and extends its heartfelt sympathy to the bereaved families.

Table listing members and their details under the heading 'LODGE & NAME'. Includes names like Hamberlin, William A., Dean, Jewell H., etc.

Roger Magaw passes away

Chairman of Southeast Area Joint Apprenticeship Committee dies following a lengthy illness

ROGER W. MAGAW, 64, executive vice president of Williams-Union Boiler in Nitro, W. Va., and a 45-year member of Local 667, Charleston, died in his home Nov. 6, 1997, following a long illness.

An active proponent of the need to promote and upgrade the manpower and training programs of the construction industry, Magaw earned the Boilermakers National Apprenticeship Program's Recognition Award in 1997. He was particularly interested in helping the industry attract more qualified young people into the construction field, serving as chairman of the Southeast Area Joint Apprenticeship Committee and as an employer representative on the Boilermakers National Joint Apprenticeship Board.

Magaw also served as a member of the National Association of Construction Boilermaker Employers, as a trustee of the Boilermakers National Health and Welfare

Fund, on the board of directors of the Common Arc Program, and as a management co-chairman of the National Maintenance Agreements Policy Committee.

A veteran, Magaw served his country as a member of the U. S. Army during the Korean Conflict. He began his career in 1951 as a boilermaker while earning his engineering degree. He was chairman of the Putnam County Chamber of Commerce for two years, a member of Putnam Lodge #163 AF&AM, the Scottish Rite Bodies, the York Rite Bodies, and the Beni Kedem Shrine, having once served as a member of the Beni Kedem Motor Corps.

Survivors include his wife, Virginia "Sue" Burdette Magaw; sons, Wayne R. Magaw of Rochester, N. Y., and Rex R. Magaw, of Hurricane, W. Va.; brothers, Walter N. Magaw of Texas, Roy Dean Magaw, Port St. Lucie, Fla., and Cecil E. "Butch" Magaw, Eleanor, W. Va.; sisters, Donna Burch, Linda Sharon White, and Ona Willard, all of Nitro, W. Va.; and one granddaughter. □

Local 1 to miss Pat Moriarity

PATRICK J. MORIARITY, who served Local One, Chicago, Ill., as assistant business manager and chairman of trustees for 23 years until his 1988 retirement, died November 20, 1997.

Moriarity, who joined Local One in 1946, was a second-generation Boilermaker. He served his country as a boilermaker in the Navy during World War II, where he saw

action in both the Atlantic and South Pacific sectors. In the South Pacific, his ship was sunk in combat and he floated around in the South Pacific until rescued and brought to Pearl Harbor.

He was preceded in death by his wife, Eva Marie, and is survived by his son, Sam Geraci; daughter, Susan Weaver; five grandchildren; and four great-grandchildren. □

DEATH BENEFITS

THE DEATH BENEFIT PLAN under the Boilermaker-Blacksmith National Pension Trust has paid the beneficiaries of the following deceased members who were covered by the plan since the last issue of our publication.

Table listing members and their death benefits under the heading 'LODGE, NAME & BENEFIT'. Includes names like Budnik, Leo, Smolkovich, George, etc.

IF YOU HAVE NOT yet been furnished this information, contact your local lodge, secure the beneficiary forms, complete the required information and forward to the Administrative Office of the Pension Fund, 754 Minnesota Avenue, Suite 522, Kansas City, KS 66101, at the earliest possible date. NOTE: These additional death benefits can only be derived for members who worked under a collective bargaining agreement with an employer contributing to the Boilermaker-Blacksmith National Pension Trust.

Table listing members and their death benefits. Includes names like Sora, Kazu, Burke, James L., etc.

Moving? Tell us where . . .

Mail form to:

Name _____
New Address _____
City _____
State or Province _____ Zip _____
Local Lodge No. _____ Register No. _____
(Also please notify the secretary of your local lodge.)

Publications Department
753 State Avenue, Suite 565
Kansas City, KS 66101

(Allow five weeks for change of address.)

The new year offers opportunities for us – we must be willing to take them

LOOKING FORWARD INTO 1998, I am cautiously optimistic for all workers, but especially for unionized workers, and most especially for Boilermaker members. We won some gains in 1997, and the outlook for 1998 is promising.

In the political arena, workers had one major victory in 1997. We were able to defeat the fast-track authority for expanding NAFTA, despite an alliance between President Clinton and Newt Gingrich to force it through Congress. We also managed to hold on to Davis-Bacon, convince the FTC to retain a strong "Made in the U.S.A." label, stop Congress from raising the Social Security retirement age, and maintain funding for OSHA and the NLRB.

Within the Boilermakers union, we saw some excellent successes in negotiating good contracts for our members. The Southeast Area Agreement contains better improvements than we've seen in over a decade. Our newest division, the Professional EMTs & Paramedics (PEP), has negotiated their first contract with AMR in Denver. We have an agreement at American Crane after many years of hard negotiating. And in many other areas, local lodges are finding ways to get better contracts out of even the most stubborn employers.

Contract improvements are always encouraging, not only for the improvements they bring, but for what they say about our union. They show solidarity, firmness, and resolve among the members of the lodges. You can't bargain a good contract without strong support from the men and women who must work under that contract.

Members in our construction division are also seeing signs of hope for a better year. According to the *Engineering News Record*, planned construction in the industries we serve will be as much as four percent higher in 1998 than in 1997. That means an increase of over \$500 million. Boilermaker craftsmen are in a good position to work much of that increase,

but we must be willing to go after and do what is necessary to get it.

What is necessary is to make sure that the owners – the ones who pay for all that construction – recognize that using Boilermaker craftsmen will provide them with the best product and the best service they can get.

Our construction marketing program can do part of that. Business managers and reps. can explain to owners how our innovative M.O.S.T. programs and superior apprentice training save owners money. They can point to the hundreds of jobs we complete each year – on time, within budget, and with a safety record that improves daily.

They can show how our hazard recognition programs, combined with drug and alcohol screening and a union-wide drive toward safety awareness, have

craftsmen on the job every day. Programs help point the way, but programs don't show up on the job – Boilermakers do. To be successful in convincing owners who haven't used Boilermakers before to give us a try, we must convince them we are truly the elite craftsmen of industrial construction. And to make sure our contractors continue to get contracts from those owners we are already working for, we must be committed to providing good customer service.

Yes, customer service. We don't use that term very much, but we do have customers: the owners. And we give them a service: our work. The contractor signs the paycheck, but he gets that money from the owner. The owner can give a contract to anyone he likes. It is up to us to convince him that the service we provide is superior to the service he will get anywhere else.

Wilfred Connell, former vice-president for Illinois Power and a long-time supporter of the Boilermakers and M.O.S.T., recently gave me a book he thought might help me understand what owners are looking for from our craftsmen. That book explains the basics of providing good customer service.

This book points out that customer service begins with listening. On the International level, we began listening years ago, when we started our tripartite meetings to bring owners, contractors, and Boilermakers together. We listened to the owners as well as the contractors and came up with programs to solve our mutual problems.

Those programs – described above – are now in place, and they are producing the kinds of results owners like to hear about – reduced accidents and lower costs. We must continue to listen to all three groups – owners, contractors, and our members. Our craftsmen on the job must learn to listen as well.

Another important aspect of customer service is being willing to go the extra mile to succeed. Our customers must know we are willing to do what is necessary to bring the job in on time, within



Charles W. Jones
International President

budget, and safely. The book calls it going the extra mile; I call it the Can-Do Spirit, and I see it in lodges throughout our Brotherhood. We must make sure the owners see it as well.

Perhaps the most important aspect of customer service is keeping promises. Our marketing program makes a lot of promises. We make these promises because we know that Boilermakers are the best-trained, most safety conscious, and most motivated craftsmen in industrial construction. We are a proud craft, and we take special pride in doing the job better than anyone else can.

But promises mean nothing unless our members deliver on those promises job after job after job. No amount of marketing can undo a bad job performance. Fortunately for the Boilermakers, satisfied customers return again and again, and they help us find new customers. We have plenty of satisfied customers, and we aim to get more.

So my thoughts as we enter 1998 are that plenty of opportunities are out there for us – in politics, in bargaining, and in expanding our customer base in the construction industry. I see opportunities as challenges, and I ask all Boilermakers to rise to these challenges.

Let's do what is necessary to get the job done in all of these areas. □

You can't negotiate a good contract without strong support from the men and women who will have to work under that contract.

reduced our lost-time accident rate to one-fourth what it was only six years ago. This improved safety performance means that thousands of accidents never occurred. Based on industry averages, avoiding those accidents saved at least \$969 million since 1992.

They can show how our Common Arc welder certification program saves money by eliminating redundant testing of welders. CommonArc involves over 6,600 welders and 170 participating contractors. The typical welder is certified for ten contractors in two or more processes. At an average cost of \$500 per test, that means a cost savings to the industry of \$277 million since the program began.

But the most important part of marketing is performed by the Boilermaker

VIEW FROM THE PRESS ROOM

Fast Track to Expand NAFTA: Round Two

IN NOVEMBER, U.S. workers won a huge victory when we convinced President Clinton to withdraw his bill requesting fast-track authority to negotiate an expansion of the North American Free Trade Agreement (NAFTA).

We overcame some terrific odds to get this victory. President Clinton found himself aligned with Newt Gingrich and the transnational corporations against working people, environmentalists, and the National Rifle Association.

The Business Roundtable spent \$5 million on a slick lobbying and public relations campaign to convince the public and Congress that NAFTA is helping the U.S. economy and that the president should not be restricted in expanding it. This money was in addition to the lobbying budgets of the U.S. Chamber of Commerce, trade associations, and individual businesses. The Chamber of Commerce spends \$14 million every year; businesses and trade associations account for far more than that, in total. Foreign-based businesses and foreign governments also spend millions lobbying Congress on trade issues.

Our victory over fast-track was the result of plain old hard work. Grass-root efforts flooded Congress with phone calls and letters. Union representatives in D.C.

worked nights and weekends to make sure Gingrich couldn't slip a vote through without warning.

When it was clear that the bill did not have the necessary support to pass by Nov. 7, Gingrich refused to adjourn the House, holding legislators captive so he and Clinton could twist arms over the weekend. But our union reps. stayed, too, buttonholing every congressman they could and letting them know that we are willing to do whatever it takes to keep good jobs in the U.S.

On Nov. 10, Clinton gave in, withdrawing the bill. It was the right thing to do. The majority of Americans oppose it. We know that we do not need fast-track authority to negotiate trade agreements. Fast-track only removes trade negotiations from the democratic process, turning them into back room deals in which the American people have no say.

Victory is sweet, but temporary

IN NOVEMBER WE celebrated our sweet victory. But even as we were doing so, President Clinton announced that he would try again for fast-track authority to expand NAFTA in 1998.

The pro-fast-track groups are already gearing up for another battle. According

to inside reports, the business community hopes to pass a fast track trade bill as early as March. They will focus on stirring popular support for fast-track authority by using advertising, public relations, lobbying, and, of course, their contacts within the media. You can expect to be reading plenty of pro-fast-track editorials this year.

Business leaders will likely commit an amount of money at least equal to the millions they spent last fall. We may even see a campaign as widespread and devious as the one that got NAFTA through Congress in 1993.

The Business Roundtable is raising its dues and asking for \$100,000 contributions to support its new advocacy campaign, "Play to Win." That name bodes ominously for workers. This may be play to them, but it is work – or the lack of work – for us. They are playing with our livelihoods and our lives.

At a Nov. 13 meeting between business leaders and leading House Democratic and Republican fast-track supporters, members indicated fast-track had fallen a mere six votes short of passage. Encouraged that victory is almost within their grasp, business leaders are committed to fighting for the same or a similar bill. They will try to characterize opposi-

tion to fast-track as isolationism that will threaten prosperity, imperil the market, start trade wars, and undermine the forces of freedom across the world.

We see the matter quite differently. American workers are merely asking for a voice in future trade agreements that have the potential to lower our wages and destroy our jobs. We want trade policies that protect all workers in all countries, because any other approach seems like economic suicide.

As William Greider recently wrote in *The Nation*, "If workers at the bottom of the global industrial system don't win the freedom to organize and bargain for a fairer share of the returns, then the depression of U.S. wages will continue. Why? Because the global economy is choking on its own productive overcapacity... too many factories chasing too few consumers."

Further depressing wages will not only be bad for U.S. workers, but could cause a global depression. Greider continues, "If America taps out, it constitutes a crisis for the entire global system. Who will buy all this stuff, when we can no longer do so?"

We must oppose fast-track authority for expanding NAFTA and demand accountability from Congress on all trade issues. □