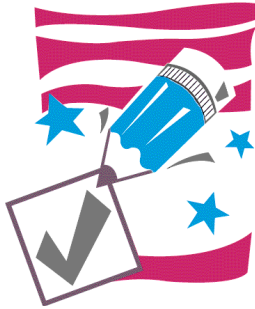


On Pages 7-11



1997 Congressional Scorecard

See who in Congress supports our agenda

ON PAGES 7-11 of this issue of *the Reporter*, you'll find a record of how all members of the U.S. Congress voted on what the Boilermaker Legislative Department has deemed the most significant legislative votes of 1997, along with each legislator's lifetime percentage of votes supporting our agenda. Explanations of the issues in question are provided with the voting records.

Study these pages and learn who your friends are in Congress. You may be surprised by what you find.

And as you look these records over, consider President Jones's commentary on page 16. Initiatives currently before Congress and many state legislatures would take away the union's right to provide this information to you.

Get informed and involved now, before that right is taken from you.

The Boilermaker Reporter
753 State Avenue, Suite 565
Kansas City, Kansas 66101

ADDRESS SERVICE REQUESTED

Construction Division conference looks at ways to expand jobs

Safety and Can-Do Awards demonstrate our competitive edge

ONE HUNDRED thirty Boilermakers from all across the United States and Canada met in Las Vegas, February 2-5, with one thing on their mind – expanding our share of industrial construction work. Boilermakers are hungry for work, and these local lodge leaders are eager to help their members find a way to make an honest living.

It all comes down to being competitive – union versus the nonunion sector. Speaker after speaker addressed this issue, all offering ways to make the Boilermaker more competitive in the marketplace.

International President Charles W. Jones began the meeting by denouncing rumors that the Boilermakers union is planning to merge with a larger union. "We have been approached by other unions to merge, but I tell them flat out: 'No.' The Boilermakers union will continue its proud history of this brotherhood forever," said Jones. "We are a progressive union and we are on the cutting edge of technology."

Jones discussed new work opportunities in water aqueduct projects planned throughout the Southwest. "In the future we will have more work than our welders can handle," Jones said. He emphasized the importance of keeping our full quota of apprentices on the job so the Boilermakers will be prepared to meet that challenge in the years ahead.

Getting those jobs is the challenge for today. Jones announced a workshop



David Hegeman (second from right), L-37 BM-ST, New Orleans, La., receives the National Safety Award from, l. to r.: IR Dennis King, IVP Newton Jones, NACBE Exec. Dir. John Erickson, Intl. Pres. Charles W. Jones, and NACBE Pres. Wendell Bell of Enerfab at the Construction Division Conference. See page 13 for story on the awards.

session for Construction Division members on how to market our members and resolve jurisdictional disputes for July 7-11, in Colorado Springs, Colo.

It has become imperative that local lodge leaders thoroughly understand what has traditionally been Boilermaker work, and to also be able to apply jurisdictional decisions and agreements to new industries and to new work within existing industries.

The July workshops will help local lodge leaders secure more work for our members by developing their marketing skills and enhancing their knowledge of jurisdiction through role-playing. Business agents and International staff will get hands-on experience by making marketing presentations to owner representatives

and participating in mock jurisdictional disputes with contractors and other craft representatives.

Our competitive edge – The Boilermaker Advantage

INTL. VICE PRES. Newton B. Jones talked about the International Executive Council subcommittee's work on development of the Boilermakers' marketing program – the Boilermaker Advantage. The marketing subcommittee is developing a program of training for local lodge leaders as well as the support materials they will need to make their marketing presentations to owners. IVP Jones briefly reviewed the overhead display that

Continued on page 3

L-680 secures 5-year contract at Port Weller

Agreement provides stability company needs to make major capital improvements

INTL. REP. STAN PETRONSKI reports a five-year contract ratification for members of Local 680, St. Catharines, Ontario, Canada, at Port Weller Dry Docks.

Alan S. Thomas, president of Port Weller's parent company, Canadian Shipbuilding & Engineering, described the union vote as "good news for the company, the employees, and the St. Catharines-Niagara community." The contract not only provides wage increases and benefit improvements for the members, but it provides the stability the company needs in order to go ahead with its announced capital improvements of \$5 million.

"The supportive interest of the employees assures long-term stability in our operations at Port Weller," said Charles Payne, general manager at Port Weller Dry Docks. "We can now go ahead with major capital improvements in the latest state-of-the-art technology. This will enable us to confidently bid on highly-competitive shipbuilding and ship repairing contracts, many of which will require several years to secure and complete. It will also provide attractive new opportunities for our metal fabrication department."

Planned improvements include a plasma arc steel cutting machine, robotic numerically-controlled steel operated profile cutting, welding equipment, and a semi-automated panel fabricating production line.

Local 680 President Mike Simons said the long-term agreement, along with the company-planned improvements, will take the members into the next millennium as the most efficient shipyard in Canada.



Negotiating a five-year contract for L-680 members at Port Weller Dry Dock, are, front row, l. to r.: L-680 Pres. Mike Simons, (parent company) Pres. Alan S. Thomas, Blmkr. Intl. Vice Pres. Sandy MacDonald, and Gen. Mgr. Charles Payne. Standing, l. to r.: Human Resource Mgr. Ross Seriani, Vice Pres. Douglas G. Stones, L-680 BM David Brown, Intl. Rep. Stan Petronski, L-680 Comm. Mbr. Vince Marsala, L-680 Sec.-Treas. Michel Latour, and L-680 Comm. Mbr. Ernie Hildebrandt.

"It (the agreement) will undoubtedly enable this company to pursue contracts, not just in shipbuilding and ship repair, but also in industrial work due to our ISO 9002 certification," said Simons. "The membership has embarked with the company on a long-term agreement as a team to reach ultimate goals – continuity of work for all of us so we can provide for our families and have a better life through the security of continuous employment. Working together makes us stronger. We can and will face the future together in solidarity." □

L-169 Pres. Parcell explains 'salting' to House committee



LOCAL 169 PRESIDENT Patrick Parcell, Detroit, Mich., spoke from personal experience when he told the House Education and Workforce Committee that organizing is needed "to improve the standards of living for workers and families who depend on our industry for their livelihoods."

Parcell testified before the committee on behalf of Building and Construction Trades Department President Robert A. Georgine during a hearing on anti-salting legislation (H.R. 758). Salting is an organizing tactic in which union members apply for jobs with a nonunion employer and, if hired, try to organize the employees "from the inside."

Parcell drew from his personal experiences as a union organizer for the past five years and as a union member for 25 years to dispel myths and misinformation surrounding "salting."

Describing his activities as an organizer, Parcell said, "I do not harass my employers, I do not disrupt their work, nor will I tolerate such actions." He pointed out that when employers break labor laws, he documents their actions and files charges with the NLRB.

He described the many illegal reprisals employers sometimes take against workers who try to organize their sites, including harassment, firing, and even violence.

"I personally was knocked unconscious by a management representative who objected to my lawful organizing activities," Parcell said.

He ended his testimony with strong support for salting as a means for organizing workers so they can improve their lives. "I am proud and unapologetic for my work as a union organizer. I think this is good for our industry and for our nation."

The Boilermakers union joins the Building Trades Department in its opposition to the so-called Worker Paycheck Fairness Act of 1997 (H.R. 758) because it violates the rights of workers to organize unions. □



Local 199 LEAP Coordinator Marv Boswell (l) and his wife, Sandra, with AI Gore.

L-199 LEAP Coord. Marv Boswell meets Vice President Gore

IN OCTOBER, MARV BOSWELL and his wife, Sandra, were guests at a reception for Vice President Al Gore during the Florida Democratic Party Conference in Tampa. Boswell, LEAP coordinator for Local 199, Jacksonville, Fla., praises Gore's accomplishments as vice president: "He has done an excel-

lent job of trimming down government waste. Often I think he has not received the credit for the great job he has done for this country as vice president."

Boswell told *the Reporter* he is active in politics because "we must keep labor-friendly votes in the state and national legislatures." □

Son of L-5 member interviews U.S. Rep. Carolyn McCarthy

Impressed by legislative process, Connolly meets New York congresswoman

JERRY CONNOLLY, a member of Local 5, New York City, N.Y., and his sons, Thomas (8), and Michael (14), visited the campaign headquarters of Carolyn McCarthy, a Democratic candidate for New York's Fourth District. They visited with volunteer workers and got a first-hand look at what it takes to run an election campaign.

Michael was so impressed that he made arrangements to interview McCarthy after the elections and write a report as a school project. □



Michael Connolly, 14-year old son of L-5 member Jerry Connolly, meets with Rep. Carolyn McCarthy (D 4th-NY).



the Boilermaker Reporter

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Aprize-winning newspaper

Division staff meetings focus on training



CLGAW Division holds staff conference

IN NOVEMBER, representatives of the Boilermakers' Cement, Lime, Gypsum, and Allied Workers (CLGAW) Division met in Kansas City. Seated in front, l. to r., are Division Director Charles Huntbach, Intl. Rep. Nick Adams, and Cheryl Harris, division secretary.

Standing, l. to r., are Intl. Reps. Bob Simmons, Mike Atchison, and Bill Smith, Special Technical Asst. to the Intl. Pres. Gene Lofley Jr., Intl. Vice Pres. James Hickenbotham, and Intl. Reps. J. C. Todd and Andre Fleury. □



Metal Polishers Conference meets

REPRESENTATIVES OF THE Metal Polishers Conference, a division of the Stove, Furnace, Energy, and Allied Appliance Workers (SFEAW) Division, met in Kokomo, Ind., in November for a one-day training and information awareness seminar. Forty-five local lodge and

advisory council members attended the seminar on International structure and procedures. The attendees are former members of the Metal Polishers, Buffers, Platers and Allied Workers International Union, which merged with the Boilermakers union in October 1996. □

Construction conference delegates find ways to expand our market share

Continued from page 1

local lodge leaders will use in their marketing presentations and showed a mock-up of the brochure that will be finalized in time for the July workshops. To gain an owner's perspective, the committee has been working with Wilfred Connell, retired vice president of Illinois Power and a long-time supporter of the Boilermakers and MOST.

Another competitive edge – the subjourneyman class

THE SOUTHEAST AREA recently negotiated an area agreement that adds a new subjourneyman rate. IVP Jones looks at this structure as a way to be more competitive. "It frees up our apprentices to work with the journeymen by allowing the subjourneyman to do the less-skilled work, like moving things and running for tools."

While the subjourneyman rate is nothing new – the Northeast Area has had this clause for 13 years and the Southeast has been working experimentally with it for three years – it is an innovative part of the Southeast Area Agreement that has already paid off.

As an example, Asst. to the Intl. Pres. Glenn Fagen said, "We just got a 115,000-hour job in Speed's area" (Local 108 – Birmingham, Ala.) because of the subjourneyman rate.

Intl. Pres. Jones looks at the subjourneyman rate as an organized way to get manpower "so we can compete and maintain a decent realm of wages and benefits for our mechanics. We are trying to expand our marketplace presence so that our members can make a decent living. We've got to spread our base and get our number of man-hours up."

Boilermakers' elite industrial craftsmen, the foundation of our competitive advantage

BEING THE BEST at what you do is the most effective tool in competing for work. Becoming the best takes hard work and training. Local lodges all over the U.S. and Canada are meeting that challenge in innovative ways. Local 359, Vancouver, British Columbia, has

developed an Arc Welder Upgrading Program for its members that is second to none in Canada. Modeled after the Boilermakers' Common Arc Welding Program in the United States, L-359's program began nearly three years ago and includes a one-week welder-training program at area colleges.

Frimen Tomsic, L-359 BM-ST and chairman of the Apprenticeship & Trade Advancement Committee (ATAC), and ATAC Coordinator Heather Watt provided a detailed explanation of the local's welding program. The program ensures full skills integration and constantly evolves to meet industry demands and technological changes. In addition, they have just revised "The Boilermaker Manual," a 750-page book. Copies can be purchased by contacting the local at 604-291-8237.

Boilermaker programs stress cost-avoidance

THE COMMON ARC Welding Program makes Boilermakers more competitive because it helps contractors and owners avoid some of the costs of testing welders, while ensuring that owners have qualified craftsmen on the job. John Erickson, executive administrator, reviewed statistics for the Common Arc Corporation, now in its 11th year of service. In 1997, 3,920 welders were tested for an average of ten contractors each. At an estimated cost of \$500 per welder per test, that would have cost the construction industry \$19.6 million (3,920 x 10 x \$500). But through Common Arc's simultaneous testing program, actual expenses to the construction industry were \$1.362 million – a savings of \$18.238 million in potential testing.

Boilermakers are also helping avoid costs by reducing accidents. Erickson reported that the NACBESafety Index, which monitors the lost-time injury and compensable injury rates of the construction lodges, shows the Boilermakers overall have reduced our rate for the sixth year running.

Erickson discussed these figures and presented the NACBESafety Awards to the lodge from each vice presidential area that had the lowest lost-time rate.

This year, the winners of that award had to be selected by the tie-breaker – the compensatory accident rate – because so many lodges had no lost-time accidents for the year. (See the complete story on page 13.)

Speakers address finances, training, legislation

INTERNATIONAL STAFF are succeeding in reducing expenses, IST Jerry Willburn reported. Although Construction Division revenue is down by 3.4 percent, expenses are down by 21 percent, representing an improvement in that fund. Revenues are up for the National Transient Division, and that fund has also cut its expenses by 21 percent. Overall, the Brotherhood has decreased its operational expenses by 31 percent and realized an increase of \$700,000.

Len Beauchamp, director of Research and Collective Bargaining Services, and his assistant, Wade Davis, talked about the \$150,000 grant the Boilermakers and the Carpenters union received from the National Institute of Environmental Health Sciences for hazardous waste worker training. Project agreements give the employer the right to request employees who possess specific health/safety training. This grant will enable us to train our members in a critically important skill.

Ande Abbott, legislative director, and his assistant, Bridget Powell-Martin, warned the delegates that Republicans are trying to take away the right of unions to be involved in politics through a bill misleadingly called "Paycheck Protection." They pointed out that workers outnumber corporate types by 300-to-one, but they outspend us 10-to-one. We can't win unless we educate workers about the issues and get them to vote.

Construction Division Director Joe Meredith addressed issues specific to the referral rules, and Asst. to the Intl. Pres. Don Lacefield told the delegates about the upcoming water aqueduct projects in California and Nevada.

When Intl. Pres. Jones called the four-day meeting to a close, the delegates left with several ideas on how to become more competitive in the marketplace. □

Lacefield negotiates work on aqueducts

AMAJOR PROJECT to build aqueducts is underway in the southwestern U.S. With work totalling in the tens of billions of dollars through the next 20 years, this project promised to employ quite a few Boilermakers.

There was only one problem. Boilermakers weren't getting the work. In the first phase of the project in Nevada, our contractors weren't bidding on the work, and it was all going to the Pipefitters.

That didn't sit well with Asst. to the Intl. Pres. Don Lacefield. He knew the Boilermakers have a decision of record which says all aqueduct work should be assigned to our members.

So he set out to find a way to ensure that the Boilermakers in the area started getting this work. With a little ingenuity and a lot of hard work, Lacefield succeeded.

His first step was to form an alliance with the Laborers union. By using Laborers on some of the less critical tasks, the Boilermaker contractors are able to prepare bid packages that are a bargain for the owners. The owners get our Boilermaker expertise, but they don't have to pay a premium price for every person on the job.

As work on the aqueduct moved into California, Lacefield managed to get his Boilermaker foot in the door. Considering that this project will continue for nearly 20 years and will cost the developers billions of dollars, that is an important door to have your foot in.

Jobs are starting to be awarded to Boilermaker contractors – not every job, but most of them in California. We're even starting to see signs that we'll get work in Nevada.

The potential for future work is enormous. Intl. Pres. Jones gave some idea of how important this development is when he said, "If the Boilermakers had a Distinguished Service Medal, I'd give one to Don Lacefield." □

New contract summaries

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

M6—Chicago, IL

INTL. REP. JERRY HUNT reports contract ratification, effective June 7, 1997 to June 7, 2000, for 52 members of Local M6, Chicago, Ill., who make kitchen, bath, and commercial faucets at the Chicago Faucet Company.

Local 7—Buffalo, NY

F. PATRICK LYONS, business manager/secretary-treasurer of Local 7, Buffalo, N. Y., reports contract ratification, effective July 1, 1997 to June 30, 1998, for Local 7 members working under the Shop, Marine, and Boiler House Maintenance Agreement at Nicholson & Hall Boiler Corp.

M10—Milwaukee, WI

INTL. REP. HOWARD COLE reports contract ratification, effective November 1, 1997 to November 1, 2000, for 16 members of Local M10, Milwaukee, Wis., who make beer taps at Perlick Corp. Bargaining was coordinated with the Machinists union, which also represents employees at this facility.

L-11—Helena, MT

RONDY CRAWFORD, BM-ST of Local 11, Helena, Mont., reports contract ratification, effective May 1, 1997 to April 30, 1998, for five members who make boiler controls at Northwest Boiler Inc., and for five members who perform steel fabrication work at Weldtech Services, effective Oct. 1, 1997 to Sept. 30, 1998.

M68—Cincinnati, OH

ROY TRANBY, financial secretary-treasurer of Local M68, Cincinnati, Ohio, reports contract ratification, effective April 1, 1997 to April 1, 2000, for 46 members of Local M68 who perform job shop plating at Micro Metal Finishing.

M70—Connersville, IN

CHARLES BROCK, president of Local M70, Connersville, Ind., reports contract ratification, effective April 1, 1997 to March 31, 2000, for 62 members of Local M70 who produce gas caps, heavy duty bumpers and exhaust pipe, and fuel bails at the Stant Manufacturing Co.

Local 85—Toledo, OH

INTL. REP. RON LYON reports contract ratification, effective July 30, 1997 to July 29, 2000, for 28 members of Local 85, Toledo, Ohio, who work at Philip Services Corp., formerly known as R.M.F. Industrial.

D92—Bellefonte, PA

INTL. REP. ROBERT SIMMONS reports contract ratification, effective June 1, 1997 to May 31, 2001, for 175 members of Local D92, Bellefonte, Pa., who make stone and lime products at the Bellefonte Lime Co.

D99—Salinas, CA

INTL. REP. MICHAEL ATCHISON reports contract ratification, effective July 1, 1997 to June 30, 2003, for 28 members of Local D99, Salinas, Calif., who work at National Refractories & Mineral Corp. The multi-union facility has been in operation for ten years.

M114—Aurora, IL

INTL. REP. JERRY HUNT reports contract ratification, effective June 30, 1997 to June 30, 2000, for 220 members of Local M114, Aurora, Ill., who produce tubing products, chairs, and exercise equipment at National Metalwares L.P.

Local 154—Pittsburgh

DAN QUINN, sec.-treas. of Local 154, Pittsburgh, Pa., reports contract ratification, effective Dec. 1, 1996

to Nov. 30, 1999, for 25 members who produce tubes, tube bundles, panels, heat exchangers, vessels, and perform fabrication work at ABT Tech, formerly known as Allegheny Boiler & Tube Co.

M171—Indianapolis

INTL. REP. JERRY HUNT reports contract ratification for 42 members of Local M171, Indianapolis, Ind., who work with metal finishing plating and coating of material at Aluminum Finishing Corporation, effective July 1, 1997 to June 30, 2000.

M194—Jersey City, NJ

STANLEY WIERZCHOWICZ, president of Local M194, Jersey City, N. J., reports contract ratification for one member who makes stainless steel products at Bayonne Stainless Products Co., effective June 1, 1997 to June 1, 2000; and for one member who makes stainless kitchen equipment at the Hudson Food Service Equipment Co., effective June 1, 1997 to June 1, 1999.

L-329—Philadelphia

MICHAEL D. HARTMAN, BM-ST of L-329, Philadelphia, Pa., reports contract ratification for 35 members at Consolidated Marine Services, General Marine Refrigeration Corp., Paul's Welding Co., and Philadelphia Ship Maint. Co., effective June 24, 1997 to June 23, 2000.

L-374—Hammond, IN

CHARLES VANOVER, BM-ST of Local 374, Hammond, Ind., reports contract ratification, effective May 1, 1997 to April 30, 2002, for 58 members who work in the fabrication shop at Kennedy Tank & Manufacturing Co.

D397—Foreman, AR

INTL. REP. NICK ADAMS reports contract ratification, effective Aug. 1, 1996 to Aug. 1, 1999, for two members of Local D397, Foreman, Ark., who work in the office and clerical department of Ash Grove Cement.

L-433—Tampa, FL

JAMES PUTNAL, dispatcher of Local 433, Tampa, Fla., reports contract ratification, effective Oct. 20, 1996 to Oct. 19, 1998, for members at Central Maintenance and Welding.

L-451—Flin Flon, MB

INTL. REP. GEORGE HENRY reports contract ratification, effective October 1, 1996 to December 31, 1999, for 45 members of Local 451, Flin Flon, Manitoba, Canada, who work in mine maintenance at Hudson's Bay Mining & Smelting.

D465—Oklahoma City

INTL. REP. THEODORE "NICK" ADAMS reports contract ratification, effective May 31, 1997 to May 31, 2001, for 231 members of Local D465, Oklahoma City, Okla., who produce Carlon plastic pipe and electrical fittings at Lamson & Sessions.

L-531—Amarillo, TX

F. W. GEORGE JR., president and chief steward of the Amarillo Metal Trades Council, reports contract ratification, effective June 30, 1997 to Feb. 16, 2003, for six members of Local 531, Amarillo, Texas, who work in the final assembly and disassembly of nuclear weapons and the maintenance of critical safety systems at the Mason and Hangar Corporation. The Amarillo Metal Trades Council represents 1,100 workers at the 12-craft facility.

L-558—Windsor, CT

INTL. REP. ROCCO DEROLLO reports contract ratification for members of Local 558, Windsor, Conn., at ABB-CENO Fuel Operations, effective July 1, 1997 to June 30, 2000, and for L-558 members at ABB Power Plant Support Services, effective July 1, 1997 to June 30, 2001.

L-568—Tacoma, WA

CHUCK HUGHES, BM-ST of Local 568, Tacoma, Wash., reports contract ratification, effective Feb. 1, 1997 to Jan. 31, 2000, for 35 members of Local 568 who build ships and perform ship repair at Marine Industries Northwest, Inc., and effective July 1, 1997 to June 30,

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

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



Negotiating a contract for members of Local M10, Milwaukee, Wis., at Perlick Corporation, are, l. to r., committee chairman Jim Stillwell, Intl. Rep. Howard Cole, and M10 Pres. Walter Einwalter.



In the Sep-Oct 1997 issue, we reported on the contract ratification for these Local D381 members, Las Vegas, Nev., at Chemical Lime in Industry, Calif. In January 1998, Intl. Rep. Michael Atchison submitted this photo of the members at the job site. Pictured, l. to r., are Mike Torado, Ranby Lathrop, Jerry Holbert, Anthony Gooseman, John Kelly, Marty Bromley, and Felix Aguilar. Kneeling in front is Jose Manzo.



Negotiating a three-year contract for the members of Local D583, Richmond, Calif., at National Gypsum, are, l. to r., Intl. Rep. Mike Atchison, Henry Sterling, Bill Neal, Mike McMillan, and Pat Morrison.

2000, for three members who fabricate structural steel at S & R Sheetmetal.

D583—Richmond, CA

INTL. REP. MICHAEL ATCHISON reports ratification of a three-year agreement effective Nov. 1, 1997, for 44 members of Local D583, Richmond, Calif., who work at National Gypsum.

L-584—Tuscaloosa

INTL. REP. MIKE WILSON reports contract ratification of a five-year agreement for 85 members of Local 584, Tuscaloosa, Ala., who produce heat exchangers for Southern Heat Exchangers.

L-599—Billings, MT

INTL. REP. TONY GALLO reports contract ratification, effective July 1, 1996 to July 1, 1999, for 90 members of Local 599, Billings, Mont., who fabricate truck tankers and trailers at Beall Custom-Built Tanks & Trailers.

L-647—Minneapolis

PAUL PENDERGAST, BM-ST of Local 647, Minneapolis, Minn., reports contract ratification, effective Oct. 1, 1996 to Sept. 30, 1998, for one member who performs miscellaneous repairs for the City of St. Paul's Water Department Service Group.

L-679—Chattanooga

INTL. REP. MIKE WILSON reports contract ratification, effective June 1, 1997 to June 1, 1998, for 14 members of Local 679, Chattanooga, Tenn., who make stainless tanks for Alloy Fabricators, Inc.

L-906—Donora, PA

INTL. REP. ROCCO DEROLLO reports contract ratification, effective Oct. 1, 1996 to Sept. 30, 2001, for members of Local 906, Donora, Pa., who work at Aquatech International Corp.

Arbitrator awards reinstatement

Ruling L-158's Crunk and Komatsu Mining must share responsibility, arbitrator awards one-half back pay, job reinstatement, and no loss of seniority

THE GRIEVANCE PROCEDURE works. Just ask Russell Crunk of Local 158, Peoria, Ill. Crunk was suspended for five days and then discharged for falsifying his time record. An employee of Komatsu Mining Systems, Inc. since September 1989, Crunk was fired in November 1996 for writing on his time card that he was away from work for one hour when he was actually away from work for one hour and 45 minutes. An

arbitrator ruled in November 1997, that both Crunk and the company must share responsibility for the erroneous time entry as Crunk asked if one hour would be a permissible time charge for his time away from work and his foreman approved the suggested charge. Crunk was awarded job reinstatement, no loss of seniority, but only one-half back pay to reflect Crunk's primary responsibility for making correct time entries.

Local Lodges earn Can Do Spirit Awards

Members gain recognition for outstanding job performance

DOING THE JOB RIGHT the first time. Performing quality work within budget and on or ahead of schedule. Working safely and striving hard for a zero accident job. These are the goals of every Boilermaker, and seven local lodges were honored for their success in achieving these goals at the combined Boilermaker Construction Division and Winter Conference meeting at the Monte Carlo Resort and Casino, February 2-5, 1998.

Construction Division Director Joe Meredith announced the winners of the Can Do Spirit Award, an awards program initiated in 1994 by International President Charles W. Jones to promote zero-accident performance on every job. Jones made the following award presentations:

Local 7 - Buffalo, N. Y.

MEMBERS OF LOCAL 7, Buffalo, N. Y., earned a Can Do Spirit Award for their job performance while working for Babcock & Wilcox at the May 1997 outage of the Kintigh Station of New York State Electric & Gas in Barker, N.Y.

Richard J. Kunz, Babcock & Wilcox construction manager, said the job's supervision and safety personnel were highly complementary of the manner in which the Local 7 Boilermakers transacted their business and executed their assignments. The foreman, steward, and crew directly affected the timely completion of its project while maintaining a harmonious working environment. Kunz said the Boilermakers set a high standard, which will continue to serve our mutual customers in the future.

L-13 - Philadelphia, Pa.

MEMBERS OF LOCAL 13, Philadelphia, Pa., earned two Can Do Spirit Awards for their job performances while working for the Nooter Construction Company.

The first award recognizes their work during the ISO reactor, crude unit, and FCC unit turnarounds at the Marcus Hook Refinery at Tosco in Philadelphia, Pa. James L. Woodward, a project manager for Nooter Construction Company, said the company and Local 13 members successfully completed an ISO reactor crude unit and FCC unit turnarounds at the Marcus Hook Refinery. The job required 150 to 200 boilermakers per shift, working six days a week around the clock, for 30 days. One hundred fifty thousand man-hours were completed with zero accidents. Woodward said an important contributing factor for this successful project was the commitment to employ training and safety screening.

The second award recognizes Local 13 members for their work during the boiler outage of Unit #1 at PECO



Accepting the Can Do Spirit Awards for Locals 7 and 13 are, l. to r., IR Bill Carey, IR Mike DiCicco, IVP Michael Murphy, Intl. Pres. Charles W. Jones, and IR John Bazzy.

Energy's Eddystone Generating Station, in Eddystone, Pa. Duane R. DeWitt, a project manager for Nooter Construction Company, was pleased to inform Local 13 of their successful completion of a critical path boiler outage at Eddystone. DeWitt said Local 13 Boilermakers completed this outage ahead of schedule and with zero accidents. The high productivity of the Boilermakers and the diligent efforts of the Local 13 staff brought about a job ahead of schedule, under budget, and most important of all, a satisfied owner.

L-30 - Greensboro, N. C.

MEMBERS OF LOCAL 30, Greensboro, N. C., earned a Can Do Spirit Award for their job performance while working for ABB C-E, Inc. during the August 1997 outage at the Weyerhaeuser Paper Plymouth Mill in Plymouth, N.C.

J. C. Clark, district manager for ABB C-E, said the Boilermakers completed the 12-day outage at maximum production levels under extreme temperatures and dirty conditions. No re-work was required and 12,000 man-hours were performed with zero accidents. The original hydro was missed by only five hours after performing one-third more work than was scheduled in the original scope. The customer was so satisfied with their performance, they awarded the next scheduled outage to ABB C-E.

Local 69 - Little Rock, Ark.

MEMBERS OF LOCAL 69, Little Rock, Ark., earned a Can Do Spirit Award for their job performance while working for ABB C-E Services, Inc. during the #1 recovery boiler upper furnace rebuild project at the International Paper Company in Camden, Ark.

R. E. "Dick" Peterson, supervisor of health and safety construction services for ABB C-E, said the commitment to safety shared by labor, management, and owner resulted in a successfully completed project with zero recordable injuries. Peterson congratulates the Local 69 members for a job well done and looks forward to future successful projects. He said Local 69 members successfully met the zero injury goal of NACBE, ABB C-E, and the Boilermakers MOST program.

L-83 - Kansas City, Mo.

MEMBERS OF LOCAL 83, Kansas City, Mo., earned two Can Do Spirit Awards for their job performances while working for the Williams Power Corporation and ABB C-E Services, Inc.

The first award recognizes their work for Williams Power during the turbine generator enhancement and the redesign and upgrade of the boiler economizer and superheat section of the Nebraska City Power Station Unit #1 for Omaha Public Power District in Nebraska City. David Crichton, vice president of labor relations for Williams Power Corp., said the job was challenging in terms of access, material handling, and rigging. It required welding teams to be highly productive in order to meet a demanding schedule. There were over 3,400 pressure welds with no leaks at hydro and no loss-time injuries. In his 20 years of experience, Crichton said he has seldom had expressed as many compliments as was the case on this job.

The second award recognizes Local 83 members for their work for ABB C-E Services, Inc. at power plants at Associated Electric in Thomas Hill, Mo., the Jeffrey Energy Center in St. Mary's, Kan., and Iowa Electric in Burlington, Iowa. R. G. Conway, district manager for ABB C-E, said these three projects were completed ahead of schedule and within budget. Productivity and quality were outstanding, with over 7,000 welds completed requiring only three repairs. Conway gave special acknowledgement to the members of Local 83 for their commitment in making these projects a success.

L-374 - Hammond, Ind.

MEMBERS OF LOCAL 374, Hammond, Ind., earned a Can Do Spirit Award for their job performance on the No. 4 B.O.F. vessel suspension system while working for Hunter Corporation at the Inland Steel Company in East Chicago, Ind.

W. W. Segiet, manager of field operations for Hunter Corp., said this job and a similar preceding job were of historic significance because they were the first of their kind performed in the United States. Excess heat of over 400°, confined and tight work areas, and 12-hour shifts were just some of the adverse working condi-



Accepting the Can Do Spirit Award for Local 30 is BM-ST Richard Chilton (c.), with IP Charles W. Jones (l) and IVP Newton B. Jones.



Accepting the Can Do Spirit Award for L-69 is BM-ST Dale Branscum (2nd from left) with, l. to r., IR Bill Erod, IVP N. B. Jones, and IP C. Jones.



Accepting the award for L-83 is BM-ST Glen Tubbs (2nd from right) with, l. to r., IVP George Rogers, ABM Jim Berry, and IP Charles Jones.



Accepting the award for L-374 is BM-ST Charles Vanover (c.) with, l. to r., ABM Michael Cliff, IVP Larry McVianamon, IP Jones, and IR Plummer.



Accepting the Can Do Spirit Award for L-687 is BM Sam May (2nd from right) with, l. to r., IR Bill Erod, IVP N. Jones, and IP C. W. Jones.

tions the Local 374 Boilermakers had to contend with. The absentee and quit rates were less than two percent, while achieving a zero weld rejection rate. Segiet said this job equates to true partnership between union member and union contractor.

L-687 - Charleston Heights

MEMBERS OF LOCAL 687, Charleston Heights, S. C., earned a Can Do Spirit Award for their job performance while working for Babcock & Wilcox

at the 1997 outage of Unit No. 2 at the SCE & G Wateree South Carolina plant.

Pete Dyal, area construction manager for Babcock & Wilcox, said the job was very successful, with no recordable accidents, a 0.97 percent weld reject rate, and no leaks on hydro. He attributes the success of the job to the Local 687 Boilermakers. Even with numerous changes in scope, fabrication errors, and extremely late delivery of critical materials, the Boilermakers proved their competitiveness. □

Good Job

BOILERMAKERSEARNPRAISESFOROUTSTANDINGJOBPERFORMANCE

L-40 and Common Arc earn praises from McGraw Kokosing

MCGRAW/KOKOSING, Inc., recently completed two outages for Kentucky Utilities at the Ghent Generating Station, Ghent, Ky., using Local 40 Boilermakers (Elizabethtown, Ky.) for the repair work.

The first outage on unit #4 consisted of replacing 80 lower slope tubes with a total of 210 welds and a requirement of 100 percent radiograph testing in a 16-day time period. The outage was completed on time and MQS did the radiograph of the welds with results of 209 acceptable and one reject for lack of penetration.

The second outage on unit #3 consisted of replacing 50 lower slope tubes with a total of 140 welds with 100 percent radiograph testing required in a 13-day period. The outage was completed two days early and had no welds rejected on this unit.

All the welding was done by welders certified prior to the outage through the Common Arc Program, which eliminated all cost for weld testing. We feel that the excellent work of the craft and the Common Arc Program has a big effect on our company being able to compete with nonunion organizations.

We thank everyone involved and hope to see the program and the skills of the union craftsman continue to grow.

BOBBY HORN, quality control
McGraw Kokosing

Congrats to L-69 for keeping safety as high priority

DURING THE PERIOD of July 13 through August 5, 1997, members of Local 69 (Little Rock, Ark.) were employees of ABB C-E Services, Inc., and were involved in the #1 Recovery Boiler Upper Furnace Rebuild Project at the International Paper Company's Camden, Ark., facility. The project was successfully completed with zero recordable injuries being reported.

This accomplishment is to the benefit of all parties because the commitment to safety was shared by labor, management, and owner.

I would like to extend the appreciation of ABB C-E Services, Inc. to the members of Local 69 for a job well done on this project, with a look to future projects being as successful.

Zero injuries is the goal of the National Association of Construction Boilermaker Employers (NACBE), ABB C-E Services, Inc., and the Boilermakers MOST Program. To continue to achieve this goal, we must work together, remain focused, and keep the safety of employees our highest priority.

R. E. "DICK" PETERSON, supervisor
ABB C-E Services, Inc.

Local 83 members earn kudos from Williams Powers Corp.

I AM WRITING to you in order to formally express Williams Powers Corp.'s total satisfaction with the performance of boilermakers represented

by Local Lodge 83 (Kansas City, Mo.) on a recently completed project undertaken at the Nebraska City Power Station Unit #1, Nebraska City, Neb., for the Omaha Public Power District.

This job involved a major redesign and upgrade in the boiler economizer and superheat sections, together with a turbine generator enhancement in order to increase total plant output. The boilermaker scope of work was challenging, particularly from an access, material handling, and rigging perspective. It also required welding teams to be highly productive once the new elements were in place in order for us to meet a demanding schedule.

A summary of the numbers shows that a peak boilermaker work force of approximately 110 crafts people, spread over two shifts, worked ten weeks to accomplish the necessary work. Over 3,400 pressure welds were made without a leak at hydro, the schedule was met, and best of all, there were no lost-time injuries associated with the project.

In 20 years in this business, I have seldom had expressed to me as many compliments on the experience and knowledge of front-line general foremen and foremen or the collective work ethic and craftsmanship of an entire boilermaker crew, as was the case in this job. The comments passed along by our project management were all the more remarkable because of the fact that, as is not unusual in today's markets, the company was unable to achieve our budgeted financial margins. Please extend to the officers and members of Local Lodge 83 our thanks and appreciation for a job well done.

DAVID CRICHTON, Labor Relations VP
Williams Power Corp.

Foster Wheeler Zack praises Local 647 for a job well done

WHEN MEMBERS OF Local 647, Minneapolis, Minn., completed a tight, seven-week outage for Foster Wheeler Zack, the company was so impressed by their work, they hung up the following banner:

BOILERMAKERS

2,510 tube welds
259 x-rays
252 good welds
97.3% acceptable weld rate
Great job guys!!

A job well done;
couldn't have done it without you.

FOSTER WHEELER ZACK

Terry Curl, L-647 ABM, said all of the hanging elements and most of the roof tubes on Unit One at the Minnkota Power Plant in Center, N. D., were taken out and replaced, resulting in a lot of pressure welds in some very tight and hard-to-reach places. "Even with a tight time frame and lots of extra work, this outage was finished on schedule, with no lost-time injuries, and only a few small recordables," said Curl. "Again, Boilermakers Local 647, along with the help of a few travelers, should be proud of their effort and performance. Another job well done."

Members just say Charge It! at L-72

Portland members can use their Visa™ cards to pay monthly union dues

HOTELS, RESTAURANTS, and retail businesses have been doing it for years. Supermarkets are getting into the act. And even the U.S. Post Office accepts credit cards now. So why not unions?

Donely Chandler, bus. mgr. / sec.-treas. of Portland, Ore., Local 72, thinks it is an idea whose time has come. He has arranged for L-72 to accept payments through Visa, using an electronic card swipe.

As he explains, "The card swipe lets you know automatically if there's a problem with the card, so it's really even safer than taking a personal check. And it's a lot more convenient for those members who choose to pay that way."

The local began accepting Visa cards in late 1996. At first, it was mainly used by members who wanted to spread their initiation fees over a longer period than the local's installment plan allowed.

"Our installment plan is pretty stiff," Chandler explains. "A credit card spreads the payment over a longer period of time, if you want to take longer to pay."

Once the idea caught on, members began paying their monthly dues with

their Visa cards as well. One advantage is that many banks offer a Visa-connected debit card, which makes a withdrawal directly from your checking account. Many people feel a debit card is more convenient than using checks or cash.

For other locals considering setting up a credit card payment program, Chandler recommends you do some research first to find the program that fits your local and your members.

"At first we decided on a system that requires you to bring your card in and swipe it through the machine," he points out. "But now we can take credit card payments over the phone. It works well for both our members and the staff."

Visa does charge a premium for their service, but for now at least, Local 72 believes that small payment is worth the convenience the credit card system brings.

"The cost is very minor," said Chandler. "and the more you use it, the lower the cost, so we are encouraging everyone to use it. We have an average of 18 payments a month now, and with the call-in capabilities, we expect that amount to go up."

Now we just need to get Visa to film a commercial in Local 72's union hall, with their famous slogan, "We're everywhere you want to be." □

Shipfitters, welders needed

Manpower shortage at Ingalls Shipbuilding provides opportunity

INGALLS SHIPBUILDING, Pascagoula, Miss., has long been a good employer for Boilermakers in the Southeast Area. Now they have work for construction members as well as Local 693 members.

That's good news - both for Ingalls, and for our field construction members looking to earn Ingalls' top shipbuilding wages and Boilermaker field construction benefits during their slack periods.

I.V.P. Newton B. Jones has negotiated a rider to the Southeastern States Agreement to assist Ingalls with its manpower shortage by allowing field construction Boilermakers to work in the shipyard.

This arrangement is a good deal for all involved. Boilermakers traditionally work at the Boilermaker trade in maintenance and repair during the spring and fall outage seasons. But most have significant periods of unemployment during the summer and winter periods. This arrangement establishes work opportunities (with Boilermaker benefits) for construction Boilermakers during periods when they might otherwise not be working.

The arrangement also helps Ingalls meet its currently scheduled work and may produce further opportunities in the future. If the Boilermakers can deliver enough craftsmen during the summer and winter months, Ingalls may be encouraged to bid and schedule more work during those periods.

With this deal, everybody wins. Lodges referring construction Boilermakers to the Ingalls' facility will receive a portion of the field dues contributed to Local 693 by the members they refer.

Terms of the conditions of employment are governed by an Article 31

Rider of the Southeastern States Agreement negotiated with CESI and by the Pascagoula Metal Trades Agreement with Ingalls Shipbuilding. Copies of the Article 31 Rider will be provided to locals who wish to refer members to this job.

In order to determine the level of interest in this work, lodges are being asked to develop a sign-up list for Boilermakers willing to work at the Ingalls' yard during their periods of unemployment. Those signing the list will be the first ones called to man the Ingalls' work.

Plate welders will be expected to pass flux-core and stick welding tests in three positions. Shipfitters must pass a tacking and burning test.

The job is scheduled for five days a week at eight hours, but overtime is expected, probably five-tens.

The employer is CESI. For more information, contact Local 693 Business Manager Truman Fairley (1-601-762-4343) or CESI (1-800-456-8647). If calling CESI, when the voice mail begins, press 0 for the operator and advise the receptionist you are interested in working for Ingalls. □

Wage & Benefit Schedule

Flux-Core Welder: \$14.22 per hour

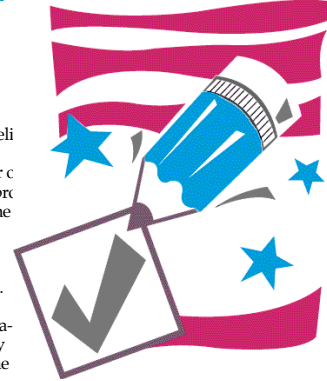
Shipfitter: \$14.17 per hour

Pension: \$1.00 per hour to Boilermakers National Pension Plan

Insurance: \$3.55 per hour to Boilermakers National Health & Welfare Plan

Per Diem: \$1.00 per straight-time hour

How Your Senators Voted



Key Senate votes for Boilermakers in 1997

1. Balanced Budget Constitutional Amendment – S. J. Res. 1

The Senate passed a joint resolution to propose a constitutional amendment to balance the federal budget. This year's budget is proof we do not need a constitutional amendment to balance the budget. It would only tie the hands of Congress, forcing them to cut programs and services whenever the economy slumped – the time when these programs and services are needed the most. The resolution was **opposed** by the Boilermakers but passed March 4th by a 66-34 vote.

For: 55 Rep, 11 Dem
Against: 0 Rep, 34 Dem

2. Compensatory Time, Flexible Credit – S. 4 cloture vote

The Senate failed on a cloture vote to end debate on the so-called "Family

Friendly Workplace Act." Like its companion in the House, this bill amends the Fair Labor Standards Act of 1938 to allow compensatory time off instead of overtime pay. The bill includes provisions to allow employers to create 80-hour work periods before an employee would earn overtime. The measure was **opposed** by the Boilermakers and failed on May 15th by a 53-47 vote. (Sixty votes are needed to invoke cloture.)

For: 53 Rep, 0 Dem
Against: 2 Rep, 45 Dem

3. Compensatory Time, Flexible Credit – S. 4 cloture vote

The Senate again failed on a cloture vote to end debate on the so-called "Family Friendly Workplace Act." **Opposed** by the Boilermakers, cloture failed on June 4th by a 51-47 vote.

For: 51 Rep, 0 Dem
Against: 3 Rep, 44 Dem

4. FY '98 Budget Reconciliation - Spending/Medicare Eligibility – S. 947

The Senate agreed on Sen. Roth's amendment to raise the Medicare eligibility age from 65 to 67. Doing so would greatly increase the number of uninsured older Americans. This provision would be burdensome on the Boilermakers pension plan, causing the plan to pick up more of the cost for medical benefits and decreasing future pension benefits. (Note: This provision was later dropped during the budget negotiations.) The motion was **opposed** by the Boilermakers but agreed to June 24th by a 62-38 vote.

For: 50 Rep, 12 Dem
Against: 5 Rep, 33 Dem

5. FY '98 Budget Reconciliation/Spending – S. 947

The Senate passed the reconciliation spending reduction legislation, which cuts the growth of

- 1 = Balanced Budget Amendment
- 2 = Compensatory Time
- 3 = Compensatory Time
- 4 = Budget Recon./Medicare Eligi.
- 5 = Budget Recon./Spending
- 6 = Budget Recon./Revenue
- 7 = Fast Track/Cloture
- '97% = Jan - Aug 1997 Percentage
- Life% = Lifetime Vote In Office

Key to Senate Votes

- R = Right
- W = Wrong
- A = Absent

Continued on page 8

	1	2	3	4	5	6	7	'97%	Life%		1	2	3	4	5	6	7	'97%	Life%		1	2	3	4	5	6	7	'97%	Life%
Alabama																													
Sessions	W	W	W	W	W	W	W	0%	0%																				
Shelby	W	W	W	W	W	W	R	14%	32%																				
Alaska																													
Murkowski	W	W	W	W	W	W	W	0%	17%																				
Stevens	W	W	W	W	W	W	R	14%	24%																				
Arizona																													
Kyl	W	W	W	W	W	W	W	0%	4%																				
McCain	W	W	W	W	W	W	W	0%	4%																				
Arkansas																													
Hutchinson	W	W	W	W	W	W	W	0%	0%																				
Bumpers	R	R	R	R	R	R	W	86%	84%																				
California																													
Boxer	R	R	R	R	R	W	R	86%	88%																				
Feinstein	R	R	R	W	W	W	R	57%	84%																				
Colorado																													
Allard	W	W	W	W	W	W	W	0%	0%																				
Campbell	W	W	R	W	W	W	R	29%	46%																				
Connecticut																													
Dodd	R	R	R	R	R	W	W	71%	80%																				
Lieberman	R	R	R	W	W	W	W	43%	80%																				
Delaware																													
Roth	W	W	W	W	W	W	W	0%	12%																				
Biden	W	R	R	R	W	W	W	43%	72%																				
Florida																													
Mack	W	W	W	W	W	W	W	0%	25%																				
Graham	W	R	R	W	W	W	W	29%	48%																				
Georgia																													
Coverdell	W	W	W	R	W	W	W	14%	20%																				
Cleland	W	R	R	R	W	W	W	43%	43%																				
Hawaii																													
Akaka	R	R	R	R	R	W	W	71%	92%																				
Inouye	R	R	R	R	R	A	W	83%	91%																				
Idaho																													
Craig	W	W	W	W	W	W	W	0%	8%																				
Kempthorne	W	W	W	W	W	W	W	0%	8%																				
Illinois																													
Durbin	R	R	R	R	R	R	R	100%	100%																				
Moseley-Braun	W	R	R	R	W	W	R	57%	76%																				
Indiana																													
Coats	W	W	W	W	W	W	W	0%	8%																				
Lugar	W	W	W	W	W	W	W	0%	4%																				
Iowa																													
Grassley	W	W	W	W	W	W	W	0%	8%																				
Harkin	W	R	R	R	R	R	R	86%	80%																				
Kansas																													
Brownback	W	W	W	W	W	W	W	0%	0%																				
Roberts	W	W	W	W	W	W	W	0%	0%																				
Kentucky																													
McConnell	W	W	W	W	W	W	W	0%	36%																				
Ford	R	R	R	R	W	R	R	86%	68%																				
Louisiana																													
Breaux	W	R	R	W	W	W	W	29%	72%																				
Landrieu	W	R	R	R	W	W	W	43%	43%																				
Maine																													
Collins	W	W	W	R	W	W	W	14%	14%																				
Snowe	W	W	W	R	W	W	R	29%	32%																				
Maryland																													
Mikulski	R	R	R	R	R	W	R	86%	88%																				
Sarbanes	R	R	R	R	R	R	R	100%	96%																				
Massachusetts																													
Kennedy	R	R	R	R	R	R	R	100%	92%																				
Kerry	R	R	R	R	R	R	W	86%	88%																				
Michigan																													
Abraham	W	W	W	W	W	W	W	0%	48%																				
Levin	R	R	R	R	R	R	R	100%	72%																				
Minnesota																													
Grams	W	W	W	W	W	W	R	29%	40%																				
Wellstone	R	R	R	R	R	R	R	100%	68%																				
Mississippi																													
Cochran	W	W	W	W	W	W	W	0%	10%																				
Lott	W	W	W	W	W	W	W	0%	8%																				
Missouri																													
Ashcroft	W	W	W	W	W	W	W	0%	8%																				
Bond	W	W	W	W	W	W	W	0%	20%																				
Montana																													
Burns	W	W	W	W	W	W	R	14%	6%																				
Baucus	W	R	R	W	W	W	W	29%	48%																				
Nebraska																													
Hagel	W	W	W	W	W	W	W	0%	0%																				
Kerrey	R	R	R	W	W	W	W	43%	60%																				
Nevada																													
Bryan	W	R	R	W	W	W	W	29%	68%					</															

Start getting ready now for the tough races in 1998

Let's get pro-worker candidates elected in these key races in '98

THE 1998 ELECTIONS will be on us before we know it.

In most nonpresidential election years, the president's party loses congressional seats. So if history holds true, workers may see anti-union, anti-worker Republicans gaining even more seats in Congress in 1998. They may gain enough to ensure passage of their entire anti-worker legislative agenda.

We can't let that happen, and we don't intend to.

Workers are aroused this year. We won some seats in 1996, and we even eked out a few legislative victories in Congress this year. We fully intend to re-elect our friends to Congress and add a few more pro-worker legislators.

To do so, we'll need to support pro-worker candidates from the primaries right through November.

Listed at right are some key races. The list at far right is all Senate seats up in 1998. Asterisks mark those senators who are not running for re-election.

The list in the center shows House seats that are open races this year (there will be no incumbents). Because incumbents have an enormous advantage, open races provide a good opportunity.

Study these lists and begin supporting pro-worker candidates in these races right away. But don't forget that

Open House Seats in 1998

State (Dist.)	Party	Name	Reason Seat Is Open
California	D	Vic Fazio	retiring
California	D	Ronald Dellums	retiring
California	D	Walter Capps	died
California (04)	R	Sonny Bono	died
Colorado (02)	D	David Skaggs	retiring
Connecticut (01)	D	Barbara Kennelly	running for Governor
Idaho (02)	R	Michael Crapo	running for Senator
Illinois (09)	D	Sidney Yates	retiring
Illinois (13)	R	Harris Fawell	retiring
Illinois (19)	D	Glenn Poshard	running for Governor
Indiana (09)	D	Lee Hamilton	retiring
Kentucky (04)	R	Jim Bunning	running for Senator
Kentucky (06)	D	Scotty Baesler	running for Senator
Nebraska (02)	R	Jon Christensen	running for Governor
Nevada (02)	R	John Ensign	running for Senator
New York (06)	D	Floyd Flake	retiring
New York (09)	D	Charles Schumer	running for Senator
North Carolina (08)	D	W.G. Hefner	retiring
Oregon (01)	D	Elizabeth Furse	retiring
Oregon (02)	R	Rob Smith	retiring
Pennsylvania (01)	D	Thomas Foglietta	retiring
Pennsylvania (15)	D	Paul McHale	retiring
Pennsylvania (02)	D	Frank Mascara	retiring
South Carolina (04)	R	Bob Inglis	running for Senator
Texas (20)	D	Henry Gonzalez	retiring
Washington (03)	R	Linda Smith	running for Senator
Wisconsin (01)	R	Mark Neuman	running for Senator
Wisconsin (02)	R	Scott Klug	retiring

Senate Seats Up In 1998

State	Party	Name
Alabama	R	Richard Shelby
Alaska	R	Frank Murkowski
Arizona	R	John McCain
Arkansas	D	Dale Bumpers*
California	D	Barbara Boxer
Colorado	R	Ben Nighthorse Campbell
Connecticut	D	Christopher Dodd
Florida	D	Bob Graham
Georgia	R	Paul Coverdell
Hawaii	D	Daniel Inouye
Idaho	R	Dirk Kempthorne*
Illinois	D	Carol Moseley-Braun
Indiana	R	Dan Coats*
Iowa	R	Charles Grassley
Kansas	R	Sam Brownback
Kentucky	D	Wendell Ford*
Louisiana	D	John Breaux
Maryland	D	Barbara Mikulski
Missouri	R	Christopher "Kit" Bond
Nevada	D	Harry Reid
New Hampshire	R	Judd Gregg
New York	R	Alfonse D'Amato
North Carolina	R	Launch Faircloth
North Dakota	D	Byron Dorgan
Ohio	D	John Glenn*
Oklahoma	R	Don Nickles
Oregon	D	Ron Wyden
Pennsylvania	R	Arlen Specter
South Carolina	D	Ernest Hollings
South Dakota	D	Tom Daschle
Utah	R	Robert Bennett
Vermont	D	Patrick Leahy
Washington	D	Patty Murray
Wisconsin	D	Russ Feingold

*Incumbent is not seeking re-election

all races are important, especially state and local races.

If you need help determining who to support, contact Leg. Dir. Ande Abbott (703) 560-1493. □

Explanation of House votes

House voting record can be found on pages 9-11

Continued from page 9

employers to easily mis-classify their workers in order to avoid paying payroll taxes, Social Security, and health benefits. The bill was **opposed** by the Boilermakers but passed June 26th by a 253-179 vote.

For: 226 Rep, 27 Dem
Against: 1 Rep, 177 Dem, 1 Ind

6. FY '98 Labor-HHS Appropriations/Wage & Hour Enforcement Bureau - H.R. 2264

The House **rejected** Rep. McIntosh's amendment that sought to increase funding for the Individuals with Disabilities Education Act by \$4.3 million while reducing funding for Employment Standards Administration, which enforces minimum wage, child labor laws, sweatshop laws, Davis-Bacon prevailing wage laws, Service Contract Act and the Family and Medical Leave Act. The Boilermakers **opposed** the amendment and it failed on Sept. 5th by a 167-260 vote.

For: 164 Rep, 3 Dem
Against: 59 Rep, 200, Dem, 1 Ind

7. FY '98 Labor-HHS Appropriations/OSHA Funding - H.R. 2264

The House **rejected** Rep. Souder's amendment that sought to reduce Occupational Safety and Health Administration enforcement funding by \$21 million and executive administration funding by \$2 million. OSHA's paramount concern is to protect workers' safety and health at the workplace. The Boilermakers **opposed** the amendment and it failed Sept. 9th by a 164-255 vote.

For: 156 Rep, 8 Dem
Against: 64 Rep, 190 Dem, 1 Ind

8. FY '98 Labor-HHS Appropriations/Impact Aid/NLRB - H.R. 2264

The House **rejected** Rep. Hayworth's amendment that sought to reduce National Labor Relations Board funding by \$18 million. The NLRB enforces the National Labor Relations Act, which provides protection to both workers and unions. The Boilermakers **opposed** the amendment and it failed Sept. 10th, 170-253.

For: 164 Rep, 6 Dem
Against: 58 Rep, 194 Dem, 1 Ind

9. FY '98 District of Columbia Appropriations/School Contractor Wages - H.R. 2607

The House **agreed** to Rep. Sabo's amendment that strikes the waiver of the Davis-Bacon Act for the District of Columbia school construction and repair, which requires the payment of locally prevailing wages on federally-funded construction projects. The Boilermakers **opposed** the amendment and it failed Oct. 9th by a 234-188 vote.

For: 38 Rep, 195 Dem, 1 Ind
Against: 183 Rep, 5 Dem

10. Caribbean and Central American Trade - H.R. 2644

The House **rejected** Rep. Souder's amendment that sought to reduce Occupational Safety and Health Administration enforcement funding by \$21 million and executive administration funding by \$2 million. OSHA's paramount concern is to protect workers' safety and health at the workplace. The Boilermakers **opposed** the amendment and it failed Nov. 4th by a 182-234 vote.

For: 136 Rep, 46 Dem
Against: 83 Rep, 150 Dem, 1 Ind



Explanation of Senate votes

Senate voting record can be found on page 7

Continued from page 7

Medicare by \$115 billion and raises the eligibility requirements under Medicare from 65 to 67. It also cuts Medicaid spending by \$13.6 billion and allows for means-testing on Medicare deductibles and block grants money set aside for expanding health care for uninsured children. **Opposed** by the Boilermakers, the measure passed on June 25th by a 73-27 vote.

For: 52 Rep, 21 Dem
Against: 3 Rep, 24 Dem

6. FY '98 Budget Reconciliation/Revenue - H.R. 2014

The Senate **passed** the House Budget Reconciliation bill, which provides a net tax cut of about \$77 billion between 1998 and 2002. The bill would reduce the top capital gains tax rate from 28 percent to 20 percent, establish a \$500-

per-child tax credit for children under 17, expand tax-deferred Individual Retirement Accounts. The huge tax breaks are in the favor of the wealthy and greatly outnumber the breaks for the working class. The bill was **opposed** by the Boilermakers but passed June 27th by a 80-18 vote.

For: 51 Rep, 29 Dem
Against: 4 Rep, 14 Dem

7. Fast Track/Cloture - S. 1269

The Senate **agreed** to end debate on the motion to proceed to the bill allowing the president to submit trade pact bills to Congress under expedited review procedures requiring up-or-down votes without amendments. Fast track trade legislation does not propose fair trade which protects workers' rights and the environment; rather it protects corporate interests. The motion was **opposed** by the Boilermakers but agreed to on Nov. 4th by a 69-31 vote.

For: 43 Rep, 26 Dem
Against: 12 Rep, 19 Dem

How Your Representatives Voted

Key House votes for Boilermaker members in 1997

1. Compensatory Time Off For Overtime Work – H.R. 1

The House passed H.R. 1, which amends the Fair Labor Standards Act of 1938 to allow compensatory time instead of overtime pay. The employers maintain ultimate control over when to grant workers comp time and employers can deny the use of comp time if they can claim the company would be "unduly disrupted." Remedies against violation of this voluntariness are weak and virtually meaningless. The bill was **opposed** by the Boilermakers but passed March 19th by a 222-210 vote.

For: 209 Rep, 13 Dem
Against: 18 Rep, 191 Dem, 1 Ind

2. Job Training Program Consolidation – H.R. 1385

The House passed H.R. 1385, which consolidates 60 federal employment, job training, and adult literacy programs into three block grants. Vouchers will be given to workers, which in turn will go to the training program of their choice. Thus, fly-by-night training shops will start appearing at an increasing rate, many of which are not Bureau of Apprenticeship and Training quality programs. This would allow the non-union shops to undercut certified BAT union

apprenticeship programs. The bill was **opposed** by the Boilermakers and passed May 16th by a 343-60 vote.

For: 155 Rep, 187 Dem, 1 Ind
Against: 56 Rep, 4 Dem

3. China's MFN Disapproval – H.J. Res. 79

The House failed to pass a joint resolution to disapprove renewal of most-favored-nation trade status for China. China has continued worker and human rights violations and unfair trade practices. MFN status is for our best trading partners. It gives them our lowest tariff rates for their products. The joint resolution was **supported** by the Boilermakers but failed June 24th by a 173-259 vote.

For: 79 Rep, 93 Dem, 1 Ind
Against: 147 Rep, 112 Dem

4. FY '98 Budget Reconciliation/Spending – H.R. 2015

The House passed the reconciliation spending portion of the budget bill. Total projected entitlement spending is cut over five years by about \$137 billion, including \$115 billion reduction in Medicare. The huge cuts will fund tax breaks to big businesses and the wealthy. Medical savings accounts will be established, which is another loophole for the rich to take advantage of. The bill was **opposed** by the Boilermakers but passed June 25th by a 270-162 vote.

For: 219 Rep, 51 Dem
Against: 7 Rep, 154 Dem, 1 Ind

5. FY '98 Budget Reconciliation/Revenue – H.R. 2014

The House passed the Tax Reconciliation Bill that gives excessive tax benefits to wealthy individuals and corporations. It also amends the tax code to allow employers to reclassify millions of employees as independent contractors and allows unscrupulous

Continued on page 8

1 = Compensatory Time
2 = Job Training Program Consolidation Time
3 = Disapproval of China's MFN
4 = Budget Recon./Spending
5 = Budget Recon./Revenue
6 = Wage & Hour Funding
7 = OSHA Funding
8 = NLRB Funding
9 = Davis-Bacon
10 = NAFTA Parity Expansion
'97% = Jan - Aug 1997 Percentage
Life% = Lifetime Vote In Office

Key to House Votes

R = Right
W = Wrong
A = Absent
Dist = Congressional District

Name	Dist	1	2	3	4	5	6	7	8	9	10	'97%	Life%	Name	Dist	1	2	3	4	5	6	7	8	9	10	'97%	Life%	
Alabama																												
Callahan	1st	W	R	W	W	W	W	R	R	W	W	30%	17%	Harmon	36th	W	W	W	W	W	R	R	R	R	R	50%	61%	
Everett	2nd	W	R	R	W	W	W	W	W	W	W	30%	23%	Millender-McD	37th	R	W	W	R	R	R	R	R	R	R	80%	76%	
Riley	3rd	W	R	R	W	W	W	W	W	W	A	22%	22%	Horn	38th	R	W	R	W	W	W	R	R	R	W	50%	48%	
Alderholt	4th	W	R	R	W	W	W	W	W	W	R	30%	30%	Royce	39th	W	R	R	W	W	W	W	W	W	W	30%	19%	
Cramer	5th	R	W	W	W	W	W	R	R	R	R	50%	58%	Lewis	40th	W	W	W	W	W	R	R	R	R	W	30%	20%	
Bachus	6th	R	W	W	W	W	W	W	W	W	W	10%	10%	Kim	41st	W	W	W	W	W	R	R	R	R	W	30%	13%	
Hilliard	7th	R	W	R	R	R	A	R	A	R	A	88%	85%	Brown	42th	R	W	W	R	R	R	R	R	R	80%	81%		
Alaska														Calvert	43rd	W	W	W	W	W	W	W	W	W	W	0%	6%	
Young	AL	R	W	W	W	W	W	R	W	R	R	40%	48%	Bono	44th	W	W	R	W	W	W	W	W	W	W	20%	10%	
Arizona														Rohrabacher	45th	W	R	W	W	W	W	W	W	W	R	20%	19%	
Salmon	1st	W	R	W	R	W	W	W	W	W	W	20%	13%	Sanchez	46th	R	W	R	W	W	R	R	R	R	W	60%	60%	
Pastor	2nd	R	W	W	R	R	R	R	R	R	R	70%	77%	Cox	47th	W	A	A	W	W	A	W	W	W	W	14%	18%	
Stump	3rd	W	R	W	W	W	W	W	W	W	W	10%	13%	Packard	48th	W	A	W	W	W	W	W	W	W	W	0%	7%	
Shadegg	4th	W	R	W	W	W	W	W	W	W	W	10%	10%	Bilbray	49th	W	W	W	W	W	W	W	W	W	R	20%	13%	
Kolbe	5th	W	W	W	W	W	W	R	A	W	W	11%	10%	Finer	50th	R	W	R	W	R	R	R	R	R	80%	80%		
Hayworth	6th	W	R	W	W	W	W	W	W	W	W	10%	10%	Cunningham	51st	W	W	W	W	W	W	R	W	W	W	10%	16%	
Arkansas														Hunter	52nd	W	W	R	W	W	W	W	A	W	R	22%	24%	
Berry	1st	R	W	W	R	R	R	R	R	R	W	70%	70%	Colorado														
Snyder	2nd	R	W	W	W	R	R	R	R	R	R	70%	70%	DeGette	1st	R	A	W	R	R	R	R	R	R	R	89%	89%	
Hutchinson	3rd	W	R	W	W	W	W	W	W	W	R	30%	23%	Skaggs	2nd	R	W	W	R	R	R	R	R	R	W	70%	74%	
Dickey	4th	W	R	R	W	W	W	W	W	W	R	40%	19%	McInnis	3rd	W	W	R	W	W	W	W	W	W	R	20%	16%	
California														Schaffer	4th	W	R	W	W	W	W	W	W	W	W	20%	20%	
Riggs	1st	W	W	W	W	W	W	W	W	W	R	10%	16%	Hefley	5th	W	R	R	W	W	W	W	W	W	R	30%	19%	
Herger	2nd	W	W	W	W	W	W	R	W	W	W	10%	6%	Schaefer	6th	W	R	W	W	W	W	W	W	W	R	20%	17%	
Fazio	3rd	R	W	W	R	R	R	R	R	R	W	70%	77%	Connecticut														
Doolittle	4th	W	R	R	W	W	W	W	W	W	R	30%	26%	Kennelly	1st	R	W	W	W	R	R	R	R	R	W	60%	71%	
Matsui	5th	R	W	W	R	R	R	R	R	R	W	70%	74%	Gejdenson	2nd	R	W	R	R	R	R	R	R	R	R	R	90%	94%
Woolsey	6th	R	W	R	R	R	R	R	R	R	R	90%	87%	DeLauro	3rd	W	R	R	R	R	R	R	R	R	R	R	90%	87%
Miller	7th	R	A	R	R	R	R	R	R	R	R	100%	93%	Shays	4th	W	W	W	W	W	R	R	R	R	W	40%	26%	
Pelosi	8th	R	W	R	R	R	R	R	R	R	W	80%	84%	Maloney	5th	R	W	R	W	W	R	R	R	R	R	70%	70%	
Dellums	9th	R	W	R	R	R	A	A	R	R	W	88%	79%	Johnson	6th	W	W	W	W	W	W	R	R	R	W	60%	35%	
Tauscher	10th	R	W	W	W	R	R	R	R	R	R	70%	70%	Delaware														
Pombo	11th	W	R	W	W	W	W	W	W	W	R	30%	26%	Castle	AL	W	W	W	W	W	R	R	R	W	30%	16%		
Lantos	12th	W	R	R	R	R	R	R	R	R	R	90%	90%	Florida														
Stark	13th	R	W	R	R	R	R	R	R	R	R	90%	90%	Scarborough	1st	W	R	R	W	W	W	W	W	W	R	30%	26%	
Eshoo	14th	R	W	W	R	R	R	R	R	R	W	70%	71%	Boyd	2nd	W	W	W	W	R	R	R	R	R	60%	60%		
Campbell	15th	W	R	W	W	R	R	R	R	W	W	40%	40%	Brown	3rd	R	W	R	W	R	R	R	R	A	78%	80%		
Lofgren	16th	R	W	W	R	R	R	R	R	R	R	80%	74%	Fowler	4th	W	W	R	W	W	W	W	W	W	W	10%	13%	
Farr	17th	R	W	W	R	R	R	R	R	R	R	80%	84%	Thurman	5th	R	W	W	R	R	R	R	R	R	W	70%	69%	
Condit	18th	R	W	W	W	R	R	R	R	R	R	70%	58%	Stearns	6th	W	R	R	R	W	W	W	W	R	40%	26%		
Radanovich	19th	W	R	W	W	W	W	W	W	W	R	20%	10%	Mica	7th	W	W	W	W	W	W	W	W	W	W	10%	10%	
Dooley	20th	W	W	W	W	W	R	R	R	W	W	40%	48%	McCollum	8th	W	W	W	W	W	W	W	W	W	W	0%	3%	
Thomas	21st	W	W	W	W	W	R	W	W	W	W	20%	10%	Bilirakis	9th	W	W	W	W	W	W	W	W	W	R	20%	13%	
Capps	22nd	R	W	W	W	R	R	R	R	R	V	67%	67%	Young	10th	W	A	W	W	R	R	R	R	R	W	44%	22%	
Galleghy	23rd	W	W	W	W	W	W	W	W	W	R	10%	10%	Davis	11th	R	W	W	W	R	R	R	R	R	W	60%	60%	
Sherman	24th	R	W	W	R	R	R	R	R	R	R	70%	70%	Canady	12th	W	W	W	W	W	W	W	W	W	R	20%	10%	
McKeon	25th	W	W	W	W	W	W	W	W	W	W	0%	6%	Miller	13th	W	W	W	W	W	R	R	R	W	30%	13%		
Berman	26th	R	W	R	R	R	R	R	A	W	W	78%	72%	Goss	14th	W	R	W	W	W	W	W	W	W	W	10%	10%	
Rogan	27th	W	R	R	W	W	W	W	W	W	W	20%	20%	Weldon	15th	W	R	W	W	W	W	W	W	W	W	20%	13%	
Dreier	28th	W	W	W	W	W	W	W	W	W	W	0%	3%	Foley	16th	W	W	W	W	W	R	W	R	W	W	20%	13%	
Waxman	29th	R	W	R	R	R	R	A	R	R	W	89%	83%	Meek	17th	R	W	R	R	R	R	R	R	R	80%	83%		

HOUSE VOTING RECORDS

Continued from page 9

Name	Dist	1	2	3	4	5	6	7	8	9	10	'97%	Life%	Name	Dist	1	2	3	4	5	6	7	8	9	10	'97%	Life%		
Georgia																													
Kingston	1st	W	R	R	W	W	W	W	W	R	30%	23%	Frank	4th	R	W	R	R	R	R	R	R	R	R	R	90%	87%		
Bishop	2nd	R	W	R	W	R	R	R	R	R	80%	73%	Meehan	5th	R	W	W	R	A	R	R	R	R	R	W	67%	70%		
Collins	3rd	W	R	R	W	W	W	W	W	W	20%	16%	Tierney	6th	R	W	R	R	R	R	R	R	R	R	R	90%	90%		
McKinney	4th	R	W	R	R	R	R	R	R	R	80%	61%	Markey	7th	R	W	R	R	R	R	R	R	R	R	R	R	90%	87%	
Lewis	5th	R	W	R	R	R	R	R	R	R	90%	90%	Kennedy	8th	R	W	R	R	R	R	R	R	R	R	R	W	80%	81%	
Gingrich	6th	S	S	W	W	S	S	S	S	S	0%	0%	Moakley	9th	R	W	W	R	R	R	R	R	R	R	R	R	80%	77%	
Barr	7th	W	R	R	W	W	W	W	W	W	30%	26%	Delahunt	10th	R	W	R	R	R	R	R	R	R	R	R	R	90%	90%	
Chambliss	8th	W	W	R	W	W	W	W	W	A	22%	13%	Michigan																
Deal	9th	W	W	R	W	W	W	W	W	W	20%	19%	Stupak	1st	R	W	R	R	R	R	R	R	R	R	R	R	90%	81%	
Norwood	10th	W	W	R	W	W	W	W	W	R	20%	13%	Hoekstra	2nd	W	W	W	W	W	W	W	W	W	W	W	W	0%	3%	
Linder	11th	W	W	W	W	W	W	W	W	W	0%	29%	Ehlers	3rd	W	W	W	W	W	W	R	R	R	W	W	W	20%	10%	
Hawaii														Camp	4th	W	W	W	W	W	W	R	R	W	W	W	20%	10%	
Abercrombie	1st	R	W	R	R	R	R	R	R	R	90%	97%	Barcia	5th	R	W	R	W	R	R	R	R	R	R	R	R	80%	68%	
Mink	2nd	R	W	R	R	R	R	R	R	R	90%	93%	Upton	6th	W	W	R	W	W	W	W	W	R	W	W	W	20%	10%	
Idaho														Smith	7th	W	W	R	W	W	W	W	W	W	R	W	20%	13%	
Chenoweth	1st	W	R	R	W	W	W	W	W	W	R	30%	26%	Stabenow	8th	R	W	R	R	R	R	R	R	R	R	R	R	80%	80%
Crapo	2nd	W	R	R	W	W	W	W	W	R	30%	19%	Kildee	9th	R	W	R	R	R	R	R	R	R	R	R	R	90%	84%	
Illinois														Bonior	10th	R	W	R	R	R	R	R	R	R	R	R	R	90%	87%
Rush	1st	R	W	W	R	R	R	R	R	R	80%	83%	Knollenberg	11th	W	W	W	W	W	R	R	W	W	W	W	W	20%	10%	
Jackson	2nd	R	W	R	R	R	R	R	R	R	90%	90%	Levin	12th	R	W	W	R	R	R	R	R	R	R	R	R	80%	77%	
Lipinski	3rd	R	W	R	R	R	R	R	R	R	80%	77%	Rivers	13th	R	W	R	R	R	R	R	R	R	R	R	R	90%	84%	
Gutierrez	4th	R	A	R	R	R	R	R	A	R	100%	93%	Conyers	14th	R	W	W	R	R	R	R	A	R	R	R	R	78%	80%	
Blagojevich	5th	R	W	W	R	R	R	R	R	R	80%	80%	Kilpatrick	15th	R	W	R	R	R	R	R	R	R	R	R	R	90%	90%	
Hyde	6th	W	R	R	W	W	R	R	R	W	50%	23%	Dingell	16th	R	W	W	R	R	R	R	R	R	R	R	R	80%	81%	
Davis	7th	R	R	R	R	R	R	R	R	R	100%	100%	Minnesota																
Crane	8th	W	W	W	W	W	W	W	W	W	10%	6%	Gutknecht	1st	W	W	W	W	R	W	R	W	W	R	W	W	10%	3%	
Yates	9th	R	W	A	A	A	R	R	R	R	86%	88%	Minge	2nd	W	W	W	W	R	W	R	W	W	W	W	W	50%	52%	
Porter	10th	W	W	W	W	W	R	R	W	A	33%	27%	Ramstad	3rd	W	W	W	W	W	W	W	W	W	W	W	W	0%	3%	
Weller	11th	R	W	W	W	W	W	W	R	W	30%	29%	Vento	4th	R	W	R	R	R	R	R	R	R	R	R	R	90%	90%	
Costello	12th	R	W	R	R	R	R	R	R	R	90%	81%	Sabo	5th	R	W	R	R	R	R	R	R	R	R	R	R	90%	87%	
Fawell	13th	W	W	W	W	R	R	W	A	33%	13%	Luther	6th	R	W	W	R	R	R	R	R	R	R	R	R	60%	65%		
Hastert	14th	W	W	W	W	W	W	W	W	W	0%	6%	Peterson	7th	W	W	W	R	R	R	R	R	R	W	W	W	60%	58%	
Ewing	15th	W	W	W	W	R	W	W	W	W	20%	13%	Oberstar	8th	R	W	W	R	R	A	R	R	R	R	R	R	78%	90%	
Manzullo	16th	W	R	W	W	W	W	W	W	W	10%	6%	Mississippi																
Evans	17th	R	W	R	R	R	R	R	R	R	90%	94%	Wicker	1st	W	A	W	W	W	W	W	W	W	W	W	W	0%	7%	
LaHood	18th	W	R	W	W	R	R	W	W	W	40%	29%	Thompson	2nd	R	W	R	R	R	R	R	R	R	R	R	R	90%	97%	
Poshard	19th	R	W	W	R	R	R	R	R	R	80%	74%	Pickering	3rd	W	W	R	W	W	W	W	W	W	W	W	W	10%	10%	
Shimkus	20th	R	W	W	W	W	W	R	R	W	30%	30%	Parker	4th	W	W	R	W	W	W	W	W	W	W	W	W	30%	16%	
Indiana														Taylor	5th	W	R	R	W	W	W	W	W	W	W	R	30%	45%	
Visclosky	1st	R	W	R	R	R	R	R	R	R	80%	84%	Missouri																
McIntosh	2nd	W	W	W	W	W	W	W	W	W	10%	10%	Clay	1st	R	W	R	R	R	R	R	R	R	R	R	R	90%	90%	
Roemer	3rd	R	W	W	W	W	R	R	R	W	50%	55%	Talent	2nd	W	R	W	W	W	W	W	W	W	W	W	W	10%	10%	
Souder	4th	W	W	R	W	W	W	W	W	R	20%	23%	Gephardt	3rd	R	A	R	R	R	R	R	R	R	R	R	R	100%	90%	
Buyer	5th	W	W	W	W	W	W	W	W	W	0%	7%	Skelton	4th	R	A	W	W	W	R	R	R	R	R	R	R	67%	67%	
Burton	6th	W	R	R	W	W	W	W	W	W	30%	26%	McCarthy	5th	R	W	W	R	R	R	R	R	R	W	W	W	60%	65%	
Pease	7th	W	W	W	W	W	W	W	W	W	10%	10%	Danner	6th	R	W	W	W	R	R	R	R	R	R	R	R	70%	65%	
Hostettler	8th	W	R	R	W	W	W	W	W	W	20%	16%	Emerson	8th	W	R	W	W	W	W	W	W	W	W	W	W	10%	11%	
Hamilton	9th	R	W	W	R	R	R	R	R	W	60%	61%	Hulshof	9th	W	R	W	W	W	W	W	W	W	W	W	W	10%	10%	
Carson	10th	R	W	R	R	R	A	A	R	R	88%	88%	Montana																
Iowa														Hill	AL	W	W	W	W	W	W	W	W	R	W	W	10%	10%	
Leach	1st	W	W	W	W	W	R	R	R	W	30%	26%	Nebraska																
Nussle	2nd	W	W	W	W	W	W	W	W	W	0%	6%	Bereuter	1st	W	W	W	W	W	R	W	W	W	W	W	W	10%	6%	
Boswell	3rd	R	W	W	W	W	R	R	R	R	60%	60%	Christensen	2nd	W	W	W	W	W	W	W	W	W	W	W	W	0%	3%	
Ganske	4th	W	W	R	W	W	R	W	W	W	20%	6%	Christens	3rd	W	W	W	W	W	R	W	W	W	W	W	W	10%	6%	
Latham	5th	W	W	W	W	W	W	W	W	W	0%	3%	Nevada																
Kansas														Ensign	1st	W	W	R	W	W	W	W	W	W	R	W	20%	10%	
Moran	1st	W	W	W	R	W	W	W	W	W	10%	10%	Gibbons	2nd	W	W	R	W	W	W	A	W	W	R	W	22%	22%		
Ryun	2nd	W	W	W	W	W	W	W	W	W	0%	0%	New Hampshire																
Snowbarger	3rd	W	W	W	W	W	W	W	W	W	0%	0%	Sununu	1st	W	W	W	W	W	W	W	W	W	W	W	W	0%	0%	
Tiahrt	4th	W	W	R	W	W	W	W	W	R	20%	16%	Bass	2nd	W	W	W	W	W	W	W	W	W	W	W	W	0%	3%	
Kentucky														New Jersey															
Whitfield	1st	W	W	W	W	W	R	R	W	W	30%	23%	Andrews	1st	R	A	W	R	R	R	R	R	R	R	R	R	89%	79%	
Lewis	2nd	W	R	R	W	W	W	W	A	R	33%	23%	LoBiondo	2nd	R	A	R	W	W	R	R	R	R	R	R	W	78%	53%	
Northup	3rd	W	W	W	W	W	W	W	W	W	10%	10%	Saxton	3rd	W	W	W	W	W	R	W	W	R	R	R	R	30%	23%	
Bunning	4th	W	W	R	W	W	W	W	W	R	20%	19%	Smith	4th	R	W	R	W	W	R	R	R	R	R	R	R	70%	71%	
Rogers	5th	W	W	R	W	W	W	R	W	R	30%	26%	Roukema	5th	W	W	W	W	R	R	R	R	R	R	W	W	40%	26%	
Baesler	6th	R	W	W	W	W	R	R	R	R	60%	65%	Pallone	6th	R	W	R	R	R	R	R	R	R	R	R	R	90%	81%	
Louisiana														Franks	7th	W	W	W	W	R	R	R	R	R	R	R	R	50%	35%
Livingston	1st	W	W	W	W	R	R	R	W	W	30%	16%	Pascarell	8th	R	W	R	R	R	R	R	R	R	R	R	R	90%	90%	
Jefferson	2nd	R	A																										

Continued from page 10

HOUSE VOTING RECORDS

Name	Dist	1	2	3	4	5	6	7	8	9	10	'97%	Life%	Name	Dist	1	2	3	4	5	6	7	8	9	10	'97%	Life%	
Maloney	14th	R	W	W	R	R	R	R	R	R	R	80%	81%	Spence	2nd	W	W	R	W	W	W	W	W	W	W	R	20%	19%
Rangel	15th	R	W	W	R	R	R	R	R	R	W	70%	74%	Graham	3rd	W	W	R	W	W	W	W	W	W	W	R	20%	19%
Serrano	16th	R	W	W	R	R	R	A	R	R	R	78%	80%	Inglis	4th	W	W	R	W	W	W	W	W	R	R	R	20%	20%
Engel	17th	R	W	R	R	R	R	R	R	R	R	90%	90%	Spratt	5th	R	W	R	W	R	R	R	R	R	R	R	80%	81%
Lowey	18th	R	W	W	R	R	R	R	R	R	W	70%	74%	Clyburn	6th	R	W	R	R	R	R	R	R	R	R	R	90%	84%
Kelly	19th	W	W	W	W	W	W	W	W	W	W	20%	29%	South Dakota														
Gilman	20th	R	W	W	R	R	R	R	R	R	W	60%	52%	Thune	AL	W	R	W	W	W	W	W	W	W	W	W	10%	10%
McNulty	21st	R	W	W	R	R	R	R	R	R	A	78%	70%	Tennessee														
Solomon	22nd	W	R	R	W	W	W	W	A	R	R	33%	39%	Jenkins	1st	W	W	W	W	W	W	W	W	W	R	10%	10%	
Boehlert	23rd	R	A	W	W	W	R	R	R	R	R	67%	60%	Duncan	2nd	W	R	R	W	W	W	W	W	W	W	R	30%	23%
McHugh	24th	R	W	W	W	W	R	R	R	R	R	50%	52%	Wamp	3rd	W	R	R	W	W	W	W	W	W	W	R	30%	26%
Walsh	25th	W	W	W	W	W	R	R	R	R	R	50%	42%	Hilleary	4th	W	W	R	W	W	W	W	W	W	W	R	20%	16%
Hinchey	26th	R	W	R	R	R	R	R	R	R	R	90%	87%	Clement	5th	R	W	W	W	W	R	R	R	R	W	50%	55%	
Paxon	27th	W	W	R	W	W	W	W	W	W	W	10%	6%	Gordon	6th	R	W	R	W	W	R	R	R	R	R	W	70%	68%
Slaughter	28th	R	W	W	R	R	R	R	R	A	R	78%	87%	Bryant	7th	W	W	W	W	W	W	W	W	W	W	W	0%	6%
LaFalce	29th	R	W	W	R	R	R	R	R	R	R	80%	81%	Tanner	8th	W	W	W	W	R	R	W	W	R	W	W	30%	45%
Quinn	30th	R	A	W	W	W	R	A	R	R	R	63%	52%	Ford	9th	R	W	W	R	R	R	R	R	R	R	R	80%	77%
Houghton	31st	W	W	W	W	W	R	R	R	R	W	40%	38%	Texas														
North Carolina														Sandlin	1st	R	W	W	R	W	R	R	R	R	R	R	70%	70%
Clayton	1st	R	W	R	R	R	R	R	R	R	R	90%	87%	Turner	2nd	R	W	W	W	W	R	R	R	R	R	R	60%	60%
Etheridge	2nd	R	W	W	W	R	R	R	R	R	R	70%	70%	Johnson	3rd	W	W	W	W	W	W	W	W	W	W	W	0%	7%
Price	4th	R	W	W	R	R	R	R	R	R	R	80%	80%	Hall	4th	W	R	W	R	W	W	W	W	W	W	W	30%	19%
Burr	5th	W	W	R	W	W	W	W	W	W	W	10%	19%	Sessions	5th	W	R	W	W	W	W	W	W	W	W	W	10%	10%
Coble	6th	W	R	W	W	W	W	W	W	W	W	10%	10%	Barton	6th	W	A	R	W	W	W	W	W	W	W	W	11%	13%
McIntyre	7th	W	W	R	W	W	R	R	R	R	R	50%	50%	Archer	7th	W	W	W	W	W	W	W	W	W	W	W	0%	6%
Hefner	8th	R	A	R	R	R	R	R	R	A	R	100%	86%	Brady	8th	W	W	W	W	W	W	W	W	W	W	W	0%	0%
Myrick	9th	W	W	R	W	W	W	W	W	W	R	20%	10%	Lampson	9th	R	W	W	W	R	R	R	R	R	R	70%	70%	
Ballenger	10th	W	A	W	W	W	A	W	W	W	W	0%	10%	Doggett	10th	R	W	R	R	R	R	R	R	R	R	R	80%	77%
Taylor	11th	W	W	W	W	W	W	W	W	W	W	10%	13%	Edwards	11th	R	W	W	W	R	R	R	R	A	67%	69%		
Watt	12th	R	W	R	R	R	R	R	R	R	R	90%	87%	Granger	12th	W	W	W	W	W	W	W	W	W	W	W	0%	0%
North Dakota														Thornberry	13th	W	W	W	W	W	W	W	W	W	W	0%	6%	
Pomeroy	AL	R	W	W	W	R	R	R	R	R	R	70%	71%	Paul	14th	W	R	W	R	W	W	W	W	W	W	R	30%	30%
Ohio														Hinojosa	15th	R	W	W	R	R	R	R	R	R	R	80%	80%	
Chabot	1st	W	W	W	W	W	W	W	W	W	W	0%	0%	Reyes	16th	R	W	R	R	R	R	R	R	R	R	80%	80%	
Portman	2nd	W	W	W	W	W	W	W	W	W	W	0%	3%	Stenholm	17th	W	W	W	R	A	W	W	W	W	W	11%	30%	
Hall	3rd	R	W	R	W	R	R	R	R	W	W	70%	79%	Jackson-Lee	18th	R	W	W	R	R	R	R	R	W	70%	74%		
Oxley	4th	W	W	W	W	W	R	R	W	W	W	20%	10%	Combust	19th	W	W	W	W	W	W	W	W	W	W	W	0%	6%
Gillmor	5th	W	A	R	W	W	R	W	W	W	W	22%	18%	Gonzalez	20th	R	W	R	R	A	A	A	A	A	A	80%	76%	
Strickland	6th	R	W	R	R	R	R	R	R	R	R	90%	90%	Smith	21st	W	W	W	W	W	W	W	W	W	W	W	0%	3%
Hobson	7th	W	W	R	W	W	W	R	W	W	W	30%	19%	Delay	22nd	W	W	W	W	W	W	W	W	W	W	W	0%	6%
Boehner	8th	W	W	W	W	W	W	W	W	R	10%	10%	Bonilla	23rd	W	W	W	W	W	R	W	W	W	W	W	10%	10%	
Kaptur	9th	A	W	R	R	R	R	R	R	R	R	89%	83%	Frost	24th	R	W	W	R	R	R	R	R	R	R	80%	74%	
Kucinich	10th	R	W	R	R	R	R	R	R	R	R	90%	90%	Bentsen	25th	R	W	W	W	R	R	R	R	R	W	60%	65%	
Stokes	11th	R	W	R	R	R	R	R	R	R	R	90%	87%	Army	26th	W	W	W	W	W	W	W	W	W	W	W	0%	6%
Kasich	12th	W	W	R	W	W	W	W	W	W	W	10%	6%	Ortiz	27th	R	W	R	R	R	R	R	R	R	R	R	80%	70%
Brown	13th	R	A	R	R	R	R	R	R	R	R	100%	90%	Rodriguez	28th	V	W	W	R	R	R	R	R	R	R	R	78%	78%
Sawyer	14th	R	W	W	R	R	R	R	R	R	R	80%	74%	Green	29th	R	W	W	R	R	R	R	R	R	R	R	80%	77%
Pryce	15th	W	W	W	W	A	W	W	W	W	W	0%	3%	Johnson	30th	R	W	W	R	R	R	R	R	R	W	70%	74%	
Regula	16th	W	W	W	W	W	R	R	R	W	W	30%	23%	Utah														
Traficant	17th	R	W	R	W	W	R	W	R	R	R	60%	74%	Hansen	1st	W	W	W	W	W	W	W	W	W	W	R	10%	10%
Ney	18th	W	W	W	W	W	W	W	W	W	W	20%	29%	Cook	2nd	W	R	R	W	W	W	W	W	W	W	R	30%	30%
LaTourette	19th	W	W	W	W	W	R	R	R	R	W	40%	32%	Cannon	3rd	W	R	W	W	W	W	A	W	W	W	11%	11%	
Oklahoma														Vermont														
Largent	1st	W	W	W	W	W	W	W	W	W	W	0%	0%	Sanders	AL	R	W	R	R	R	R	R	R	R	R	R	90%	90%
Coburn	2nd	W	W	R	W	W	W	W	W	A	11%	17%	Virginia															
Watkins	3rd	W	A	W	W	W	W	W	W	W	0%	0%	Bateman	1st	W	W	W	W	W	R	R	R	W	W	30%	17%		
Watts	4th	W	A	R	W	W	W	W	W	W	11%	10%	Pickett	2nd	W	W	W	R	W	R	R	R	W	W	50%	52%		
Istook	5th	W	A	W	W	W	W	W	W	W	11%	7%	Scott	3rd	R	W	R	R	R	R	R	R	R	R	90%	90%		
Lucas	6th	W	W	W	W	W	W	W	W	W	R	10%	10%	Sisisky	4th	R	W	R	W	R	R	R	R	R	R	70%	66%	
Oregon														Goode	5th	W	R	R	W	W	W	W	W	W	W	25%	25%	
Furse	1st	R	W	W	R	R	R	R	R	R	R	80%	77%	Goodlatte	6th	W	W	W	W	W	W	W	W	W	W	0%	6%	
Smith	2nd	W	W	W	W	W	W	W	W	W	W	10%	10%	Bliley	7th	W	W	W	W	W	W	W	W	W	W	0%	6%	
Blumenauer	3rd	R	W	W	R	R	R	R	R	W	70%	53%	Moran	8th	R	W	W											

Railroad News

Railroad Retirement benefit increases

RAILROAD RETIREMENT annuities, like Social Security benefits, will increase January 1998 on the basis of the rise in the Consumer Price Index (CPI) during the 12 months preceding October 1997.

Cost-of-living increases are calculated in both the Tier I and Tier II benefits included in a Railroad Retirement annuity. Tier I benefits, like Social Security benefits, will increase by 2.1 percent, which is the percentage of the CPI rise. Tier II benefits will increase by 0.7 percent, which is 32.5 percent of the CPI rise. Vested dual benefit payments and supplemental annuities also paid by the Railroad Retirement Board are not adjusted for the CPI rise.

In January 1998, the average regular Railroad Retirement employee annuity will increase \$20 a month to \$1,259 and the average of combined benefits for an employee and spouse will increase \$29 a month to \$1,837. For aged widow(er)s, the average survivor annuity will increase \$14 a month to \$754.

If a Railroad Retirement annuitant also receives a Social Security benefit, the increased Tier I benefit is reduced by the increased Social Security benefit. Tier II cost-of-living increases are not reduced by Social Security increases.

1998 Railroad Retirement taxes

WHILE REGULAR RAILROAD Retirement tax rates are not changed for 1998, the amounts of compensation subject to these payroll taxes are scheduled to increase in January 1998 as a result of indexing to average national wage increases.

The Railroad Retirement Tier I tax rate of 7.65 percent for employers and employees, which is the same as the Social Security tax and for withholding and reporting purposes is divided into 6.20 percent for retirement and 1.45 percent for Medicare hospital insurance, remains the same. However, the maximum amount of an employee's earnings subject to the 6.20 percent rate will increase to \$68,400 in 1998 from \$65,400 in 1997. There is no maximum on earnings subject to the 1.45 percent Medicare rate; all of an employee's compensation is subject to the Medicare tax.

The maximum amount of earnings subject to the Railroad Retirement Tier II tax of 4.90 percent on employees, and 16.10 percent on employers, will increase to \$50,700 from \$48,600.

In 1997, the regular Railroad Retirement tax on an employee earning \$65,400 was \$7,384.50 and the employer's regular Railroad Retirement tax on such an employee was \$12,827.70. In 1998, the Railroad Retirement tax on an employee earning \$68,400 will be \$7,716.90 compared to \$5,232.60 under Social Security, and the employer's tax will be \$13,395.30.

The rate of the supplemental Railroad Retirement annuity tax paid solely by rail employers is determined quarterly by the Railroad Retirement Board. The rate for all four quarters of 1997 has been \$0.35 per work hour; the rate for the first quarter of 1998 will be announced later.

Employers, but not employees, also pay railroad unemployment insurance taxes, which are experience-rated by employer. The basic rates range from a minimum of 0.65 percent to a maximum of 12 percent. However, as the Railroad Unemployment Insurance Account balance was less than \$100 million but more than \$50 million on June 30, 1997, a surcharge of 1.5 percent will be added to the basic tax rates in 1998, but will not increase the maximum rate. Consequently in 1998, the unemployment

insurance tax rates on railroad employers will range from 2.15 percent (the minimum basic rate of 0.65 percent plus the 1.5 percent surcharge) to a maximum of 12 percent, on monthly employee compensation up to \$925.

Retiree earnings limits to rise

RAILROAD RETIREMENT annuitants who work after retirement can earn more in 1998 without having their benefits reduced, as a result of increases in earnings limits indexed to average national wage increases.

Railroad Retirement annuities generally consist of Tier I and Tier II benefits and may include certain vested dual benefit payments and/or a supplemental benefit. Like Social Security benefits, Railroad Retirement Tier I benefits and vested dual benefits paid to employees and spouses, and Tier I, Tier II, and vested dual benefits paid to survivors, are subject to earnings deductions if post-retirement earnings exceed certain exempt amounts.

For those under age 65, the exempt earnings amount rises to \$9,120 in 1998 from \$8,640 in 1997. For beneficiaries ages 65 through 69, the exempt earnings amount rises to \$14,500 in 1998 from \$13,500 in 1997. These earnings limitations do not apply to any annuitants age 70 or older, starting with the month in which they are 70.

For those under age 65, the earnings deduction is \$1 in benefits for every \$2 of earnings over the exempt amount. For those ages 65-69, the deduction is \$1 for every \$3 of earnings over the exempt amount.

Earnings consist for this purpose of all wages received for services rendered, plus any net earnings from self-employment. Interest, dividends, certain rental income, or income from stocks, bonds, or other investments, are not considered earnings for this purpose.

Retired employees and spouses, regardless of age, who work for their last pre-retirement nonrailroad employer are also subject to an earnings deduction in their Tier II and supplemental benefits of \$1 for every \$2 in earnings up to a maximum reduction of 50 percent. This earnings restriction does not change from year to year and does not allow for an exempt amount.

Regardless of age and/or earnings, no Railroad Retirement annuity is payable for any month in which an annuitant (retired employee, spouse, or survivor) works for a railroad employer or railroad union.

Financial assistance for daughters of deceased railway employees

THE JOHN EDGAR Thomson Foundation offers limited financial aid to daughters of deceased fathers who were in the active employ of any railroad in the United States at the time of death, although the cause need not be work-related.

Whatever grant is awarded usually services to benefit all members of the family. The monthly allowance made under the grant may cover the period from infancy to age 18; under certain circumstances to age 22 to assist grantees who are pursuing higher educational goals. The foundation also offers special health care benefits.

Funding for the work of the foundation is completely independent of any railroad. It neither solicits nor receives funds from the public. For more information contact Sheila Cohen, director of the John Edgar Thomson Foundation, 201 S. 18th St., Suite 318, Philadelphia, PA 19103, or by calling 1-800-888-1278.

FRA releases injury reporting guidelines

To report or not to report, that is the question

By Jones & Granger, Attorneys at Law

VIRTUALLY ALL THE major carriers have enacted so-called safety incentive programs over the last several years. These range from time off for each week/month an individual or gang goes without a reportable injury, to free pizza on Fridays if the gang or shop goes through the week without an accident. While it cannot be seriously argued that working safer is not a good thing, these programs have in fact created an atmosphere of fear and intimidation leading to workers either not reporting or delaying the reporting of injuries.

This has led to increased investigations, and, in some cases, employee discipline or termination. Likewise, not reporting an accident or waiting several days seriously impairs an employee's Federal Employers Liability Act (FELA) claim to the extent the carrier argues either the accident occurred off duty or that the employee violated company rules by not promptly reporting it. The "new" Federal Railroad Administration (FRA) injury reporting guidelines make it clear exactly what must be reported and it is suggested that these rules be followed when evaluating whether to fill out a personal injury report.

What are FRA requirements?

THE FRA NOW requires carriers to report "any event arising from the operation of a railroad which results in:

1. Death
2. Injury that requires medical treatment (other than first aid, one-time treatment) or
 - a. results in restriction of work or motion for one or more days or
 - b. one or more lost days or
 - c. transfer to another job or
 - d. termination of employment or
 - e. loss of consciousness, or
3. Occupational illness." (Such as asbestos, chemical exposures, etc.)

Under these guidelines, restriction of work or motion means the inability to perform all normally assigned duties and also includes assignment of the employee to another job or to less than

full-time work at a temporary or permanent job. This definition clearly contemplates such traditional practices as "light duty" or showing up but not really doing anything or being temporarily assigned to office or store house work. Based upon calls we have received, it is clear that all of the major carriers are still trying to circumvent the new rules by utilizing the practices mentioned above. This is not only in violation of the FRA rules, but it places the employee in a precarious situation because the new law applies not only to management, but to individual employees as well and penalties, including fines, may be assessed by the FRA. Additionally, by agreeing to "play ball" by doing other jobs or taking light duty, the employee may seriously jeopardize his or her FELA claim. It is a lose/lose situation for the injured worker. So, what to do?

When in doubt, fill it out

BECAUSE OF THE new FRA rules and also because virtually all carriers require prompt reporting of any on-duty injury, it is our advice that "when in doubt, fill it out!" Obvious injuries will, of course, be reported, so it is really the less-serious ones that are the issue. But it is our opinion that the safest, best practice for the employee and for the union representative is to fill out the personal injury report. You may miss the pizza, but that is better than being fired for late reporting or not reporting an injury and certainly puts you in a better position if you pursue a claim under the FELA.

If you are injured, you should immediately consult your union representative for their guidance. But if you have questions or doubts about filling out a personal injury report, please call us at once at our toll-free number. As designated counsel for the Boilermakers union, we are in the business of providing free advice for such situations and will gladly do so.

Should you have any questions about this or need advice regarding whether you should or should not fill out a personal injury report, please call us so that we may help you protect your job and your rights. For more information contact Jones & Granger, Attorneys at Law, P O Box 4340, Houston, TX 77210, 1-800-231-3359. □

Asbestos screening available

Free health screening for boilermakers with 20 or more years in railroad industry

IF YOU ARE an active or retired member who has worked at least 20 years as a railroad boilermaker or blacksmith and were exposed to asbestos during your employment in the railroad industry, you can participate in a free health screening program, even if you previously tested negative for the asbestos disease.

The initial testing will consist of a chest x-ray, which will be analyzed by a qualified physician who has specialized training in the area of asbestos-related disease. Screening results will be mailed following physician's review.

You are not eligible for this screening if you tested positive through another program and have received compen-

sation for your injury; however, if you previously tested negative at an asbestos screening, you may re-test through this program as it is possible for asbestos-related health problems to develop at a later date.

In 1991, the Boilermakers union appointed the law firm of Jones and Granger as counsel for its asbestos program in the railroad industry. Since that time, the Boilermakers union has actively participated in the implementation of a health screening program for boilermakers and blacksmiths who were exposed to asbestos during their employment in the railroad industry, and the Jones and Granger law firm has assisted thousands of railroad workers in receiving monetary compensation for asbestos-related injuries. For more information, contact Jones and Granger at 1-800-331-4904. □

Local 37, New Orleans, wins NACBE safety award

Louisiana local has no lost-time accidents, lowest compensable rate

THIS YEAR'S NATIONAL SAFETY award went to Local 37, New Orleans, La., of the Southeast Section. Local 37 BM-ST David Hegeman accepted the award at the combined Boilermaker Construction Division and Winter Conference meeting at the Monte Carlo Resort and Casino in Las Vegas, Feb. 2-5, from John Erickson, executive director for the National Association of Construction Boilermaker Employers (NACBE).

Erickson told Hegeman that he had close competition this year with the other area winners - Local 29, Boston, Mass., of the Northeast Section; Local 744, Cleveland, Ohio, of the Great Lakes Area; Local 592, Tulsa, Okla., of the Central Section; and Local 92, Los Angeles, Calif., of the Western States section. Each lodge had no lost-time accidents and the defining factor in picking

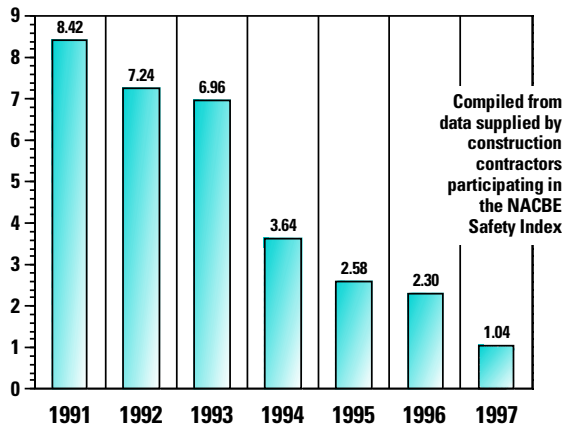
the award winners fell on the local's compensable injury accident rate.

In fact, Erickson reported that all the construction lodges had a lost-time injury rate below 4.80. "Four or five years ago, that would have won the national safety competition," said Erickson. "But in 1997, 51 lodges were below the 1996 average of 2.30; 35 lodges were below 1.00; and 31 lodges recorded 0.00, the lowest lost-time rate in the seven-year history of the index. That means the deciding factor has to be the compensable injury accident rate in determining the award winners."

Not only has Erickson seen a steady decrease in the lost-time injury rates since the safety award's program began in 1991, but the compensable injury accident rates are also on the decline.

In 1997, 41 construction lodges had a compensable injury rate below the 1996 average rate of 2.87 and 31 lodges fell below 2.5. Since 1991, Erickson estimates that 7,763 lost-time injuries have been eliminated, avoiding \$232,950,000 in direct costs and a total \$1.165 billion in total costs. □

Boilermaker Lost-Time Injury Rates 1991-1997



Local S50 members attend steward training seminars

MEMBERS OF LOCALS50, Baltimore, Md., attended steward training seminars on September 13 and October 19 in order to learn more about the structure and services of the International Brotherhood, the duties and rights of the union steward, and effective ways to handle grievances, including investigation, analysis, and presentation.

Also included in the seminar was a thorough review of the local's contract with PMI-Vulcan Hart, where Local S50 represents 330 members in the production of commercial gas ranges and deep fryers. Len Beauchamp, director of research and collective bargaining services for the International Brotherhood, conducted the seminars. He was assisted by Intl. Rep. Ron Marley. □

MAKE IT SAFE



What did you say?

Continuous exposure to high noise levels will result in hearing loss

Source: The Boilermaker Welder, Matt Thomson, editor

THERE'S ABSOLUTELY no doubt about it, if you are continuously exposed to high noise levels, you will suffer hearing loss. If you believe that noise doesn't bother you, chances are you've already suffered some degree of hearing loss.

Hearing protection is a must, not just at work, but at home, or at play. Home appliances can operate at dangerously high noise levels and crowds at sporting events can reach dangerous levels, too. If you find yourself repeatedly asking people, "What's that you said?", you may have already suffered some level of hearing loss. And chances are the environment that you are in is too noisy.

Just how loud is loud?

THE INTENSITY or loudness of noise is measured in decibels (dB). It is a measurement of the amount of sound energy and is related to sound pressure. It is a logarithmic scale, which means that an increase of one bel is ten times louder. In other words, a noise level of 90 dB is ten times as intense as a noise level of 80dB and 100 times as intense as a noise level of 70 dB.

The legal standard in the industrial sector is 90 dB. If the equipment you are operating is measured at 93 dB, it may just be three decibels over the limit, but it is twice as loud as the maximum intensity allowed.

Different welding processes have different noise levels. In the GMAW process using Globular transfer, the noise level can be as high as 90 dB depending on welding current and wire speed. The riveting on a steel tank has been measured in the decibel range of 130 dB. That's 10,000 times as intense as the allowable 90 dB. Now do you understand why it's so important to wear ear plugs at work? Other common tools Boilermakers are exposed to produce the following decibels:

- Explosive actuated tool - 120-140 dB
- Pneumatic drill - 100 dB
- Air grinder - 106-110 dB
- Gouger (air carbon arc cutting) - 105-114 dB

If you think a gas chain saw will do a better job than this hand saw, you better grab your ear plugs. A gas chain saw will produce dangerous noise levels of 100 to 115 dB.

- Gasoline chain saw - 100-115 dB
- Compressor - 85-104 dB
- Pile drive - 119-125 dB
- Crane - 78-103 dB

Even when you are not at the job site, you can be exposed to dangerous noise levels. Home entertainment centers can reach as high as 140 dB, snowmobiles can produce a steady 115 dB, and the crowd at a hockey game can reach 120 dB.

A jet engine roars at 140 dB, but we don't know how loud a rock concert gets - the noise level goes beyond the 150 dB capacity of the sound level meter!

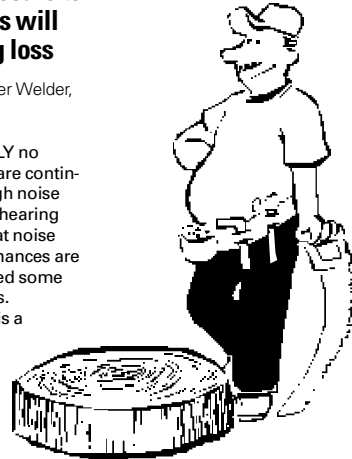
Average conversational speech is at the 60 dB level with the average home or office noise level at 75 dB. Downtown city streets produce levels of 80 dB, while subway trains can roar into a station at 90 to 114 dB.

Sound becomes uncomfortable at 120 dB, the threshold of discomfort is 130 dB, and that of pain is 140 dB.

It is believed that daily exposure of two to three hours to noise levels of 90 dB or higher will cause hearing loss.

Most will not notice a gradual hearing loss until hearing is permanently damaged. Don't take that chance. If you are going to be exposed to high levels of noise, protect your hearing by wearing ear plugs.

DON'T TAKE UNNECESSARY RISKS.
ALWAYS PLAY IT SAFE.
AND WHEN YOU ARE AT WORK,
MAKE IT SAFE!



Is it time to refinance your mortgage?

With mortgage rates at their lowest level in four years, Union Member Mortgage and Real Estate experiences a surge in calls

WITH INTEREST RATES at their lowest levels in four years, many homeowners have been scrambling to trade in their old mortgages for new ones. And this trend is especially evident in the recent surge in calls to the Union Member Mortgage and Real Estate Program.

"We've had a 100 percent increase in calls to the program since Christmas, when rates started dropping," says Chris Babcock, union affinity liaison for the program lender, Chase Manhattan Mortgage Corp. If you own a home, you may be wondering what all the fuss is, and whether refinancing might make sense for you as well.

When you refinance your home, you are taking out a new loan to replace an existing mortgage. One of the most common reasons for refinancing is to save money by getting a new loan with lower interest rates and lower monthly payments.

As a general rule, it's worth looking into refinancing if you stand to save as little as one and one-half to two percentage points, depending on your goals and your situation.



Factors to consider

IF YOU'RE CONSIDERING refinancing to save money, the first thing you'll want to do is to be sure you qualify. Remember, refinancing a loan means putting together a whole new mortgage – and that means reapplying all over again.

As a first step, take a look at the things that have changed in your life since you first bought your home. Some changes that could affect your eligibility for a new mortgage include a drop or increase in your family's income, a shift in your debt-to-income ratio, or a decrease in the value of your home.

The next question you need to ask is whether you can save money by refinancing. Look at how much it will cost you to refinance versus how much you might save on your monthly mortgage payment. For example, if it costs you \$2,000 to refinance and you would save \$1,000 per year in reduced mortgage payments as a result, then you would "break even" in two years. This means that you would benefit if you planned to stay in your house for more than two years.

A smart reinvestment

IF YOU'RE LIKE many homeowners, you may discover that you can significantly lower your monthly payments by refinancing. For example, monthly interest and principal payments on a 30-year, fixed rate \$100,000 loan at nine percent would be \$804.62. But the same loan, at 7.5 percent, costs just \$699.22 per month – amounting to a savings of \$7,587 over five years.

Refinancing also allows you to shorten the term of the loan in some instances. By taking out a 15-year loan instead of a 30-year loan, you'll pay more in monthly payments, but you'll save money over time. For example, it would cost \$898.83 in monthly payments for a \$100,000 15-year loan at seven percent ver-

sus only \$768.91 on a 30-year loan at 8.5 percent – but with the 15-year loan, you'd own your home in half the time and save \$115,020 in interest charges!

Tap into your equity

FINALLY, REFINANCING allows you to tap your home equity for cash. If you've lived in your home for several years, you've probably built up some equity. And the same holds true if your home has appreciated in value since you bought it. Refinancing your mortgage at a lower rate can let you tap some of your home's accumulated cash value without raising your monthly payments.

If any of these scenarios reflect your own situation as a homeowner, you might want to seriously look into refinancing. But don't wait. Remember, rates change daily, and they won't stay this low forever.

Call today!

TO FIND OUT MORE about refinancing, call Union Member Mortgage and Real Estate at 1-800-848-6466 today. With your union program, you'll receive assistance from an expert mortgage counselor who can help you determine whether refinancing is the right move for you. Plus, you'll also receive several union-members-only features, including protection for workers who are on strike and assistance fund benefits for members who are laid off or disabled.

Program hours of operation are 8:30 a.m. to 9:00 p.m. Eastern Time (ET), Monday through Friday, and 9 a.m. to 1 p.m., Saturday. However, because of the heavy volume of calls following the recent drop in interest rates, you may wish to call after 6 p.m., ET, when hold times are shorter. Mortgage loans are made through Chase Manhattan Mortgage Corp. The union has no involvement in loan decisions. □

Save money when you buy, sell, or refinance your home



UNION MEMBER MORTGAGE & REAL ESTATE

1-800-848-6466

To be eligible, you must first call this toll free number to register. Program available only to union members in the U.S. and certain territories. The program's five percent and three percent down payment option are not available in all geographic areas. Your union has no involvement in loan decisions.

MEMBER SAVINGS: Down payments as low as five percent, competitive interest rates, and expert guidance through the mortgage or refinancing process.

REAL ESTATE SERVICES: Money-saving options for buyers and sellers.

HELP FOR FIRST-TIME BUYERS: Down payments as low as three percent plus special affordability program options.

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



UNION PLUS CREDIT CARD

A credit card is available.

For information call: 1-800-522-4000



LEGAL SERVICE

Free and discounted legal services. Includes free consultation (up to 30 minutes).

For information call: 1-800-452-9425



LIFE INSURANCE

Term insurance is available.

For information call: 1-800-899-2782



DENTAL SERVICE

Offers predetermined discount fees for dental services and procedures.

For information call: 1-800-257-8352



MORTGAGE & REAL ESTATE

Buying, selling, refinancing made easier, more affordable. Special savings on real estate agent services.

For information call: 1-800-848-6466



DRIVER & TRAVELER

An unbeatable motor club with towing, car repair, and maintenance discounts, and a cash-back travel service.

For information call: 1-800-547-4663



ACCIDENT INSURANCE

Workplace accidental death insurance is available.

For information call: 1-800-899-2782



UNION FAMILY SAVERS

Savings on everyday consumer products and services – including Hertz car rentals, Disney World hotel stays, hearing aids, and more.

For information call: 1-800-452-9425

For more information on these member-only benefits, call

1-800-452-9425

BOILERMAKERS UNION PRIVILEGE BENEFITS

Program restrictions may apply to members outside the continental United States.

Now you can save on *Encyclopedia Americana* and other educational resources

Union Privilege Program brings union members and their families high quality consumer benefits and services

WANT TO HELP your child improve her reading skills, expand her knowledge of science, or prepare for that big class project on the labor movement?

With the new Boilermakers' Union Family Savers encyclopedia and education benefit, you can do all that – while also saving up to 65 percent on a host of family-oriented educational and resource materials.

Among the program benefit's most popular offerings is the *Encyclopedia Americana*, which is available in hard-

bound library reference volumes for a union-members-only price of \$650 (suggested retail is \$1,800.00), or on CD-ROM for \$249.95 (suggested retail is \$495.95).

Other discounted offerings include:

- Grolier reading improvement and study programs
- The Phonics Factory
- The New Book of Popular Science
- The Harvard Classics
- The Family Circle Encyclopedia of Cooking
- Medical and Health Encyclopedia
- The New Lexicon Webster's Dictionary for Children
- The New Book of Knowledge
- Grolier Multimedia on CD-ROM
- Mr. Light's Pre-Reading Enrichment Program.

And savings are also offered on The Math Factory, The New Science Library, History Safari, GeoSafari Talking Globe Quizzer, The Phonics Game, The Math Game, Lands & People; Deluxe Auto & Home Repair; Webster's Encyclopedic Dictionary; and the new complete four-volume Medical & Health Encyclopedia.

For program details and pricing information as well as to order, call 1-888-733-READ (or send an e-mail to crosbyentp@aol.com), mention your union membership, and ask for a program brochure. Once your union membership has been verified and you've made your selection, use the Union Plus Credit Card to pay and you'll receive an additional premium. □

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.

LODGE & NAME	128	Murchison, Laurel B.	582	Smith, Holmes L.
1 Schmidt, Lorenz	128	Neuendorf, Karl H.	583	Skinner, John W.
5 Mazzocchi, Peter	128	Rymer, James	587	Durbin, Charles L.
5 Walsh Jr., Michael F.	146	Curry, James P.	587	Sanford, Joseph C.
6 Riggins, Charles M.	146	Plunkie, Gordon R.	587	Travis, Thomas A.
6 Snavely, Wayne W.	146	Zanetti, Peter	592	Whisenant, Russell
7 Rich, Stewart G.	154	Paul, Gilbert C.	647	Johnson, Louie D.
13 Boyer, Grant W.	154	Stanley, Donald F.	656	Hicks, Leonard
13 Powell, Hubert G.	158	Debolt, Russell	667	Fulkner, Charles L.
13 Yeager, Joseph A.	169	Nemeth, Joseph J.	667	Moore, Larry J.
27 Busalacki, Joseph J.	169	Ward, Willie B.	684	Walker, Larry
27 Meade, Daniel C.	191	Pylypa, Alexander J.	748	Rigney, George B.
27 Wallace, Walter L.	193	Jenkins Jr., Thomas	752	Smith, Bradford W.
28 McCracken, A. K.	193	Musick Jr., George	801	Bordner, Elwood B.
30 Wooton, Billie R.	242	Whitney, Michael L.	801	Hans, George C.
37 Migliore, Gaspar	290	Hansen, Stephen B.	908	Richardson, James
37 Mulkey Jr., Wesley	300	Primerano, Victor	1032	Norris, Lloyd E.
40 Wilbourn, Albert S.	359	Bell, Richard D.	1184	Albers, Gale W.
45 Piercy, Kenneth A.	359	Dowell, Reed A.	1191	Ramey, Walter W.
79 Simon, Wilson J.	359	Ford, Walter B.	1191	Slutz, Cara L.
83 Noah, George W.	359	MacAulay, John	1191	Thompson, Doris M.
83 Wilson, David C.	359	McKinnon, Norman	1509	Switlick, Bernard T.
92 Cameron, Andrew L.	359	Semeniuk, Harry	1592	Meckes, Carson W.
92 Steffey, Carl C.	359	Ulrich, Jason	D285	Stewart, Ken
92 Stockton, Edwin M.	368	Wagenblast, Ed	D338	Warner, Winston
92 Totten, Troy L.	368	Ruch, Glenn W.	D37	Trujillo, Amos R.
101 Sinley, Amos G.	374	Bruder, Harold H.	D375	Pease, Earl D.
104 Arendt, Oswald	374	Newsom, Richard J.	D50	Vertetis, Robert
104 Branze, Don S.	417	Phillips, Leslie T.	D6	White, Lester D.
104 Gusa, Teddy E.	454	Price, Leonard C.	NTL	Fogarty, William B.
104 Karlson, Lloyd C.	454	Seals, Roy M.	NTL	Moser, Lawrence B.
104 Midbey, Norman J.	524	Smith, Jerry A.	NTL	Nellis, John E.
104 Sullivan, Ivan M.	530	Miller, Albert H.	NTL	Townsend, George
104 Nolen, Robert D.	531	Winters, Stephen G.	NTL	Walls Jr., Edgar
105 Nolen, Jerry E.	549	Wilson, Vernon	S699	Schlueter, Eleanor L.
105 Smoot, Jerry E.	568	Shincke, Winston D.	S7	Wysocki, Harry
128 Laposie, Ronald				



John R. Brady, seated, receives his 70-year membership pin in 1996. L. to r. are Brady's grandson-in-law Joseph Carpino, son-in-law Joseph Paszkiewicz Sr., and grandsons Joseph Paszkiewicz Jr. and Robert Paszkiewicz -- all active or retired L-7 members, Buffalo, N.Y. At far right is L-7 BM-STF Patrick Lyons.

John R. Brady, 71-year member of Local 7, dies

Had more continuous years of membership than any other Boilermaker

JOHN R. BRADY, 91, who this year would have celebrated his 72nd year as a member of Local 7, Buffalo, N. Y., died January 12, 1998. At the time of his death, he had more continuous years of membership in the Boilermakers union than any other member on record.

John began work as a helper in 1925 for Oldman-McGee Fabricating Shop at \$0.40 an hour. He joined Local 7 in 1926, and worked his first field job for Nicholson & Hall in 1934 at Buffalo Gravel for \$0.95 an hour.

John enjoyed keeping up with Boilermaker news, which was easy to do considering how many family members are also members of Local 7. John's grandsons, Joseph Paszkiewicz Jr. and Robert Paszkiewicz, are members. John's son-in-law, Joseph Paszkiewicz Sr., is a retired member, and Joseph's son-in-law, Joseph Carpino, is also a retired member.

At Local 7's annual Christmas party in 1996, John was honored for his 70 years of membership. He received a Boilermaker watch from the International and a promise for a 70-year membership pin as soon as one became available. It was the first time a member had ever attained this prestigious goal. □

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.

LODGE, NAME & BENEFIT	304	Hertz, Norman A.	3,000.00
1 Goecke, Josef	\$3,000.00	Huff, Charlie R.	3,000.00
1 Lasky, Robert	3,000.00	Kilkenny, Joseph R.	3,000.00
5 Allibone, Thomas	3,000.00	Porter, William H.	3,000.00
5 Ennis, Gilbert W.	3,000.00	Ronney, James A.	3,000.00
6 Fitzgerald, Aaron A.	3,000.00	Schober, Richard J.	3,000.00
6 Garren, Everett G.	3,000.00	Seorum, Paul R.	3,000.00
6 Glidewell, Kenneth H.	3,000.00	Winship, Harry H.	83.67
6 Hamilton, Jerry V.	1450.50	Bush, Norman D.	3,000.00
6 Hawthorne, Elmer	3,000.00	Duea, Bradford W.	3,000.00
6 Kutsch, Alfred J.	3,000.00	Wilson, Dock R.	3,000.00
6 Meyer, Emial H.	3,000.00	Abner, Hiram	3,000.00
6 Mowat, James W.	3,000.00	Poe, Edwin A.	3,000.00
6 Neilsen, Ronald D.	3,000.00	Beilke, Roger I.	3,000.00
6 Recchioni, Elvio	3,000.00	Killough, Michael S.	92.82
6 Schrader, William P.	3,000.00	Killough, Michael S.	185.64
6 Stokes, Lyle T.	3,000.00	Abrahamson, Einar O.	3,000.00
26 Brown, Nathaniel	3,000.00	Stier, Philip J.	3,000.00
27 Copeland, Milfred A.	3,000.00	Dial, Jimmie	3,000.00
27 Redferring, Raymond G.	3,000.00	Murray, Glenn	3,000.00
37 Levatino, Frank J.	3,000.00	Lanke Sr., Frank M.	3,000.00
37 Wilson, Clinton	3,000.00	Snider, Frank J.	3,000.00
40 Lambert, Richard M.	3,000.00	Zimmerly, Charles A.	3,000.00
40 Meredith, Elza	3,000.00	Fitzgerald, James J.	3,000.00
40 Orser, George	3,000.00	Hervick, Richard R.	3,000.00
40 Porter, Thomas J.	3,000.00	McKenzie, Donald H.	3,000.00
40 Rose, Jack W.	3,000.00	Voller, Walter M.	3,000.00
60 Thomas, Glendel W.	3,000.00	Tibbs, Melvin R.	3,000.00
72 Cleary, Leonard J.	3,000.00	Shanley, John T.	3,000.00
72 Michael, Cleone J.	3,000.00	Nissen, Rex T.	3,000.00
72 Michels Jr., Martin L.	3,000.00	Niemiec, John	3,000.00
74 Dettmer, Ray F.	3,000.00	Brown, Donald L.	3,000.00
79 Fontenot, Melvin	3,000.00	Buckles, Charles L.	3,000.00
79 McKee, John T.	3,000.00	Gischer, Emile L.	3,000.00
83 Bruscato, Charles	3,000.00	Diosdado, Guillermo	3,000.00
83 Davison, Ernest D.	3,000.00	Lawson, Norman	3,000.00
83 Koloff, John	3,000.00	Thompson, Fred D.	3,000.00
83 Noah, George W.	3,000.00		
83 Walls, Edgar	3,000.00		
84 Rosh, Roy O.	3,000.00		
85 Dunberger Jr., Michael	3,000.00		
85 Sebring, George W.	3,000.00		
92 Bashor, Ramon R.	3,000.00		
92 Frado, Daniel	3,000.00		
92 Fuentes, Fidel	3,000.00		
92 McGehee, Joseph C.	3,000.00		
92 Starrantino, Angelo	3,000.00		
96 Dorsey, James L.	3,000.00		
104 Amundson, Warren A.	3,000.00		
104 Blackmore, John E.	3,000.00		
104 Ellis, Edward R.	3,000.00		

397 Jennings, Lester	3,000.00	688 Price, Louis James	3,000.00
433 Griffith, James G.	3,000.00	696 Smith, Howard	3,000.00
433 Smith, Herbert H.	3,000.00	697 Kasper, Ben	3,000.00
449 Haberlie, Oscar J.	3,000.00	744 Babiski, Victor	3,000.00
454 Wyrick, James A.	3,000.00	744 Pavlick, Frank	3,000.00
455 Woodson, Clyde E.	3,000.00	799 Yashur, Michael S.	3,000.00
487 Holmes, Elwood B.	3,000.00	802 Byrd, Willie C.	3,000.00
502 Titus, Robert E.	3,000.00	802 Scoleri, John W.	3,000.00
531 Kay, John	3,000.00	807 Smith, Jimmie B.	3,000.00
549 Warren, Ray	3,000.00	1509 Leahy, James T.	3,000.00
568 Masella, Fred A.	3,000.00	1670 Abernathy, Percy J.	3,000.00
568 Watkins, Lloyd	3,000.00	1670 Belanger, Anita R.	3,000.00
582 McGee, Ewell	3,000.00	Intl. Dague, Hollis L.	3,000.00
587 Wilkinson, Curtis L.	3,000.00	NTL Gigliotti, Frank	3,000.00
590 Perry, Burnice B.	3,000.00	NTL Greene, Jack A.	3,000.00
636 Messerall, John G.	3,000.00	NTL Hanks, Oliver C.	3,000.00
647 Krumrey, Robert D.	3,000.00	NTL Jolley, Felton D.	3,000.00
647 Ryan, Sandra A.	6,000.00	NTL Nance, Harlon L.	3,000.00
667 Dalton, Leonard	235.20	NTL Nellis, John E.	3,000.00
667 Lancaster, Donald W.	3,000.00	NTL Shipwash, Thomas E.	3,000.00
667 Thompson, Eric F.	30.25	NTL Stepp, Earl W.	3,000.00
679 Robbs, Harden	3,000.00	NTL Wood, Larry E.	3,000.00

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.

Moving? Tell us where...

Name _____
 New Address _____
 City _____
 State or Province _____ Zip _____
 Local Lodge No. _____ Register No. _____

(Also please notify the secretary of your local lodge.)

Mail form to:

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

(Allow five weeks for change of address.)

Does all this political action really make any difference?

Yes, it does – that's why the GOP is trying to silence our union's political voice

DO YOU SOMETIMES get discouraged and wonder if all this political activity is worth the trouble? I hear members voice that opinion occasionally. Congress will do what it wants to do, they say. We have no power.

These members are wrong. Workers who belong to unions have a considerable voice. In 1997, we faced numerous attacks on the laws that protect workers' wages, safety protections, and our right to form and belong to unions. In most of these battles, we were successful. We defeated bills intended to end the 40-hour week, cut funding for OSHA and the NLRB, and remove Davis-Bacon protections from some federal projects.

Perhaps the greatest success union workers enjoyed occurred when we stopped Clinton and Gingrich from passing a bill granting the president fast-track authority to expand NAFTA throughout South America.

But the greatest evidence that we still have some political power has come from actions taken by the other side. In 1997, Republicans teamed up with the Business Roundtable, the Right to Work Committee, and numerous other groups and put together \$100 million to try to convince the American people that unions should not be allowed to

discuss politics. I can assure you, if our political activities were not having some effect, they would not be spending that kind of money to silence us.

Unionized workers are having an impact, all right. And that impact worries those who work against us.

In 1997, Republican members of Congress proposed a bill they called the "Paycheck Protection Act." This bill effectively destroys the ability of unions to play any role in the political process. Often referred to as an effort at campaign finance reform, this bill does nothing to end the abuses of our campaign finance system. Individuals, corporations, and such nonprofit corporations as the U.S. Chamber of Commerce, the National Right to Work Committee, and the National Association of Manufacturers would not be affected by it – only unions.

If workers' political efforts were futile, the GOP wouldn't be spending \$100 million in an effort to keep unions out of politics.

In addition to this federal bill, corporations, right-wing foundations, and national anti-union lobbying groups are introducing initiatives and legislation in all 50 states, all designed to limit

working families' participation in the political process by singling out unions for burdensome restrictions.

Whose side are they on?

BACKERS OF THESE initiatives are being dishonest when they present them. They claim these laws will protect the interests of working Americans. They justify their efforts as campaign finance reform. They claim that unions do not represent the desires of their members.

That's all rubbish, of course. Numerous public opinion polls have shown that the vast majority of union members support our political efforts. These bills do nothing to end the abuses of campaign finance, because they only apply to unions.

In the campaign finance game, labor unions are a drop in the bucket. During the 1996 election cycle, corporations accounted for more than 40 percent of the \$1.6 billion raised by political candidates and parties – while unions accounted for less than four percent.

These bills are not an effort to protect your paycheck. They are a cynical attempt to trick workers into giving up their constitutional right to free speech. The people behind these bills know better than most that taking unions out of the political debate will allow them to pass anti-worker legislation with ease.

Unorganized workers simply don't get involved in politics at the level unionized workers do. When it comes to worker protections, unions are the



Charles W. Jones
International President

watchdogs, and all workers benefit from our vigilance.

Unions are effective in the political arena because we stand together. The intent of the GOP's \$100 million political propaganda campaign is to divide and weaken us, to set our members against each other in a partisan struggle.

Don't be fooled by their disinformation. For union members, politics is nonpartisan. The only criterion we have is that a candidate must support laws that protect workers and their families. Nothing else matters.

When a measure to stifle union participation in politics comes to your state, you must stand up and speak out against it.

If you don't speak out on this issue, you may soon find you are unable to speak out on any political issue. □

Letters to the Editors

Stop right-to-work legislation

I HAVE WRITTEN to the *Boilermaker Reporter* in the past concerning my efforts to inform others about the so-called right-to-work legislation – its camouflaged title and its conniving lies to gain voter support.

At last count, 13 states have right-to-work laws. If right-to-work laws become effective in all 50 states, mandatory minimum wage would prevail – **backed by federal law!** Neither you nor I, nor our union or any other union in any other state, would be able to do anything about it. In fact, if all states become right-to-work states, the union will become a thing of the past. By Federal law, you would work for minimum wage, or less, or not at all.

Already 13 states are on the contractors' list. If you live in a right-to-work state, you need to write your legislators for an appeal and seek another vote to get it out. The only reason your union scale and representation still exists is because the right-to-work states are still in the minority.

But this could quickly change unless you take action to keep right-to-work legislation out of the other 37 states. Take action now to stop right-to-work supporters (mostly Republicans and contractors with big money) who are trying to get unions and their wage scales out of their state.

DOUG TUCKER SR., Local 592 retiree
Spavinaw, Okla.

EDITOR'S NOTE: Actually, 21 states have so-called right-to-work laws.

L-667's Deem is concerned about the quality of men today

I'M GETTING A LITTLE concerned about the "quality of men" we are getting in our locals today. I have noticed it more since we cut back the eligibility of becoming a journeyman by 2,000 hours, from the 8,000 hours with which I became a journeyman. I have seen their performance on the job, as well as other members who often ask, "Where do we get them?" On a ratio of 60 percent, these men cannot call themselves craftsmen and it reflects back on all locals and the membership as well.

Please don't think that these people go unnoticed on outages or new work. The contractor, as well as the customer, notices them. Some of these people are unsafe to work around and don't even know the trade. Sometimes I think these people have won their Boilermaker's card in a lottery.

I also think, and I'm sure that others would agree (especially those who paid their dues by working 8,000 hours instead of 6,000 hours), that it is unfair to the upcoming apprentices today. Although 40 percent of these people are excellent boilermakers, because they come from other locals in which they worked 8,000 hours under a probation system or apprenticeship program, if the locals continue to take these people in with only 6,000 hours they should be given some kind of aptitude test, similar to what an apprentice takes upon completion of his studies.

STEVE DEEM, Local 667
Winfield, W. Va.

L-199's Spivey is grateful for hard-working IVP

I AM A MEMBER of Local 199 (Jacksonville, Fla.). I would like to thank the business managers of the southeastern states for standing together on the three-year agreement that was signed November 1, and a special thanks to Intl. Vice Pres. Newton B. Jones, who is one of the best things that has happened to the Southeast. I am proud to say that we still have an International vice president who has not forgotten us in the field. In my 24 years as a Boilermaker, I have personally known Brother Jones as a hard worker in the gang on his tools and now as an International vice president he has signed us one of the best contracts we ever had. I am proud to know that Jones will represent us as our IVP into the future.

GEORGE V. SPICER, L-199
Callahan, Fla.

L-146's Turyk questions legislation that limits freedom of speech, press

I AM WRITING in reference to the legislative issues article in the Jan•Feb issue of the *Boilermaker Reporter* where it was reported that wealthy lobby groups are trying to undermine your right to free speech. What I want to know is: Are rights to free speech and freedom of the press not guaranteed by the Constitution of the United States and the Bill of Rights? If these rights are guaranteed, how can anyone prevent a union or person from spending money to exercise those rights?

I thought permission to speak was already given in your Constitution.
DENNIS TURYSK, Local 146
Edmonton, Alberta, Canada

Angle wants to retire at 55

WHAT IS THE hold up about retiring after age 55 with 30 or 35 years of service? As the years go by, the hours each of us can work every year dwindles. It is hard to keep your credit hours up sometimes. So, if a person has the hours at age 55, let them go with dignity and not have to hang on and work until they die!

DAVID ANGLE, Local 169
Midland, Mich.

Local 29's Lee on give-backs

YES, PRESIDENT JONES, let's remember those who got us here and all the improvements in benefits, wages, and working conditions they fought and even died to earn.

But let's also remember that, at the hands of our UNION LEADERS, we are giving back those same improvements in benefits, wages, and working conditions that those who got us here fought and died for.

MICHAEL J. LEE, Local 29
Quincy, Mass.

Tell us what you think!

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