

Stove Workers, Metal Polishers gather for SFEAW conference

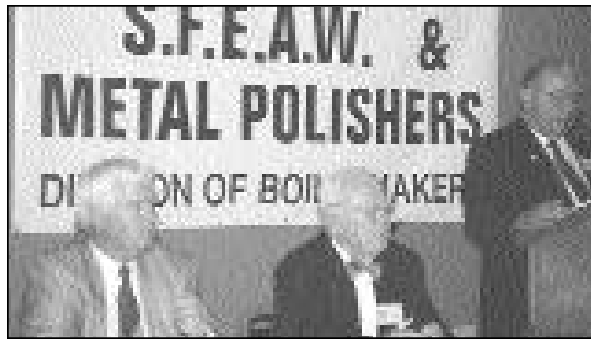
First conference for both parts of SFEAW Division emphasizes education

LOCAL LODGE LEADERS from the Stove, Furnace, Energy, and Allied Appliance Workers (SFEAW) division of the Boilermakers met at Paducah, Ky.'s Executive Inn on Oct. 23 and 24 to discuss the state of their division and learn ways to improve service to their members. Nearly 90 people from 26 local lodges attended the second SFEAW conference – the first one to include members from the Metal Polishers.

Speeches, discussions, and workshops provided opportunities for all attendees to learn more about how the International operates and what they can do to assist local lodges. Delegates had ample time to speak to International staff and discuss some of the difficulties they are facing.

Intl. Pres. Charles W. Jones was the first speaker. He asked those assembled to work hard to get out the vote for pro-worker candidates in the November elections. Harkening back to his own youth, he reminded the group of just how recently the U.S. passed the laws establishing Social Security, the minimum wage, the 40-hour week, and legalizing unions. All those laws were passed during the 1930s, in the midst of the Great Depression. Now, many members of Congress, most of them Republicans, would like to do away with all of those laws.

"We need people in Washington who will fight for working people, not against us," he told the crowd. "We [the International] are fighting hard for your interests in Washington, but we can't get anywhere unless our mem-



Intl. Vice President Thomas Kemme opens the SFEAW Division Conference, with Intl. Sec.-Treas. Jerry Willburn (l) and Intl. President Charles W. Jones by his side.

bers get out the vote for candidates who support our positions."

Jones told members how much trade policy affects the SFEAW division. It is difficult to bargain with a company threatening to move your plant to

Mexico. Plant closings threaten the viability of the entire division.

Intl. Secretary-Treasurer Jerry Z. Willburn opened his remarks by praising the division for holding onto mem-

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Tripartite conference keeps building steam

More than 300 owners, employers, & Boilermakers meet for productive three-way discussions

THE TRIPARTITE approach to addressing issues within the boiler industries is gaining momentum. More contractors and owners show up each year, and the ideas and cooperation that result from these meetings continues to contribute to improvements in safety, productivity, and Boilermaker man-hours.

This year's tripartite conference in Myrtle Beach, S.C., hosted 62 owner representatives and representatives from 70 different contracting firms. Praise for the skilled work and can-do attitude of Boilermaker craftsmen and

the officers who support them made the first day of the conference sound like a Boilermaker testimonial.

International Vice President Michael Murphy welcomed guests and moderated the conference, followed by opening remarks from International President Charles W. Jones.

IVP Newton B. Jones made the first presentation, updating members on the Boilermaker Advantage marketing program. He showed the slide presentation he has developed to assist local

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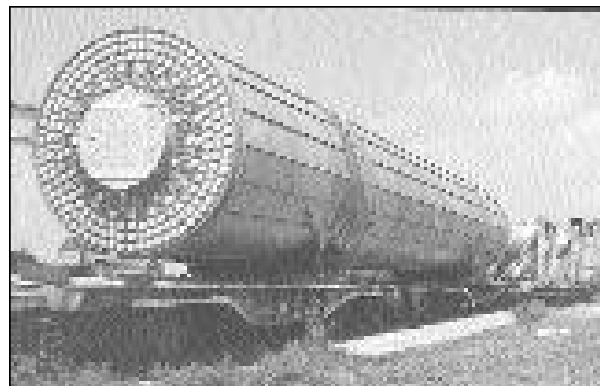
L-83 members build Davenport's biggest dryer

Nearly 13 feet high and 100 feet long, this steam tube dryer is largest in company's 115-year history

WEIGHING IN AT 466,000 pounds, this 12-foot, 10-inch by 100-foot stainless steel steam tube dryer is the largest rotary steam tube dryer in Davenport Machine's 115-year history. It was built by Boilermakers, of course – out of Local 83, Kansas City, Mo.

It took two 60-foot long flat rail cars with specially designed pivoting saddles to deliver the dryer.

Located in Davenport, Iowa, the company employs 15 Local 83 members who produce dryers for the food, chemical, pharmaceutical, and mineral processing industries. Chartered in 1916, Local 83 has represented employees at Davenport Machine since 1947. □



It took two rail cars to deliver this 100-foot long steam tube dryer built by Local 83 members in Davenport, Iowa. Photo submitted by L-83 member and shop steward, Ken Ehlers.

ELECTION ANALYSIS

Union voice gets heard

High turnout of union families puts pro-worker candidates in House

UNION MEMBERS made a critical difference in this year's elections. Nationwide, unions joined together to educate their members, get them registered, and then make sure they voted. These efforts were successful.

Numerous exit polls on election day show that nearly one-fourth of all voters came from union households. More important, union voters were well informed on the candidates and voted for pro-worker candidates by a two-to-one margin.

Experts had predicted that the Republican Party would gain a filibuster-proof majority in the Senate and add 25-40 seats in the House, giving the radical faction of that party the inside track on passing anti-worker legislation.

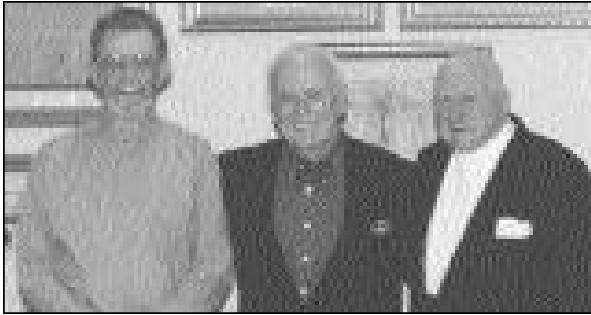
But neither prediction panned out. Workers succeeded in voting out two of labor's most visible and vocal opponents in the Senate, Al D'Amato (R-NY) and Lauch Faircloth (R-NC), and kept them from gaining any seats in that house. In the House of Representatives, pro-worker candidates picked up five seats, forcing Speaker Newt Gingrich to step down and leaving the GOP in disarray.

Numerous state-level initiatives that would have harmed workers were also rejected by voters, including an attempt in Oregon to silence unions.

The legacy of the 1998 elections remains unclear. The GOP still controls both houses, and they still promote an anti-worker agenda. But the results show that unionized workers have clout. Candidates ignore our votes at their own peril.

See page 8 for more.

IST Gilthorpe's grandson makes donation to archives



Thomas Gilthorpe "Gil" Reiling (r.), grandson of Intl. Sec.-Treas. William J. Gilthorpe (1894-1914) donates photos to Intl. Pres. Charles W. Jones (c.) and Archivist Tom Wands for display at the Boilermakers National Archives in Kansas City.

THOMAS GILTHORPE "Gil" Reiling was only five years old in 1915, when his grandfather, Intl. Secretary-Treasurer William J. Gilthorpe, died. But he still remembers his grandpa and the Boilermakers union, where his mother, Clara Jane Gilthorpe Reiling, worked as his grandfather's secretary.

In October 1998, Reiling donated photos from his personal collection to the Boilermakers National Archives. He and his wife, Mabel Anne (who passed away in 1994), had spent nearly four years collecting these photos while gathering information for a family tree.

In return for Reiling's donation, Boilermaker Archivist Tom Wands presented him with copies of photos already in the Archives' files. He also made Reiling copies of biographical information on his grandfather from a 1908 issue of the *Boilermaker Journal* and copied a charter that included Intl. Sec.-Treas. Gilthorpe's signature.

Gilthorpe was elected international secretary-treasurer at the first consolidated convention of the International Brotherhood of Boiler Makers and Iron

Ship Builders in 1894. He served 20 years in this office, retiring in 1914.

Born in Dublin, Ireland, in 1844, Gilthorpe came to America with his brother's family in 1859. In 1860, he became a boilermaker apprentice in New Orleans. In 1865, he was one of 13 boilermakers working on vessels when they became engaged in battle at Mobile Bay. Reiling remembers his grandfather saying that he was so busy working on the boiler that he didn't realize he was in the middle of a battle!

Gilthorpe joined the local organization of boilermakers in 1866 and was elected financial secretary in 1874. Reading about the International Brotherhood of Boiler Makers and Iron Ship Builders in 1890, Gilthorpe contacted the union and formed a branch in New Orleans - Local Lodge 41, where he served as recording and correspondence secretary.

Upon consolidation, Local 41 was renamed Local Lodge 37. Local 37 Boilermakers continue to work in the shop, construction, shipbuilding, and marine industries. □



This 1902 photo from the Boilermakers National Archives shows the offices of Intl. Secretary-Treasurer William J. Gilthorpe (1894-1914), who is pictured at left. In the back left is Gilthorpe's secretary and daughter, Clara Jane Gilthorpe Reiling.

L-34 member Larry Morris donates blacksmith tools to archives

LARRY MORRIS has donated several blacksmith forging tools to the Boilermakers National Archives.

He purchased the tools, estimated to be 50 to 60 years old, from the Santa Fe Railroad Company where he works in the blacksmith shop.

Member of Local 34, Topeka, Kan., since 1974, Morris says the tools were once used to handle hot metal in the forging process for the railroad industry. □

L-34 member Larry Morris picks up a hand-hold from the box of tools he is donating to the Boilermakers National Archives in Kansas City, Kan. Looking on is Archivist Tom Wands (r.).



the Boilermaker Reporter

Nov • Dec 1998

Vol. 37 • No. 6

Charles W. Jones, International President
Jerry Z. W. Illburn, Intl. Secretary-Treasurer

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

POSTMASTER: Send address changes to:

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

Printed in the USA

Aprize-winning newspaper

GenLime employees vote UnionYes!

Unit adds 57 members to CLGAW Division

ON JULY 22, EMPLOYEES of the GenLime Group, Genoa, Ohio, voted "UnionYes!" joining the Boilermakers union. On September 21, the new members ratified their first collective bargaining agreement, securing a significant increase in wages and benefits.

The four-year contract includes an immediate pay raise of \$1 an hour and raises of \$0.40 an hour each year for the duration of the contract.

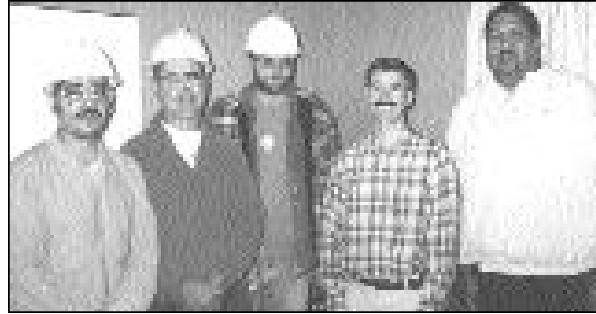
The company will also contribute to employee 401-K retirement plans, and other benefits are part of the package.

"This brings us up to par with other union lime plants in the area," said newly-elected D597 Pres. Jeff Hattan.

The contract covers mechanics and electricians and employees working in the production, maintenance, and personnel departments.

Intl. Vice Pres. Jim Hickenbotham thanks Intl. Reps. Bob Simmons, Carey Allen, Ron Lyon, and Bill Smith (retired) for their organizing efforts and gives a special thanks to Hattan. "With the positive attitudes of both union and management, I can see a most productive future for all," said Hickenbotham.

Chartered as Local D597 under the Brotherhood's Cement, Lime, Gypsum, and Allied Workers (CLGAW) Division, the unit represents 57 employees who manufacture and distribute lime for the GenLime Group. The facility specializes in the processing of dolomite lime. □



Negotiating the first contract for Local D597 members at the GenLime Group are, l to r, committeeman Jose Lopez, trustee chairman Gary Lipstrow, D597 Pres. Jeff Hattan, plant mgr. Keith Hillie, and IVP Jim Hickenbotham. Not pictured are Intl. Rep. Carey Allen, vice president of operations Todd Kempainen, and attorney Terry Ryan.

Tripartite conference draws record number of owners

Continued from page 1

lodge and International representatives when making their marketing presentations to owners. He also distributed full-color paper copies of the slide presentation.

The Boilermakers in attendance had high praise for the marketing program and the many aids that Newton Jones has prepared to help them. Every vice presidential area now boasts success stories on how the marketing program is generating more boilermaker man-hours. In many cases, our marketing efforts have earned Boilermakers new work in facilities they've never worked

in before. In other instances, we are getting back work that we had lost sometime in the last 30 years.

MOST Administrator William J. Palmisano led a panel discussion on the many MOST programs to enhance safety and productivity, assisted by MOST representatives David Haggerty and Bridget McManamon. The panel answered questions from the floor regarding how contractors and owners can get the most out of MOST.

The success of the MOST safety programs was underscored by the NACBE safety statistics, presented by John Erickson. These numbers continue to improve each year.

John Brewster, vice president of Cajun Electric Power Cooperative, Inc., talked about the changing work force. Brewster put his neck on the line to get Boilermakers back to work on Cajun Electric jobs – and at full pay! His gamble paid off. Boilermakers completed the spring and fall outages ahead of schedule, with no lost-time accidents.

Thomas Householder, operations support manager for American Electric Power Service Corp., explained what MOST programs mean to owners.

Lawrence A. Wargo, planning supervisor for First Energy, and R.L. Hammond, manager of maintenance for Sterling Chemicals, gave presentations on the future of energy and multi-skilling, respectively.

The second day of the conference is always reserved for caucuses among the three groups present. These cau-

ses allow each group to identify issues they would like to see the tripartite committee work on in the coming year.

Though on the surface these caucuses might not seem as interesting as the presentations of the first day, they are vital to the success of the tripartite approach. They provide a forum – unique in the industry – for owners, contractors, and Boilermakers to communicate directly with each other regarding the most pressing issues as they see them.

Not every problem can be solved through these meetings, but the number that have yielded is impressive. CommonArc and all of the MOST programs have grown out of these caucuses. There can be little doubt that the future of this industry will be strongly influenced by what happens at the tripartite conferences. □

SFEAW conference brings division together

Continued from page 1

bers. In a time when unions everywhere are losing members, the SFEAW division is holding its own. Willburn gave a brief rundown on the financial situation of the International. Despite some difficult times in the last two fiscal years, the Brotherhood is operating in the black again. But we still need to keep our belts tight and to hold on to all our members.

Intl. Vice President Thomas Kemme talked about Local S105, Effingham, Ill., which went on strike against the Fedders Corporation on Oct. 12. Despite improving earnings, the company refuses to offer any improvement in wages.

Following Kemme's explanation of Local S105's situation, the group took up a collection that netted nearly \$900 to help the families of those on strike.

Leaders learn how to serve members better

BETTER SERVICE FOR members was the goal for the conference. Workshops and discussions provided valuable training in the often complex work that lodge leaders must do for their members.

Special Technical Asst. to the International President Gene Lofley used sample forms to show attendees the proper way to perform and submit quarterly audits and Department of Labor and Internal Revenue Service reports. Failing to file these reports on time or filing inaccurate reports can lead to serious problems for a local.

Wade Davis, an assistant in the Research and Collective Bargaining Services Department, explained the services offered to local lodges by that



Intl. Rep. Gene Bridges (l), who retired Oct. 1, was wished well by many, including Intl. President C. W. Jones.

department. In addition to conducting research into the companies our members work for so local lodge leaders can bargain contracts more effectively, the department provides steward training and other classes for local lodge leaders.

Pam Dumler, also an assistant in the Research and Collective Bargaining Department, provided an analysis of existing contracts within the division. By learning what other lodges are negotiating, lodge leaders and International representatives get ideas about what they can reasonably expect from employers.

Administrative Assistant to the International President Joe Stinger talked about the duties of the president, local lodge bylaws, rules of order, and election procedures. All unions are closely monitored by the Department of Labor (DOL); failing to properly elect officers can result in the DOL requiring the lodge to run the elections again.



Kathy Stallings and Butch Durham, both of Local S234, Dickson, Tenn., study sample forms during a workshop.

On the second day of the conference, Cindy Eads and Susie Skinner discussed the duties of the secretary-treasurer in providing membership reports and other information to the International. Few members realize how much work a secretary-treasurer of a local lodge performs, often for no pay or very little pay.

Legislative Director Ande Abbott and his assistant, Bridget Martin, discussed political issues that affect our members. Abbott underscored everything President Jones had said on the first day of the conference, expanding his points on many issues. He pointed out that many of the most important votes for Boilermakers in Congress in 1998 were won or lost by a few votes. "The only reason we are able to stop the Republican majority from taking away all of our rights as workers is that we have the filibuster in the Senate and the Presidential veto. If they get a veto-proof majority in the Senate [67 seats],

S4 member wins union-made stove

MEMBERS OF LOCALS4, Belleville, Ill., raised \$423 selling chances on a 30-inch deluxe sealed burner gas range donated by their employer, Peerless Premier Appliance Co. Local S4 officers sold tickets at the SFEAW conference as well as at home.

The stove helped them raise local lodge unity with the money, when 4,000 union members took part in Labor Day festivities, displaying the raffle prize on their parade float and local union booth.

Local S4 member Philamae Nephew was the winner. Proceeds from the raffle will be used for a T-shirt and hat fund to promote unionism.

they can enact any kind of legislation they want and we won't be able to do anything about it."

Adinner on the evening of the first day of the conference provided an opportunity for President Jones to present pins to those members with 15 or more years of membership.

Several people also took that time to honor Intl. Rep. Gene Bridges, who retired Oct. 1. Following those events, Intl. Vice President Thomas Kemme surprised many of the people at the conference by announcing his coming retirement, effective Dec. 31, 1998.

Sale of raffle tickets throughout the conference raised over \$800 for the Boilermakers Campaign Assistance Fund (CAF), which provides financial assistance to political candidates who support the Boilermakers' positions in Washington. □

Good Job!

Boilermakers Earn Praise for Outstanding Performance

Thanks to L-11, Midwest has no trouble selling union labor

THE BOILERMAKERS of Local 11 deserve a big pat on the back and a heartfelt thank you for their help in completing the Montana Refining Company boiler retube project ahead of schedule and on budget. This was a hot, dirty job that took a lot of sweat to complete.

The crew you sent me on both shifts performed like the craftsmen of old. In this day and time, as I travel across the country, (a crew like this) is something I very seldom run across. I appreciate the effort put forth by your stewards to help keep the project running smoothly. They were as much help on this project as most foremen are in other areas.

This was the first project for the reorganized Midwest. We had a great safety record, left a very satisfied customer, and last but not least, made a little money on the job. These are the three major ingredients necessary to keep any company going. I will have very little trouble selling union labor as long as we perform like this.

I have nominated Local 11 for a NACBE safety award, presented to customers for safe projects worked accident-free by Boilermakers.

ELDON PITSER, const. mgr.

Midwest Industrial Services, Inc.

L-744's job performance earns kudos from Simakas

MYSUPERINTENDENTS and I want to thank you (Pat Gallagher, L-744 BM-ST, Cleveland, Ohio), your staff, and your members for the outstanding job they did recently at the emergency outages at the Avon Lake and Lake Shore plants. We called for men late in the day on a Friday, and were provided well-qualified foremen and boilermakers. The tube work was of x-ray quality and passed with no problems. The job was completed well within the time frame allowed and the owner, First Energy, was extremely pleased.

Again, thanks for a job well done. We look forward to working with Local 744 in the future.

LYLE R. FISCHER, president
Simakas Company, Inc.

Construction & Turnaround very happy with work of L-592

CONSTRUCTION & Turnaround Services (CTS) would like to nominate Local 592 (Tulsa, Okla.) for the Can Do Award.

CTS and Local 592 Boilermakers were called to assist Ultramar Diamond Shamrock in Ardmore, Okla., after a refinery fire badly damaged a 12-foot diameter tower. Nearly 60 feet of the tower's lower section was condemned and had to be replaced. Tower replacement became the critical project in the shutdown. Within a week after receiving the last section of the shop-fabricated tower section, the new section was welded, and the top section was set, welded, and hydrotested. CTS and Local 592's portion of the tower work was completed eight shifts ahead of schedule. Sixty-four Boilermakers worked 20,586 man-hours with no recordable injuries during the project.

Due to a shortage of feedstock, other process units were shutdown. While

waiting for the tower repair, CTS and Local 592 performed various turnaround projects on other units within the refinery. Local 592 completed the project ahead of schedule and left a very satisfied owner.

CLAYTON HUGHES, senior mgr.
Construction & Turnaround Services

Owner looks forward to working with Local 592 again

ULTRAMAR DIAMOND Shamrock would sincerely like to thank the Boilermakers of Local 592 for their excellent job in the replacement of our FCC Main Column Tower that was damaged July 13, 1998. The unfortunate accident could not have happened at a worse time for us, and the conditions for the repairs were unbelievable. As usual, the Boilermakers of Local 592 braved the adverse weather conditions and provided an expert repair and rebuild. A lot of work was accomplished during weather which averaged over 100°F daily. The job was staffed with qualified and experienced CTS supervision, and the Boilermaker craftsmen exhibited the experience and expertise of master craftsmen. There was obviously a lot of very difficult rigging, fitting, welding, etc., and there was not one repair or "pickup" on the tower welds. The can section was egged (egg shape), and rounding it up without a roundup ring, or the need for stress relieving, saved a lot of time and money in our schedule. There were many places where added effort and expertise saved us on the schedule, resulting in getting the FCC unit back up several shifts early.

Again, let me express my sincerest thanks for your support in getting our refinery back in business. I look forward to working with the Local 592 Boilermakers on the next job.

STEVE HOWARD, planner/scheduler
Ultramar Diamond Shamrock

L-107 members earn praises from contractor . . .

I RECENTLY RECEIVED a letter (reprinted below) from Wisconsin Power & Light (WP&L) on the performance of AZCO Inc. on the most recent outage at Units #1 and #2 in Portage, Wis. I would like to thank the Boilermakers (Local 107 - Milwaukee) assigned to that project for the excellent job they performed for AZCO, as well as the outstanding safety quality they maintained throughout the two-month outage. This type of performance can only solidify to the owner the importance of a quality union contractor and union employees on difficult projects throughout the WP&L system.

Once again, thank you for your support and for supplying quality employees.

JOHN T. TROTTER, vice pres. of const.
AZCO, Inc.

and client, too . . .

WE WOULD LIKE to take this opportunity to thank AZCO, the Boilermakers (Local 107 - Milwaukee, Wis.), and the other trades for a job well done on Columbia Unit #1 and #2 spring outages.

Besides the good work done on the scheduled maintenance jobs, there were several occurrences where every-

one put forth extra effort and rose to the occasion to get work done ahead of schedule. The most noticeable was when we were at the end of the Unit #1 outage with six to seven days of work left and Unit #2 came off line with a tube leak. Everyone pulled together, got out of Unit #1 in three days, and was able to complete Unit #2 in the scheduled three-week time frame.

The amount of work done during the Unit #2 outage was a major accomplishment in itself. Besides the normal items we were able to install 11 water-wall panels, repair 139 broken economizer hangers, and install new tube shields where they were never installed before.

We also appreciate the suggestion made by Boilermakers to improve our continued problems of broken economizer hangers. Several suggested modifications were made and installed in Unit #1. A new design was suggested and installed on seven hangers on Unit #2. Next year, all these suggestions will be evaluated and the best one will be installed on the rest.

We'd like to give a special "thank you" for the cooperation of working together with Alliant-WP&L, UDC, M. Lukas, API, and Patent, for without this cooperation we would never have gotten the work done.

Again, thank you for a job well done. We look forward to working with you in the future.

EDWIN O. HALLET, recurring project engineer, Wisconsin Power & Light

American Heavy Rigging & Hauling sends kudos to L-29

AMERICAN HEAVY RIGGING and Hauling Co. would like to take this opportunity to emphasize our utmost appreciation and gratitude for the most skillful and qualified boilermakers (Members of Local 29 - Boston, Mass.) that we have had work for our company in a long time. The men worked very hard to accomplish many different tasks. Most of all, we want to commend the Boilermakers on their safe work habits, teamwork, and leadership.

Thank you, Boilermakers Local 29, for a job well done!

GEORGE TANNER, field oper. mgr.
American Heavy Rigging & Hauling Company

Williams Power Corp. credits L-29's past performance for securing more work in 1999

THE WILLIAMS Power Corporation wants to thank Intl. Rep. Bill Carey and Local 29 Bus. Mgr. Larry MacAdams for their help in landing work with the Public Service of New Hampshire Merrimac Station SCR.

Our competition on this sizeable project included nonunion labor, but this customer was swayed primarily by the continuous good work performed by the Boilermakers from Local 29 during past outages under Williams' maintenance contract at that station.

Please extend our appreciation to the Local 29 members and let them know we look forward to working with them on this project when it starts in 1999.

JOHN CAMMUSO, proj. mgr.
Williams Power Corp.

Excellence awards go to seven locals

Outstanding efficiency in safety, quality, teamwork, and productivity recognized

WHILE IN MYRTLE BEACH, Brad Bradford, eastern operations manager for Babcock & Wilcox Construction Co. (B&W), and Cajun Electric Vice Pres. John Brewster presented an achievement award to Local 582 BM-ST John Simoneaux on behalf of the L-582 members for the outstanding work they performed at the Cajun Electric fall 1997 and spring 1998 outages.

Boilermakers from the Baton Rouge, La., local worked over 90,000 man-hours with no lost-time accidents, finishing the projects ahead of schedule and under budget. Southeast area IVP Newton Jones and IR Dennis King were also honored.

In return, Jones and Bradford presented an award to Cajun Electric's John Brewster, for ensuring that Boilermaker craftsmen got paid 100 percent of scale in an area where 80 to 90 percent is the norm.

Boilermakers working on B & W projects have not had a lost-time accident in almost three years while working over four million man-hours. Bradford also presented awards to the following locals:

BM-ST Charles Vanover accepted an award on behalf of Local 374 members, Hammond, Ind., for their work at the Culley Station Unit #3 Project for South Carolina Gas & Electric.

BM-ST Steve Speed accepted an award on behalf of Local 108 members, Birmingham, Ala., for their work at the Alabama Power Plant Miller.

BM-ST Ray Ventrone accepted an award on behalf of Local 154 members, Pittsburg, Pa., for their work at Ohio Edison's Samsis Plant outage.

BM-ST Pat Smith accepted an award on behalf of Local 40 members, Elizabethtown, Ky., for their work at the East Kentucky Power's outage at the Spurlock Station.

BM-ST Larry Snellgrove accepted awards on behalf of Local 199 members, Jacksonville, Fla., for their work at Jefferson Smurfit and Gilman Paper.

BM-ST Don Hensley and Const. Div. Intl. Rep. Dale Branscum accepted an award on behalf of Local 69 members, Little Rock, Ark., for their work at the Green Bay Packing Project.

All of these jobs were performed on or ahead of schedule with no lost-time accidents. Bradford says, "It's this type of job performance that sets the Boilermakers above all other crafts in their dedication, commitment, teamwork, and desire to excel." □

IVP Rick Albright reelected chair of BCTD Exec. Board

INTL. VICE PRES. Richard C. Albright has been reelected to his fourth term as chairman of the Building and Construction Trades Department's (BCTD) Canadian Executive Board.

Made up of one member from each of 14 affiliated unions, the board carries out the decisions and instructions of the BCTD conventions and ensures that the actions taken are adhered to. Board members also work closely with local and provincial councils.

Albright has served as chairman since 1990. □

L-693 to build largest ever U. S. cruise vessels

It's been 40 years since cruise ships were built in America

MEMBERS OF LOCAL 693, Pascagoula, Miss., will soon be building the largest U. S. cruise ships ever built and the first large cruise vessels built in America in more than 40 years.

American Classic Voyages Co. (AMCV) and Litton Industries' Ingalls Shipbuilding division of Pascagoula, Miss., have signed a letter of intent to construct two passenger ships for Hawaii inter-island service with options to build up to four additional vessels.

Jerry St. Pe, senior vice pres. of Litton Industries and president of Ingalls Shipyard, believes this project is ideally suited to both Ingalls' facilities and its employees' skills.

L-693 Bus. Mgr. and Secretary-Treas. Truman W. Fairley Jr. agrees. Few shipyards can match the Ingalls' record as far as diversity. Members of Local 693 have constructed luxury liners, general cargo vessels, container ships, and oil tankers for the Merchant Marine Fleet. They have also produced hundreds of amphibious assault ships, submarine tenders, destroyers, ammunition ships, and nuclear submarines.

Ingalls is the nation's leading systems company for the design, engineering, construction, life cycle, and fleet support for the U. S. Navy and international navies, and for commercial marine structures of all types. In continuous operation since 1938, and currently celebrating its 60th anniversary, Ingalls is Mississippi's largest private employer, with 10,800 workers. Local 693 has represented employees at this facility since 1939.

AMCV Pres. and CEO Philip C. Calian said he is "excited to work with Ingalls Shipbuilding in a partnership which will revitalize America's commercial shipbuilding industry and dramatically and

profitably improve our Hawaii business. These state-of-the-art ships will prove the tremendous capability of U.S. shipyards to construct large cruise ships and they will provide us with modern vessels for the Hawaii cruise market."

As parent company of American Hawaii Cruises and the Delta Queen Steamboat Co., AMCV announced plans last year to more than quadruple its passenger capacity in Hawaii during the next seven to ten years.

Ande Abbott, director of the Boilermakers' shipbuilding and legislative departments, said this project is a direct result of legislation that passed last year. The U. S. Flag Cruise Ship Pilot Project Statute was passed by Congress in 1997 to revitalize the U.S.-flag oceangoing cruise ship fleet. This legislation should create more than 5,000 American jobs, sustain this country's naval industrial base, increase U.S. tax revenues, and offer competitive vacation options to consumers.

The agreement between AMCV and Ingalls Shipbuilding is expected to lead to a design and construction contract by April 1999 for the first two ships, planned to carry 1,900 passengers each. The estimated cost of the two initial ships will be \$400 million each and the first vessel is anticipated to enter service in late 2002. Each ship will be approximately 71,000 tons and 840 feet long.

American Hawaii Cruises creates an authentic Hawaiian experience aboard its steamship, the "S. S. Independence," on its 3-, 4-, and 7-night itineraries visiting up to five ports on four islands. The Delta Queen Steamboat Co. provides 3- to 14-night vacations through the heartland of America aboard its authentic steam paddlewheelers, the "Delta Queen," "Mississippi Queen," and "American Queen." Both companies are headquartered in New Orleans. □

Farm subsidies growing despite 'Freedom to Farm'

Agribusiness gets \$15 billion in handouts just in time for the elections

LOOKING FOR WASTE in government? Check out the \$15 billion in subsidies agribusiness will get this fall, according to an article by James Bovard in the October 21, 1998, *Wall Street Journal*.

Bovard, an expert on farm policy, writes that the 1996 Freedom to Farm Act, which was supposed to reduce subsidies, has actually led to a tripling of cash handouts to farmers in 1996 and 1997 over what they would have received under the old law. He cites a *Des Moines Register* report that wheat farmers got 50 times more in subsidies than they would have gotten under the old law.

Paradoxically, these handouts actually raise the cost of farmland and food production, making American farmers less competitive in the global market.

A recent Agriculture Department study found that landowners, mostly pension and insurance companies, have responded to the subsidies by raising rents, so most of the subsidies end up in their hands, not the farmers'.

Higher rents cause higher food prices. Higher farmland prices also create a barrier to those who want to buy their own farm, while increasing the chance of an eventual bust in land values. Many economists cite falling land values as one of the causes of our most recent recession.

Yet Congress keeps voting to use more and more taxpayers' money for these handouts. In July, it voted for \$500 million in "disaster payments" to farmers, and for an early payment - just before the November election - of \$5 billion of next year's handout money.

In September, when Newt Gingrich and other Republicans rushed to pass another \$4 billion in aid, President Clinton upped the ante to \$7 billion. Congress eventually voted to give them \$6 billion.

Congress claimed this money was to compensate farmers for low prices, although there was no reduction of handouts in 1996 and 1997 to compensate taxpayers for high food prices.

According to Bovard, farm disaster programs have long been rife with fraud, waste, and rewards for damaging the environment. The federal government spends \$500 million a year to subsidize crop insurance, but most farmers don't bother to buy it because they know the government will bail them out if there is a drought.

Neither political party has a great record on removing these unnecessary farm subsidies, but the Democratic Congress in 1993 did manage to do away with honey, wool, and mohair subsidies. The GOP Congress seems intent on spending as much of our tax money as is necessary to buy votes from farmers and farm land owners. □

Knoxville building trades/MK-Ferguson earn excellence award



The Knoxville Building and Construction Trades Council and MK-Ferguson accept the 1998 Tennessee Labor-Management Award for Excellence. L. to r., Boilermaker L-453 ST Vinson Harper, Operating Engineers L-917 BM John Holiday, Pipefitter L-102 rep. Virgil Waddell, Carpenter L-50 rep. David Stapleton, Ironworker L-384 rep. Becky Basler, MK-Ferguson gen. supt. Mike Sparks and oper. mgr. Al Fail, Knoxville BCTC Pres. Danny Maples, and MK-Ferguson indus. rel. mgr. Mel Schuster and const. eng. Herb Brunty.

Local 453 members recognized for cooperative efforts, saving customer millions of dollars

MEMBERS OF LOCAL 453, Knoxville, Tenn., and other members of the Knoxville Building and Construction Trades Council have earned an award for excellence from the Tennessee Labor-Management Conference for their cooperative labor-management relations with the MK-Ferguson of Oak Ridge Company.

Cooperation between the Knoxville building trades and MK-Ferguson has saved their customer, the Department of Energy's Oak Ridge Tennessee facilities, millions of dollars in the last seven years. Their joint efforts were recog-

nized at the conference's 11th annual awards banquet, August 21.

The Tennessee Award for Excellence is presented each year to an employer-employee partnership located in Tennessee which excels in leadership, employee involvement, employee training and empowerment, and employee diversity and morale.

Local 453 members work mainly on scrubbers and tanks at Oak Ridge, according to L-453 Sec. Treas. Vinson Harper. They also do a lot of containment work, including the installation of one-fourth inch stainless steel floors. □

Local 1652 member Gary Kraak earns George Meany Award



Gary Kraak, second from left, a 25-year member of Local 1652, Kenosha, Wis., receives the George Meany Scouting award from, l. to r., Don Van Winkle, exec. dir. of the Boy Scouts of America SE Wisconsin Council; Bill Buzza, Kenosha AFL-CIO Council pres.; Robert W. Birch; and L-1652 Pres. John Mickelson.

Labor's highest award for service to youth through scouting goes to 25-year Boilermaker member

SINCE 1992, GARY KRAAK has been helping Boy Scouts in Kenosha, Wis. He has trained 125 new Boy Scout leaders, helped 102 boys earn the American Labor Merit Badge, guided 25 boys earning religious medals in both the Catholic and Lutheran faiths, started a new scout pack which brought 24 boys into scouting, and worked as an American Labor Merit Badge counselor and counselor for five other badges. His efforts have earned the 25-year member of Local 1652 the George Meany Award, organized labor's high-

est honor for service to youth through the program of the Boy Scouts of America.

Presented by Kenosha AFL-CIO Central Labor Council President William Buzza, the award recognizes Kraak's years of volunteer leadership in the scouting program.

In addition to his scouting activities, Kraak has served as the local union's United Way campaign representative for five years. He also teaches English to adults through the Laubach Literacy Action, Kenosha Literacy Council, and St. Peter's Church.

Member of Local 1652 since 1973, Kraak has served as recording secretary and steward and currently serves as a committee member and Local 1652 trustee. □

Book shows how to reduce sprains, strains

CPWR manual shows how to increase productivity while reducing heart rate and pain

THE CENTER TO Protect Workers' Rights (CPWR), the research and education arm of the AFL-CIO's Building and Construction Trades Department (BCTD), has developed a 32-page manual designed to reduce work-related musculoskeletal injuries.

"Reducing Sprains and Strains in Construction Through Worker Participation," is a manual devised for managers and workers. Developed during a pilot project with two scaffold-erection companies in the Netherlands, the book includes examples from scaffold erection, but the program outlined in the manual can be applied to any ergonomic problem in the construction industry.

The six-step program covers setting up a worker-management committee while obtaining participation of all employees; identifying the main causes of sprains and strains on the job; proposing solutions for the problems; trying out the solutions; evaluating the tryout; and implementing the most effective solutions.

Programs based on worker input are much more likely to succeed, because the solutions are likely to be practicable from a worker's point of view and workers are more likely to enthusiastically support the effort. Having workers and management work together from the beginning ensures that all parties have the same goals and the same plan for reaching them.

The researchers, Ernest Koningsveld, Peter Vink, Ilse Uurlings, and Annelise de Jong, selected scaffold erection to develop the worker-participation approach because more than 80 percent of Dutch scaffold-erection workers reported that serious physical strain was a common aspect of their work.

Changes recommended and tried out by workers at two small companies in 1994 involved materials and procedures. The worker-management teams identified better ways to transport equipment and arrange scaffold components. Follow-up evaluations indicate that most changes were beneficial.

The procedural changes reduced the amount of time scaffold workers held their hands higher than 60 degrees, thus reducing awkward postures

known to cause muscle pain. The six workers reported reduced pain to their shoulders and legs. Heart rates were reduced by about ten percent.

One improvement – arranging scaffold components in the order in which they would be assembled – was estimated to improve productivity ten percent, an hour a day per scaffold erector.

Musculoskeletal injuries are the most common nonfatal injury in construction and cause about three of every 200 construction workers to miss work each year. A recent study of gradual-onset low-back and upper-extremity disorders estimated they cost more than \$23 billion yearly in workers' compensation claims nationally.*

How to order manual . . .

THE 32-PAGE MANUAL, "Reducing Sprains and Strains in Construction through Worker Participation," is available, postpaid, for \$5 from Publications, The Center to Protect Workers' Rights, 5th floor, 111 Massachusetts Ave., NW, Washington, D. C. 20001, telephone 202-962-8490.

Preparation of the manual was funded under a small-study grant provided by the CPWR, using money from the National Institute for Occupational Safety and Health. Earlier research for the manual was supported by Arbouw, a labor-management health and safety research program for the Dutch construction industry. The BCTD comprises 15 affiliated international unions, including the Boilermakers.

* Barbara Silverstein and John Kalat. "Work-related Disorders of the Back and Upper Extremity in Washington State," 1989-1996. Olympia, Washington: Washington State Department of Labor and Industries, 1998. □

Workplace deaths rose in 1997

ATOTAL OF 5,150 workers were killed on the job in 1997 and another 1,068 died as a result of work-related suicide or homicide, the National Safety Council's annual national safety report says. The total number of work-related fatalities increased by two percent over 1996, the council says, although the overall fatality rate – 3.9 workers per 100,000 employees – was unchanged.

The current death rate from work-related accidents is the lowest it has been since 1934, the first year for which statistics are available. □

Organ donors are the ultimate care givers

EACH DAY ABOUT 55 people receive an organ transplant, but another ten people on the waiting list die because not enough organs are available.

The very existence of a countless number of children and adults depends on the charity of an organ donor. Medical research, tools and technology, and the amazing skill and dedication of organ replacement surgical teams continues to grow, while the availability of organ donors remains at its initial level. Productive and useful lives are being needlessly lost for lack of donors. The sad part is that too many of us put off or ignore what is quite simple – signing up to become an organ donor.

All you need to do is say yes to organ and tissue donation on your donor card and/or driver's license and discuss your decision with your family.

Talk to your family members about organ and tissue donation so they know your wishes. Don't put it off any longer. Sign up today.

What can one person do?

EVERYGOOD THING in the world started because of the actions of one person. As of December 10, 1997, there were 56,476 people on the organ transplantation waiting list. You could help 50 people if you decide to donate your organs and tissues:

- Your heart could beat for a child born with a defective heart.
- Your lungs could breathe for someone struck down by silicosis.
- Your kidneys could free two people from dialysis.
- Your liver could save the life of a patient awaiting a transplant.
- Your corneas could give sight to two people.
- Your bones could help repair other people's damaged joints.
- Your skin could help heal numerous burn victims.

Source: U.S. Health Resources and Services Administration and the Dept. of Health and Human Services

MAKE IT SAFE



Solvents in Construction

Take precautions when working with dangerous chemicals

WORKING WITH SOLVENTS can be dangerous. In fact, it can be disabling or even deadly. But you can protect yourself by following these precautions.

First, be able to identify solvents. Solvents are liquids used to dissolve greases, oils, and paints, and to thin or mix pigments, paints, glues, pesticides, and epoxy resins.

Solvents are in adhesives, carpet glues, cleaning fluids, epoxy resins, hardeners, lacquers, mastics (asphalt or coal-tar), paints, paint thinners, and primers. They're used to clean tools, too.

Examples of solvents are alcohol, benzene, epichlorohydrin, esters, glycol ethers, heptane, hexane, ketones, methanol, mineral spirits, naphtha, toluene, trichloroethane (methyl chloroform), turpentine, and xylene.

The hazards

SOLVENTS CAN MAKE you feel dizzy and uncoordinated, like a drunk – or cause headaches, nausea, stomach pains, skin rashes, cracking or bleeding skin, or irritated eyes, nose, and throat.

Some solvents can blind you, destroy your kidneys or liver, or affect your nervous system. Some solvents can add to your risk of irregular heart beats, which can kill you. Some can cause cancer.

You can be exposed to solvents if you:

- **Get them on your skin.** Many solvents can go through your skin. For some solvents, it's as dangerous to get the solvent on your skin as it is to breathe them.
- **Swallow them.** Solvents get into body fat in the skin, nerves, and brain.
- **Breathe them.** Solvents evaporate fast. Many solvents can catch fire, even in cold weather.

Very small exposures over many months can harm you. So can one large exposure. A very large exposure can kill you.

Protect yourself

- **Read the label and MSDS** (Material Safety Data Sheet) before using a solvent.
- **Replace solvents when you can.** Water-based (latex) paints, don't require the use of solvents.

Make your goal 100% safety

THINK 100 PERCENT is impossible? Think again. Look at what would happen if America performed at only 99.9 percent:

- 20,000 people would get the wrong prescriptions this year
- 12 babies would be given to the wrong parents every day
- 22,000 checks would be deducted from the wrong bank accounts EACH HOUR.

Obviously, darn close just isn't good enough. We need to strive for

• **Don't get solvents on your skin.** Don't use solvents to wash off your hands. Use gloves, and check the manufacturer's instructions to make sure the gloves protect against the solvent you are using.

• **Wash your hands before you smoke, eat, or drink.** If you don't, you can swallow solvents by mistake. Don't smoke, eat, or drink where solvents are used.

• **Try not to breathe solvents.** Use the smallest container you can. Keep lids on solvent containers when they are not being used. Throw out rags that have solvents on them. Keep your face away from solvents.

• **Work with solvents only where there is fresh air.** You can't always smell solvents. You may have to work indoors or in a confined space with solvents. If you do, set an exhaust fan to pull the fumes away from you.

• **Use respirators and gloves when nothing else helps.** Paper dust masks will not protect you against solvents. You need at least a half-mask respirator with a black organic-vapor cartridge.

And an organic-vapor cartridge may still not be enough against some solvent vapors that can cause cancer, like methylene chloride. For these chemicals, the Occupational Safety and Health Administration (OSHA) and the National Institute for Occupational Safety and Health (NIOSH) recommend only supplied-air respirators with air hoses. Respirator cartridges must be changed regularly – often once per shift, or more.

• **OSHA says you must have a full respiratory protection program** if respirators are used. This means proper selection and fitting of respirators, medical screening of workers for fitness to wear a respirator, and worker training. The MOST respirator test, fit, and training program will help you meet these criteria.

• **Put rags with solvents in special containers to prevent fires.**

• **If you think there is a problem, exposure levels can be measured with special equipment.**

If you have a question, call the Center to Protect Workers' Rights (202) 962-8490, NIOSH (1-800-35-NIOSH), or OSHA.

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

100 percent perfection, especially when it comes to safety. We need to strive for ZERO ACCIDENT PERFORMANCE every single minute of every day.

In the next year, your heart will beat over 37 million times. If it decides to perform at only 99.9 percent, that means it will have to stop for eight hours and 45 minutes.

I don't think you want that to happen. Work 100% safe today so you can come back tomorrow.

L-696/Marinette Marine secure contracts

Largest monetary contract in shipyard's history to provide employment through 2004

MARINETTE MARINE Corporation, a Local 696 employer in Marinette, Wis., has been awarded a contract from the U. S. Coast Guard to build two Juniper (WLB) buoy tenders, with an option for nine more vessels at a cost of about \$309 million. This award is in addition to the five-vessel contract they are working on now.

Dan Gulling, Marinette Marine president and CEO, recognized the efforts of Local 696 members in securing these contracts in a September press release: "The Coast Guard has been a great customer. Our employees deserve a lot of credit for their work on the current program and for their efforts on the proposal which got us this work."

Nearly 600 Local 696 members work at Marinette Marine, a privately-owned shipyard founded in 1942. The Coast Guard award represents the largest monetary contract in the company's history and should provide continued employment for Local 696 members through the year 2004. Marinette Marine also has a work backlog of over \$450 million, the biggest backlog in the company's 56-year history.

Local 696 Vice President Thomas Grun said this contract helps to solidify Marinette Marine and Local 696 as one of the nation's premier shipbuilders of their size. "Our continued association with the U. S. Coast Guard and the U. S. Navy will help preserve our ranking as one of the finest maritime organizations in the world," said Grun.



L-696 members, Marinette, Wis., working at Marinette Marine Corporation, move a 225-foot, 1550-ton Juniper Class (WLB) buoy tender to its launch site.

Marinette Marine earns Navy contracts

MARINETTE MARINE is also working with the U. S. Navy again. Although they primarily build ships for the U. S. Coast Guard, Marinette did build Navy watercrafts in the late 1970s and mine sweepers in the early 1990s.

In August, the Navy awarded them a \$32.5 million contract to design and construct two berthing barges, which will provide living accommodations for Navy ship crews during a ship repair or overhaul period.

These crafts are capable of being towed, unmanned, in open ocean and coastal environments. One barge will go to Norfolk, Va., and the other to San Diego. Production should begin this winter with anticipated delivery dates of August and December of 2000.

More good news for shipbuilder

IN AUGUST, the U. S. Coast Guard chose Marinette Marine to participate in their Deepwater Program, a pro-

gram to modernize their aging fleet of ships and aircraft. Marinette Marine is working with other corporations, but will be responsible for all ship assets. This program has been divided into three phases; contracts should be awarded in 2002.

Gulling believes Marinette Marine and its team are a perfect match for the Coast Guard's shipbuilding needs. Although it will be several years before these ships are built, it would mean many more jobs at Marinette Marine if they win the competition.

Since 1942, Marinette Marine has built over 1,300 ships, including landing craft, barrack barges, workboats, tugs, launching craft, and mine countermeasure vessels for the U.S. Navy, and harbor tugs, ferries, and research vessels for commercial customers. Currently, Marinette is constructing sea-going and coastal buoy tenders for the U.S. Coast Guard.

Chartered in 1952, Local 696 has represented employees at Marinette Marine since 1953. □

It's time for Justice at Avondale

Avondale's business is booming, but too many of its workers are dying

IT'S BEEN OVER five years since the employees of Avondale shipyard voted to join the Metal Trades union; yet, they are still waiting for their employer to recognize the union.

The Boilermakers union is just one of the affiliated unions which will represent the 5,000 Avondale workers who build U. S. Navy warships designed to protect U.S. citizens. But it's the basic freedoms of these workers that are under attack now.

The Avondale shipyard workers are the target of a vicious war, waged by their employer and funded with American tax dollars, that is aimed at keeping them from improving their lives with a union.

Working at a shipyard where more workers have died since 1990 than at any other major shipyard with Navy contracts, the Avondale employees cite safety as the number-one reason they formed a union.

Shipbuilding itself is the second most dangerous industry in the nation, second only to the meat packing industry. Yet among shipbuilders, Avondale has one of the worst safety and health records in the country, making it one of the most dangerous workplaces in the United States.

Workers fall from unsafe scaffolds. They are struck by falling ship parts. Cranes drop weights on people, or roll over them. Workers fall through uncovered manholes and drown in the ocean. They run out of air in enclosed spaces with no one there to pull them out. Avondale workers go to work every day fearing for their lives.

But five years after voting UnionYes!, the Avondale workers are still waiting for a change. They have been stalled by their employer's massive and illegal campaign to thwart them. A judge has found that Avondale broke the law more than a hundred times, including illegally firing 28 workers. Yet, Avondale hasn't paid a penny in fines or rehired a single worker. American labor law is so weak that despite the judge's verdicts, Avondale has been able to use loopholes and endless appeals to tie up the workers' union in court, making

Avondale the largest court case since the inception of labor law in 1935.

Meanwhile, American taxpayers are keeping this giant lawbreaker afloat. More than 80 percent of Avondale's revenue comes from U. S. Navy contracts. While flagrantly violating its workers' rights, Avondale profits from \$2.7 billion in taxpayer dollars flowing through its biggest customer, the U.S. Navy. In fact, Avondale has even used tax money to directly violate its workers' rights, harassing and threatening them in massive mandatory meetings and then billing the Navy for the workers' time.

On October 23, union officials told a state legislative committee that the state of Louisiana should withhold more than \$40 million in financing and incentives for Avondale until the company negotiates a contract with the union and corrects its abysmal safety record. "Public money should come with responsibility," they said.

For more than five years, Avondale has gotten away with violating its workers' rights - their freedom of speech and assembly, their right to do better for themselves and their families.

It doesn't have to be this way. We can shine a spotlight on Avondale's behavior and expose the secret war going on in Louisiana. We can insist that if Avondale profits from our tax dollars, it must honor its workers' choice, guaranteed by law, to form a union to improve their lives.

The Metal Trades Council is joining workers, clergy, elected officials, members of Congress, veterans, and other concerned citizens in a Justice at Avondale campaign by writing letters to the U. S. Navy and Avondale CEO Al Bossier, signing petitions, holding meetings, speaking out at rallies and news conferences, and praying in worship services.

You can be part of making sure Avondale workers win the respect and dignity they deserve. Send a message to Avondale and the U. S. government that it is no longer acceptable for private business to profit from public funds while violating basic American values and freedoms.

For more information, call the Justice at Avondale campaign at 504 436-4111. □

Local 104 uses mobile classroom to train welders



Local 104's mobile welding trailer found a new temporary home at Marco Shipyard, Seattle, Wash., so members could brush up on their skills before taking the yard's difficult hiring tests.

Members get chance to brush up on their skills before taking shipyard's difficult hiring test

WHEN MARCO SHIPYARD, Seattle, Wash., received a contract to build two 105-foot, Z-drive tractor tug boats for Baydelta Maritime of San Francisco, they advertised for innershield welders and shipfitters to man the job. Local 104 moved their mobile welding trailer from Todd Shipyard to Marco

Shipyard so members could brush up on their welding skills in order to pass the shipyard's difficult hiring test. The test includes a 1/8 7018 open square groove root vertical weld with back-gouge and innershield down on a 3/8 plate, which must pass the bend test.

Their efforts paid off. Thirty Local 104 members passed the test and secured employment at Marco Shipyard. Now the shipyard has received another contract for a second pair of 105-foot tractor tugs for Baydelta Maritime, with delivery expected in May and July 1999. □

Winners & Losers

Who's in Who's Out



WORKING FAMILIES SCORED stunning victories on election day, defeating 1998's last paycheck deception measure in Oregon, turning a projected 25- to 40-seat loss in the U.S. House into a five-seat gain for working family-backed candidates, electing a governor in the most populous state, and throwing out two anti-worker senators.

Although the Republican Party still controls both houses of Congress, the elections made it clear that working men and women aren't happy with Congress's anti-labor agenda — and we aim to do something about it.

The AFL-CIO reports that union members made 5.5 million personal phone calls before the election, and sent 9.5 million pieces of mail to union households, providing each incumbent's voting record on the issues most important to workers and their families. These voluntary efforts were necessary to counter anti-worker business interests, which spent nearly half-a-billion political dollars before Oct. 1 to advance their corporate agenda.

We may not have that kind of money, but workers outnumber corporate executives and people who live off their stock holdings. Union members are effective when they take grass-root action, educating their members and the community, and making sure that workers go to the polls and vote.

Who won, who lost

STRONG VOTES BY working families knocked out some of the most anti-worker incumbents running for Congress. Sen. Lauch Faircloth (R-NC), who had a lifetime voting record of only 19 percent on Boilermaker issues, lost his seat.

Vince Snowbarger (R-KS, 3rd) never voted correctly on a single Boilermaker issue and even refused to speak to our members who went to Washington to see him. He lost to Dennis Moore, a moderate Democrat who actively courted the union vote.

In Pennsylvania's 13th district, Jon Fox, who had a 38 percent voting record, lost to challenger Joseph Hoeffler. Democrat Rush Holt unseated Rep. Mike Pappas in New Jersey's 12th district. Pappas had a voting record of only 50 percent on Boilermaker issues.

Republican losses in the House forced Newt Gingrich to give up his Speaker's chair; he is contemplating resigning his House seat as well.

Governor's races provided some victories for workers. Voters in California elected Gray Davis governor by a 20 percent margin, ending 16 years of anti-worker rule by governors Pete Wilson and George Deukmejian. In Alabama,

and what it all means for working families

voters replaced Fob James, a fundamentalist running mainly on religious issues, with Donald Siegelman, who talked about worker issues. As one Alabamian put it, the governor's race was between "a candidate who wants kids to pray in school and a candidate who wants kids to have jobs when they finish school."

As an indication of where the country could be headed, Tom Vilsack won the Iowa governor's race by condemning factory farms, which despoil the environment and force small farmers off the land, attacking health insurance companies for denying benefits to those in need, and suggesting that economic development should be about raising the wages of working Iowans, not giving tax breaks to out-of-state, multinational corporations.

What can we look forward to in the 106th Congress?

SMALL AS IT WAS, the Democratic gain in the House should strengthen workers' role in determining what laws get passed by the 106th Congress. The legislative issues working families must be ready to fight on include the following:

- **Protecting Social Security.** Many voters didn't fall for political ads promising tax cuts. They knew the only place to get that money is the Social Security Trust, which has a temporary surplus. When you retire, will the money be there? It won't be unless you get active and work to preserve it.

- **Fast Track to expand NAFTA** throughout South America. Clinton and many other Democrats want it. Republicans want it. Wealthy campaign donors who profit from shifting jobs across borders to wherever they can pay workers a pittance and pollute freely want it. Only the American people seem to be against it. Will our voice be heard?

- **Democracy in the workplace.** Powerful forces want to legalize management-dominated "worker groups" to go around democratic unions (the so-called "TEAM Act"), reduce the authority and effectiveness of the National Labor Relations Board because it supposedly favors workers too vigorously, and allow companies to fire or refuse to hire workers who are union organizers. American workers must demand that Congress strengthen workers' rights, not weaken them.

- **Health care reform.** Just before the election, the Senate defeated the Patients' Bill of Rights, which gives patients the right to sue HMOs for malpractice. Why should HMOs be protected in ways no other business entity is protected? When they make mistakes, the harmed individuals should be able to sue for damages. Meanwhile, 41 million Americans — most of them workers and their families — have no health insurance at all. We have the most powerful economy in the world; we can afford universal health care.

- **Paychecks you can live on.** The minimum wage (along with most workers' wages) is not keeping pace with inflation, improvements in productivity,

corporate profits, or congressional pay raises. When the minimum wage floor goes up, millions of people working above the minimum get raises, too. Now that the economy is doing well, it's time to reward the workers who made that possible.

- **Safe workplaces.** Congressional leaders are trying to keep the government from even investigating the biggest danger to workers in offices, factories, warehouses and other workplaces: Repetitive Stress Injuries. Yet each year, more than 700,000 workers have to take time off work because of these injuries. What's more, Congress keeps coming up with a parade of new bills that would further gut workers' legal protections against being maimed or killed at work.

- **Campaign finance reform.** Major corporations feel they can buy our democratic system for hard cash. Their political committees gave \$653 million to candidates in 1996 — 11 times the voluntary political donations raised by all unions put together. (Unions are barred by law from donating dues money.) We must destroy the stranglehold corporate donations have on the American political system.

Your vote does count!

IN 1994, ONLY one out of seven voters came from union families. The result? The most anti-worker Congress in modern history.

In 1996, when union voters made up nearly one in four voters, our vote made a difference. With more pro-worker members, Congress voted down Fast Track, dropped schemes for management dominated "worker" committees, protected OSHA job safety and health protection, repelled most attacks on Medicare, and stopped a drive to deny unionized workers our political rights.

The 1998 union family turnout was as strong as in 1996. That made a big difference, and gives us a better chance to make progress.

Keep working. Stay active. Let the union voice be heard. Make sure Congress takes care of the people who make America strong — workers and their families. □

New Speaker is no friend of labor

HIS SUPPORTERS call him a pragmatic leader. His enemies call him an old fashioned pork barrel conservative. He says he's ready to compromise with the Democrats. Some conservatives say he has already given too much to the Democrats (as Appropriations Committee chair). He flashes an amiable smile, but sometimes his temper flashes as well.

So just who is Bob Livingston?

He talks of compromise and moderation, but his record tells another story. It was Livingston's appropriations bills that caused the shutdown of the government in 1995. During that episode, while hardline radical Republicans put our country in grave jeopardy to satisfy their egos, he lost his temper, flailed his arms about, and shouted, "We will never, never, never give in. We will stay here until doomsday."

On his web site (<http://www.house.gov/livingston/>), he brags that he prohibited OSHA from issuing new standards on ergonomics (although 700,000 workers suffer repetitive stress injuries annually), and cosponsored the National Right to Work Bill, legislation to repeal the estate tax, and the Union Right to Know Bill (an attempt to silence union workers). He doesn't mention that he also cosponsored an anti-salting bill (making union organizing more difficult), tried to stop OSHA from protecting workers against exposure to methyl-

ene chloride, and cosponsored a bill to partially privatize Social Security and raise the retirement age. To his credit, Livingston supports a few issues that benefit Boilermaker members and our families. He has supported the Jones Act and voted for a resolution against moving too quickly on limiting greenhouse gases.

Still, on a wide range of issues, Livingston's views are those of the radical right and the corporate donors who finance his campaigns. For the 1998 elections, he got 95 percent of his campaign money from business interests. Avondale Industries, one of the worst violators of federal safety and labor laws (see page 6), has accounted for at least \$12,900 in donations to his war chest in the last ten years.

Whatever else he is, the man who will most assuredly be the next Speaker of the House, Robert L. (Bob) Livingston, is no friend of the working man. Rep. David Obey, the top Democrat on the Appropriations Committee, expects little to change. "With Livingston, you'll get roughly the same program you got from Gingrich," he told *Nando Media*. "You'll just get a little better working relationship."

Clearly, workers must keep a close eye on this man as he assumes one of the most powerful positions in our government. Watch his actions, not his lips. □

CORRECTIONS

IN THE SEP.-OCT. issue of *the Boilermaker Reporter*, the Congressional Scorecard contained two errors.

- Bruce Vento (D-MI, 4th) voted correctly on HR 4579; his 1998 record is 100%, and his lifetime record is 92%.
- Robert Menendez (D-NJ, 13th) voted correctly on HR 2621; his 1998 record is 100%, and his lifetime record is 89%.

Riding high or struggling to get by . . .

Which side of the wage and wealth gap are you on?

by David Kameras for AFL-CIO affiliates

Back in the mid 1950s, Joe Kreuser of Menominee Falls, Wis., made about \$8 an hour – good money in those days – working in a UAW-organized Nash Kelvinator plant. His wife Audrey made about the same doing garment piecework. Together, they could buy a stone house for about \$12,000, with money left over to host dinners for Audrey's large extended family.

In 1998, their daughter and son-in-law, both in their mid-30s, each earn about \$12 an hour. They're working just as hard, and they have the same modest dreams. But they're struggling just to make ends meet.

What accounts for the difference?

We've been hearing good news about the economy. Stocks and corporate profits are up, unemployment and inflation are down. But unlike the 1950s and 1960s, the good news isn't reflected in our personal lives. Sure, the rich and the super rich – whose incomes rank in the top one or five or ten percent – are riding high. But most of us face a different reality, because the United States has become the most unequal rich nation in the world.

The great divide separating the 1950s from today is a gap between the wealthy and the rest of us – a vast discrepancy in wages, health, and retirement benefits, education, and even free time. Projections indicate that by the year 2000, three percent of adult males in the United States will be in prison. At the other end of the spectrum, the *Wall Street Journal* reports that eight million Americans live in gated communities. Voluntarily and involuntarily, we're becoming a society behind bars.

Although wages have risen slightly in the past two years, working families have not recovered from the recession of the 1980s that eroded their buying power. Not coincidentally, union membership reached its lowest point during that same period – a decline in collective power that reduced the ability of unions to make the economy work for working families. Since 1973, 80 percent of us have faced largely declining standards of living.

"Robust economic growth in recent years has done little to turn around the long-term trend toward increasing inequality," says Kathy Larin, a policy analyst with the Center on Budget and Policy Priorities.

But the wage gap is just the beginning. Many of us wonder how we're going to afford health care for our children, our aging parents, and ourselves. We find our children locked out of access to a quality education. We wonder whether we'll have enough money to retire. And with more family members working – and working longer – we have less time to spend with our families.

Unions face another challenge as well – attacks by corporate interests and the political leaders they have bought seeking to roll back more than a half century of pro-working family, union-backed achievements, such as Social Security, hour-and-wage standards, and workplace safety. Unions have to take on battles already won, using time and resources that could otherwise be spent on organizing new members.

The wage and wealth gap

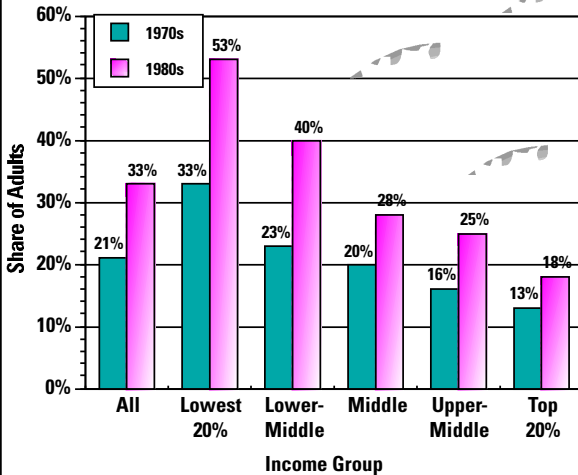
THIS COUNTRY HAS SEEN a dramatic shift in wealth over the past quarter century. In 1976, the richest ten percent owned half the wealth in stocks, bonds, and other assets. By 1995, they owned 70 percent.

On one side of the wage gap are middle- and low-income families – workers like Diplomat Parking (owned by Central Parking) employee Ernest Nelson, who has been parking cars in Washington, D. C., for 30 years, earning the city's minimum wage, now \$6.15 an hour.

On the other side of the divide looms a huge and growing concentration of wealth, such as the exorbitant income reaped by Nelson's employer, Central Parking CEO Monroe Carell. With an

More workers see their incomes fall

Percentage of adults whose family income fell over the decade



Note: Adults defined as 22-48 years old at the beginning of the decade. One-fifth of all families are in each income class. The one-fifth of families with the lowest incomes are the lowest fifth. The one-fifth of families with the highest income are in the highest fifth, etc. Source: Prosperity Gap: A Chartbook of American Living Standards, the AFL-CIO's Common Sense Economics for Working Families.

annual \$1 million compensation package and a net worth of \$600 million, Carell was named by *Forbes* magazine as one of the richest people in America.

The stock market's surge in recent years has meant an exponential increase in wealth for those like Microsoft CEO Bill Gates, whose net worth exceeds the gross national product of Central America. But working families haven't shared in those gains.

"The stock market boom of the 1980s and 1990s has not enriched working families for the single reason that working families do not own much stock," according to a study by economists Jared Bernstein, Lawrence Mishel, and John Schmitt.

Wall Street cheerleaders like to point out that real wages went up in the last couple of years. What they don't tell you is that real wages last peaked in 1973. Today, we're still not back to where we were in 1989 – nearly a decade ago. Eroding purchasing power

cuts workers' real pay. Despite low inflation, a trip to the grocery store still means a tough stretch for the paycheck because wages haven't kept pace with even modest price increases. And many basic necessities, like housing, health care, and transportation, cost more than ever. The solution isn't more low-paying, no-benefit Wal-Marts – it's higher wages and better benefits for a better standard of living.

The health care gap

CENTRAL PARKING CEO Carell can buy all the health care he needs. The same isn't true for Nelson – or for a huge number of working families. In 1979, 71 percent of private-sector employees between the ages of 18 and 64, who worked at least half time, were insured either through their employers or a family member. By 1993, that figure had dropped to 64 percent, with the biggest drop among those who had the least coverage to begin with, according to the Economic Policy Institute. The U.S. Census Bureau estimates that 41.7 million Americans had no health insurance throughout all of 1996, up 1.1 million from the previous year.

In the past eight years, employers shifted such a large portion of the cost of health insurance to workers that eight million workers and dependents lost employer health care coverage between 1989 and 1996; 76.4 percent of the decline was due solely to rapid growth in required employee premium contributions, according to a new AFL-CIO study, *Paying More and Losing Ground: How Employer Cost-Shifting Is Eroding Health Coverage of Working Families* estimates that between eight million and 12.5 million more workers and their family members could lose coverage in the next five years. Employer premiums for individual workers rose 79 percent between 1988 and 1996 – yet workers were hit with a 284 percent cost increase. During that same period, employer premiums for family coverage increased by 111 percent, while workers absorbed a 146 percent increase. □

The ads make retirement look great – golfing, boating, traveling the world –

But how good will it be for you?

BECAUSE REAL WAGES declined substantially over most of the past 20 years, working families have been able to save little for retirement. People who had plenty of money to invest have done well in the stock market. But for most of us, the investments it takes to turn retirement into the "golden years" have been out of reach. A working family in the middle fifth of income groups could survive only 3.6 months on its savings.

Fewer working people are covered by pensions today, and more of our pensions lack guaranteed payment amounts. Now, many in Congress want to take the security out of Social Security by switching to individual investment accounts – exposing our future well-being to the risks of the stock market, so Wall Street brokers can make a windfall.

They may not need Social Security, but workers do.

THE WAGE AND WEALTH GAP IN RETIREMENT

Let's close the gap

TODAY'S UNIONS ARE America's most potent force for retirement security. Because union workers earn more, we're able to save more. And because our unions bargain with employers for benefits, we're more likely to have pensions – and those pensions are more likely to have assured pay-outs.

The Boilermaker-Blacksmith National Pension Trust has over 66,000 participants and plan assets of nearly five billion dollars. The Boilermakers National Annuity Trust has over 36,000 participants with plan assets of over \$323 million. Another 127 Boilermaker-represented facilities have company-sponsored pension plans negotiated into their contracts, covering 15,648 participants. And numerous Boilermaker facilities participate in 401(k) retirement plans.

Unions are also leading the fight to strengthen Social Security so it will be there for us when we retire.

Strong unions mean working families have a better chance to enjoy the good life in our later years.

Source: Retirement savings: *The Prosperity Gap: A Chartbook of American Living Standards*, Economic Policy Institute, 1997; AFL-CIO's Common Sense Economics for Working Families.

L-45 retiree, Howard Crone, establishes memorial fund

Outstanding apprentice, Johnny C. Goldizen Jr., is first recipient

VIVIAN CRONE ADMIRER her husband's devotion to making Boilermakers high-level craftsmen. When she passed away, Howard Crone Jr. decided to do something to honor both his wife and the apprenticeship program he loved, so he established the Vivian Crone Memorial Award in recognition of Local 45's outstanding apprentices.

As winner of the first Vivian Crone Memorial Award, Johnny C. Goldizen Jr. received a \$1,000 check for his hard work and dedication in learning the skills of the Boilermaker trade.

Crone joined Local 193 in 1939, as a Boilermaker helper. In 1966, he transferred his membership to the newly-chartered construction lodge, Local 45, in Richmond, Va. He retired in 1979,



L-45 outstanding apprentice Johnny Goldizen (l) receives the first Vivian Crone Memorial Award from David Haggerty Jr., MOST rep. and former L-45 BM, (c), and L-45 BM Frank Hartsoe.

but continues to give back to the organization that helped improve his way of life. □

Local lodge leaders attend training program in Peoria



Stewards of Local 158 (Peoria) and 195 (Kewanee) attend a training program, August 28-29. Front row, l. to r., Arnie Lisk, Damon Mitchell, Jeff Cr powder, Mark Putman, Benny Hernandez, Terry Eggimann, and Wayne Adams. Center row, l. to r., Lester Gayton, L-158 Pres. Dave Chadwick, Tim Cheatham, Res. Asst. Wade Davis, Norm Reichert, Mike Farmer, and L-195 Pres. Doyle Stoner Jr. Back row, l. to r., Dan Jenkins, Mike Damm, and Bob Davis.

Stewards from Locals 158 and 195 participate in two-day education seminar in Illinois

STEWARDS FROM LOCAL 158 (Peoria, Ill.) and Local 195 (Kewanee) attended a steward training program at the Peoria Labor Temple, August 28-29. L-158 Pres. Dave Chadwick was so impressed by the training program, that he believes "it would create more interest in unionism if all unions could afford to hold these classes.

"The turnout was amazing," reports Chadwick. "Almost all of our stewards were present. Everyone learned a lot;

L-107 member Corey Wheir wins national bodybuilding contest

Years of work earn him his dream – a pro-card

COREYWHEIR, a member of Local 107, Milwaukee, Wis., placed first in the heavyweight class of the U.S. national championships, realizing his dream of earning a pro-card in the World Natural Body-Building Federation (WNBF).

Wheir, 29, has been earning titles in bodybuilding since 1991, when he

even the ones who have been around for years picked up a few pointers."

Asst. to the director of research and collective bargaining services, Wade Davis, conducted the two-day course, which focused on the duties of the steward, effective grievance handling (from investigation through analysis to presentation), steward's rights and responsibilities under the National Labor Relations Act, the Duty of Fair Representation, and structure and services of the International Brotherhood.

Intl. Rep. Larry Foster coordinated the event, with 17 stewards from Local 158 and seven stewards from Local 195 in attendance. □

placed first in Southern California in the tall class and overall divisions. While in training, the five-foot-ten-inch drug-free boilermaker consumes 6,000 to 8,000 calories a day, eating eight meals – one every two hours – and consuming two to three pounds of ground bison daily.

His contest weight is 210 pounds and he trains four to five days a week by lifting as much weight as possible in low repetitions – three sets per body part – for 90 minutes each session. □

Local 363 dedicates new hall to Anthony R. Mocerri



MEMBERS OF LOCAL 363, East St. Louis, Ill., have dedicated their new union hall to Anthony R. Mocerri, who retired in 1984 after serving 21 years as the local's business manager. Local 363 BM-ST John J. Passiglia Jr. says it was Mocerri's administration that led to the building of the local's new hall in Belleville – a hall every member of Local 363 can be proud of. Joining in the ribbon cutting ceremony, l. to r., are L-

363 Trustees Bob Jackson and Gary Moore, Intl. Vice Pres. Larry McManamon, Mocerri, L-363 Inspector Dennis Johnson (in back), Intl. Pres. Charles W. Jones, Passiglia, L-363 Pres. Rick Eller, and L-363 Vice Pres. Roger Moore. Following the open house and building dedication ceremony, over 500 people attended a dinner/dance sponsored by the local at the Fischers Restaurant in Belleville, Ill. □

Taking a ferry to work for \$1.20 an hour



IN 1947, THESE BOILERMAKERS took a ferry to their job site in Jamestown, Ky., where they earned \$1.20 an hour working for CBI. Living in the Robinsville, N.C., area at the time, Arnold Straton took this photo early one morning on the way to work. Pictured, l. to r., are Frank Jordan, Odis Odom, Pearly Odom, Wade Crisp, Earl Blair, and R. C. Phillips. Mrs. Phillips submitted the photo; her son, Tony, now works as a Boilermaker, too. □

Find financial aid on the 'net

Going to college? The Internet offers a lot of sources for scholarships, grants, fellowships, and loans

THERE ARE MANY sources of financial assistance for college. The more research you do, the more opportunities you will find. Here are some good places to start:

Always check with your own union first. Many local lodges offer scholarships to dependents of their members. The International Brotherhood of Boilermakers offers scholarships to high school seniors who are dependents of Boilermaker members (applications are accepted yearly, postmarked between January 1 and March 31), and the Union Plus Credit Card offers scholarships to union members and their dependents (application deadline is January 31).

Then look into federal student aid programs. Call 1-800-4-FED-AID, or fill out an on-line application at the U.S. Department of Education's web site (www.fafsa.ed.gov).

The Internet's largest free scholarship search is FastWEB (www.fastweb.com), which matches your needs with a database of 400,000 scholarships, grants, fellowships, and loans. Similarly, the College Board's Scholarship Search (www.collegeboard.org) lists hundreds of sources of aid. The Princeton Review's web site (www.review.com/college) has a "best colleges" section that tells you what types of aid are available from specific schools. The Financial Aid Information Page (www.finaid.org) from the National Association of Student Financial Aid Administrators, includes a "scam alert" to help protect you from bogus aid services. □



Local 1633 hosts annual picnic

MEMBERS OF LOCAL 1633, Raceland, Ky., enjoyed their annual summer feast as local lodge officers cooked for active and retired members, families, and guests, including General Chairman Pete King and members of Local 249, Huntington, W. Va., who work in locomotive repair shops.

Providing a chance for the members to share stories about their work at the car shops, the annual picnic, held at the Kentucky Green Lake State Park, also featured a friendly horseshoe pitching contest between active and retired members with the old-timers proving once again that practice makes perfect. □

An officer and a cook? That's the double duty these L-1633 members pull at their annual picnic. Front row, l. to r., Rec. Sec. Dallas Lemmings, Sec. Treas. Jon Layne, and Pres. Jerry Chapman. Back row, l. to r., Chairman R. G. Goodwin, Track Comm. Marvin Imes, and Vice Pres. Jim Skaggs.



Members, families, and guests at annual L-1633 picnic at the Kentucky Green Lake State Park.



Local D12 members go back to school

FIVE MEMBERS OF LOCAL D12, Oglesby, Ill., employed at Lonestar Industries, have completed the maintenance certificate program at the Illinois Valley Community College. Earning a certificate in industrial maintenance are, l. to r., Joe Sarosinski, Mark Kozell, D12 Vice Pres. Rick Struglinski, D12 Pres. Al Siena, and Richard Johns. Johns also earned a certificate as an industrial electrician. □



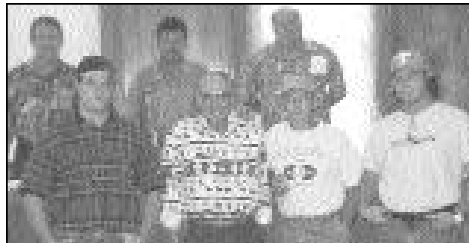
L-453 has three generations of Tiptons

MEMBERS OF LOCAL 453, Knoxville, Tenn., can boast of a three-generation membership, thanks to the Tipton family.

James William Tipton, who retired in November 1986, joined Local 453 in March 1957.

His son, Steve, became a Local 453 member in March 1972.

Now both of Steve's sons are Boilermaker apprentices. Clay was initiated into L-453 in April 1996, and Marshall became a member in June 1998. □



The Tiptons - front row, l. to r., Marshall, James, Steve, and Clay Tipton. Back row, l. to r., L-453 officers - Rec. Sec. Steve Trotter, Pres. Ricky Smith, and Sec.-Treas. Vinson Harper.

D263 members earn organizing awards

FOUR MEMBERS OF LOCAL D263, Clark, Nev., received Can Do Awards at the local's annual picnic for their in-plant organizing efforts at Eagle-Picher Minerals Work in 1997.

Intl. Rep. Michael Atchison, left, presents awards to Joe Howard, John Shipley, and Mike Little.

Not pictured is Mike White. □



Tawnya Toivola earns L-151 scholarship

TAWNAYA TOIVOLA, second from left, is the recipient of a \$1,000 scholarship from Local 151, Erie, Pa.

Pictured on Tawnya's left is her father, Eric P. Toivola, a Local 151 member who works at the Arthur Louis Steel Co. in Ashtabula, Ohio. At left is L-151 President Charles A. Goodman; at right is shop steward James DiMare. □



Union skills spur company growth

Together, Local 128 and Kel-Gor are meeting the needs of Sarnia and exporting to new markets far from home

LOCAL128(Toronto, Ontario, Canada) has represented employees at Kel-Gor Ltd. since it was incorporated in 1969. Since then, the shop and construction local has witnessed Kel-Gor's aggressive expansion into new markets in North America and countries in the Asia-Pacific rim. The manufacturing facility still does about 75 percent of its petrochemical industrial work in the Sarnia area, but its custom fabricating skills have primed current export growth and now complement the company's core business as a mechanical contractor.

Chartered in 1947, Local 128 represents 80 employees at Kel-Gor's manufacturing and shop facilities. Kel-Gor also hires L-128 field construction workers during boom times in Sarnia's Chemical Valley, handling construction of new plants as well as maintaining and refitting boilers and fractionation towers for local refineries and gas plants. While there has not been a lot of new construction this past decade, there has been a fair amount of upgrading work, usually during scheduled plant shutdowns, which can employ as many as 500 tradespeople during peak periods.



L-128 member Len W. Aybrant welds at Kel-Gor, where custom fabricating sales have increased over five-fold since the company expanded three years ago.

"We have the people, the equipment, and the programs in place here to handle just about any job that comes our way," said company president Barry Solness. "We also feel that we have the skills that are necessary to complete a major project on time."

Many of the people Solness is referring to are Boilermakers out of Local 128. With their skills and can-do attitude, Kel-Gor is poised for success in today's competitive global economy. □

(Source: Special Supplement to Trade & Commerce Magazine 1998)

RAILROAD NEWS

U.S. Railroad Division members eligible for free vision benefits

Plan offers choice in providers with annual exams, bi-annual lens and frame replacement

BEGINNING JANUARY 1, 1999, U. S. Railroad Division members are eligible for vision benefits under the Railroad Employees National Vision Plan. Administered by the Vision Service Plan (VSP), eye exams are available once every 12 months and corrective spectacle lenses and frames are available once every 24 months. Elective contact lenses are available in lieu of glasses.

When services are received through a VSP member doctor, a patient will receive an eye examination and necessary spectacle lenses at no out-of-pocket expense. If cosmetic or elective lens characteristics (such as tints, coatings, and no-line bifocals) are obtained, the patient will be required to pay extra for these items. Frames having a retail cost of \$75 or less are covered in full. If frames

are selected that cost more than \$75, the patient pays the difference in cost. Contact lenses can be chosen instead of glasses. If so, an allowance of \$105 will be applied towards the doctor's usual and customary cost of contact lens service (further evaluation, fitting, materials, follow-up care, etc).

Services can be received through a non-VSP provider. If so, the plan will pay up to, but no more than, a set schedule of allowances. This dual choice feature assures complete freedom of choice in selecting a provider.

Detailed information about the benefits were mailed to all U. S. railroad employees in November 1998.

VSP is the oldest and largest provider of managed vision care benefits in the United States with over 22,000 provider locations dispersed through all 50 states. All VSP providers are private practicing doctors (mainly optometrists, but also ophthalmologists; no retail chain stores) who provide exams and glasses.

Annual summary reports of national funds

Boilermaker – Blacksmith National Pension Trust summary annual report

THIS IS A SUMMARY of the annual report for the Boilermaker-Blacksmith National Pension Trust, Employer Identification Number 48-6168020, for January 1 through December 31, 1997.

The annual report has been filed with the Internal Revenue Service, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Basic financial statement

BENEFITS UNDER THE PLAN are provided in whole from trust funds. Plan expenses were \$231,138,905. These expenses included \$20,474,264 in administrative expenses and \$210,664,641 in benefits paid to participants and beneficiaries.

A total of 66,261 persons were participants or beneficiaries of the plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of plan assets, after subtracting liabilities of the plan, was \$4,947,983,680 as of December 31, 1997, compared to \$4,272,147,118 as of January 1, 1997. During the plan year, the plan experienced an increase in its net assets of \$675,836,562.

This increase included unrealized appreciation or depreciation in the value of plan assets; that is, the differ-

ence between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year.

The plan had total income of \$906,975,467 (including employer contributions of \$84,104,908), gains of \$244,539,794 from the sale of assets, and earnings from investments of \$578,230,935.

Minimum funding standards

AN ACTUARY'S STATEMENT shows that enough money was contributed to the plan to keep it funded in accordance with the minimum funding standards of ERISA.

Boilermakers National Health & Welfare Fund summary annual report

THIS IS A SUMMARY of the annual report of the Boilermakers National Health and Welfare Fund, Employer Identification Number 36-6090694, a Multi-Employer Plan, for January 1 through December 31, 1997. The annual report has been filed with the Internal Revenue Service, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

The Board of Trustees, Boilermakers National Health and Welfare Fund, has committed itself to pay all medical claims incurred under the terms of the plan.

Insurance information

THE PLAN HAS A CONTRACT with Provident Life and Accident Insurance Company to pay all life and accidental death claims incurred under the terms of the plan. The total premiums paid for the plan year ending December 31, 1997 was \$1,320,774.

Because it is an "experience-rated" contract, the premium costs are affected by, among other things, the number and size of claims. Of the total insurance premiums paid for the plan year ending December 31, 1997, the premiums paid under such experience-rated contract were \$1,320,774 and the total of all benefit claims paid under the experience-rated contract during the plan year was \$1,224,500.

Basic financial statement

THE VALUE OF PLAN ASSETS, after subtracting liabilities of the plan, was \$172,709,120 as of December 31, 1997, compared to \$131,082,053 as of January 1, 1997. During the plan year, the plan experienced an increase in its net assets of \$41,627,067. The increase includes unrealized appreciation and depreciation of the value of plan assets; that is, the difference between the value of the plan assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. During the plan year, the plan had total income of \$131,376,092 (including employer contributions of \$74,063,843 and contributions from participants eligible for COBRA and retiree coverage of \$5,372,401), realized losses of \$152,617 from the sale of assets, and earnings from investments of \$15,441,465.

Plan expenses were \$89,749,025. These expenses included \$5,792,193 in administrative expenses and \$83,956,832 in benefits paid to participants and beneficiaries.

Boilermakers National Annuity Trust summary annual report

THIS IS A SUMMARY of the annual report for the Boilermakers National Annuity Trust, Employer Identification Number 48-1029345, for January 1 through December 31, 1997. The annual report has been filed with the Internal Revenue Service, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Basic financial statement

BENEFITS UNDER THE PLAN are provided from trust assets or through insurance or annuity contracts. Plan expenses were \$15,370,522. These expenses include \$1,802,646 in administrative expenses and \$13,567,876 in benefits paid to participants and beneficiaries. A total of 36,066 persons were participants in the plan at the end of the plan year.

The value of plan assets, after subtracting liabilities of the plan, was \$323,839,899 as of December 31, 1997, compared to \$267,252,957 as of January 1, 1997. During the plan year, the plan experienced an increase in its net assets of \$56,586,942. This increase includes unrealized appreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year, or the cost of assets acquired during the year.

The plan had total income of \$71,957,464 (including employer con-

tributions of \$36,225,570), realized gains of \$4,085,641 from the sale of assets, and earnings from investments of \$31,599,447.

You may request a complete copy of each report . . .

You have the right to receive a copy of the full annual report, or any part thereof, for each of these funds on request. The items listed below are included in each report:

1. An accountant's report;
2. Assets held for investment;
3. Transactions between the plan and parties in interest (that is, persons who have certain relationships with the plan);
4. Transactions in excess of five percent of plan assets.

In addition, the Boilermaker-Blacksmith National Pension Trust Summary Annual Report will include the following:

5. Actuarial information regarding the funding of the plan.

And the Boilermakers National Health & Welfare Fund Summary Annual Report will include the following:

5. Insurance information including sales commissions paid by insurance carriers.

To obtain a copy of the full annual report, or any part thereof, of each of these reports write or call the office of V. Keith Reed, executive administrator, 754 Minnesota Avenue, Suite 522 (Suite 400 and Zip Code 66101-2762 for the Annuity report), Kansas City, KS 66101-2766, phone - (913) 342-6555.

The charge to cover copying costs of the Boilermaker-Blacksmith National Pension Trust Summary Annual Report will be \$59.50 for the full annual report, or 25 cents per page for any part thereof.

The charge to cover copying costs of the Boilermakers National Health & Welfare Fund Summary Annual Report will be \$6.00 for the full annual report, or 25 cents per page for any part thereof.

The charge to cover copying costs of the Boilermakers National Annuity Trust Summary Annual Report will be \$12.75 for the full annual report, or 25 cents per page for any part thereof.

You also have the right to receive from the plan executive administrator, on request and at no charge, a statement of the assets and liabilities of each plan and accompanying notes, or a statement of income and expenses of each plan and accompanying notes, or both.

If you request a copy of the full annual report from the plan executive administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual reports at the main office of the plan, 754 Minnesota Avenue, Suite 522 (Suite 400 and Zip Code 66101-2762 for the Annuity report), Kansas City, KS 66101-2766, and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, N5507, Pension and Welfare Benefit Programs, Department of Labor, 200 Constitution Avenue, NW, Washington, D.C. 20210. □

How to Apply For a Boilermaker Scholarship

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

Scholarship awards are based upon academic record, extra-curricular and outside school activities, career goals, and performance on a written essay. Candidates must submit an official application (postmarked between January 1 and March 31), proof of relationship to a Boilermaker member, SAT and/or ACT test scores (for U.S. citizens only), a high school transcript, and a 300-500 word essay on a specific theme. The 1999 essay topic is: "What should be the role of organized labor in today's local or national legislative issues that affect workers." Applications for the 1999 awards will be available in mid-December. Contact your local lodge for more information and an application form.

Some local lodges have their own scholarship programs. Scholarships are also available through the Union Plus credit card program (see following notice) and some state and regional labor councils. For information on their scholarships, contact these organizations directly.

Union Plus credit card scholarship program applications available

THE 1999 UNION PLUS Credit Card Scholarship program will award \$250,000 in scholarships to deserving students in 1999. To receive an application, qualified entrants (a union member in good standing for at least two years, his or her spouse, and dependents) should send a postcard - with their name, address, phone number, and international union name clearly printed on it - to the Union Plus Credit Card Scholarship, PO Box 9389, Minneapolis, MN 55440-9389. The deadline to apply is Jan. 31, 1999; award recipients will be notified May 31, 1999.

Guide lists union-sponsored scholarships, awards, student financial aid

UNION MEMBERS CAN receive a free copy of the AFL-CIO Scholarship Guide, a directory of 3,000 scholarships worth nearly \$4,000,000 that are offered directly by individual unions, state federations, and local central bodies. Scholarships listed in this guide are normally only available for union members and their families from the union sponsoring the scholarship. If a scholarship is awarded to the general public, it will be indicated in the eligibility part of the specific scholarship listing.

Single copies of the guide are available without charge for union members only. Copies are \$3.00 each for all others. Requests and checks (payable to the Secretary-Treasurer AFL-CIO) should be sent to the AFL-CIO Department of Support Services, 815 16th St., N.W., Room 209, Washington, D.C. 20006. The guide is also available online via LaborNet in the General Information Library.



New contract summaries

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

DNCL – National Cement Lodge

CHARLES HUNTBACK, CLGAW Division director, reports contract ratification, effective August 17, 1998 to August 31, 2003, for eight members of the National Cement Lodge who work in the production and maintenance of Portland Cement at the **Monarch Cement Company** in Des Moines, Iowa.

NTL – National Transient Lodge

WILLIAM J. ALMOND, director of the National Transient Division, reports contract ratification, effective July 10, 1998 to July 10, 2001, for 16 members of the National Transient Lodge, Kansas City, Kan., who work in the shop at the **Wincco Tank Co.**, a producer of storage tanks and corn syrup absorbers in Ottumwa, Iowa.

L-57 – Portsmouth, VA

INTL. REP. STEVEN BEAL reports contract ratification, effective March 10, 1998 to March 10, 2001, for seven members of Local 57, Portsmouth, Va., who work in ship repair and manufacturing (buoys) at the **U.S. Coast Guard Integrated Support Command Center**.

D73 – Medicine Lodge

INTL. REP. NICK ADAMS reports contract ratification, effective June 27, 1998 to July 16, 2001, for 61 mem-

bers of Local D73, Medicine Lodge, Kan., who work in the production and maintenance of gypsum wallboard (drywall) and plaster products at **Gold Bond Building Products**, a division of the National Gypsum Company. Local D73 has represented members at this facility since the mid 1930s.

D76 – Sun City, KS

INTL. REP. NICK ADAMS reports contract ratification, effective June 27, 1998 to July 16, 2001, for 14 members of Local D76, Sun City, Kan., who work in the quarry mining gypsum rock for the production of gypsum wallboard and plaster products for **Gold Bond Building Products**, a division of the National Gypsum Company. Local D76 has represented members at this facility since the mid 1930s.

L-79 – Lake Charles

INTL. REP. DENNIS KING reports contract ratification, effective October 1, 1998 to October 1, 2000, for 39 members of Local 79, Lake Charles, La., who produce heat exchangers at **Ohmsted, Inc.**

L-83 – Kansas City

LOCAL 83 Vice Pres. Larry Horseman and ABM James Berry report contract ratification for four members of Local 83, Kansas City, Mo., who perform boiler repair at **Pibrico Sales & Service**, effective Sept. 1, 1998 to Aug. 31, 2001; ten members

who work in the shop and repair low pressure boilers at **C. G. Johnson Boiler Co.**, effective June 1, 1998 to May 31, 1999; and 17 members who fabricate steel at **Sauder Custom Fabrication, Inc.**, effective Aug. 29, 1998 to Aug. 29, 2001.

M100 – Albany, GA

INTL. REP. MIKE WILSON reports contract ratification, effective Aug. 1, 1998 to July 31, 2001, for 43 members of Local M100, Albany, Ga., who work in production and maintenance at the **MacGregor Golf Co.**

L-104 – Seattle, WA

LOCAL 104 Pres. Al Black and Bus. Rep. Tim Carr report contract ratification for 12 Local 104 members, Seattle, Wash., who work in the production of wood chippers and sorters at the **Acrowood Corporation**, effective April 1, 1998 to March 31, 2000; for 12 members who work in the production and maintenance of tanks and heat exchangers using alloy steel at the **Alaskan Copper Works Fabrication Division**, effective Aug. 31, 1998 to Nov. 3, 2003; for 20 members who produce water heaters at the **A. O. Smith Water Products Company**, effective Feb. 1, 1998 to Feb. 7, 2001; for ten members who work for the **City of Seattle**, effective Jan. 1, 1998 to Jan. 7, 2002; and for 25 members who build and repair ships at **Pacific Ship**, effective July 1, 1998 to June 30, 2003.

L-132 – Galveston, TX

ATMA LARRY TURNER, BM-ST of Local 132, Galveston, Texas, reports contract ratification for 59 Local 132 members at **Continental Emasco Co.**, effective Feb. 16, 1998 to Feb. 15, 2003, and for ten members at **Farmer's Marine Copper Works, Inc.**, effective Feb. 1, 1998 to Jan. 31, 1999.

M146 – Kansas City

DAVID LAWRENCE, fin. sec-treas. of Local M146, Kansas City, Mo., reports contract ratification, effective Aug. 10, 1998 to Aug. 9, 2003, for 18 members of Local M146 who work at the **Missouri Plating Co.**

D160 – Sigurd, UT

INTL. REP. MICHAEL ATCHISON reports contract ratification, effective June 1, 1998 to May 31, 2003, for 25 members of Local D160, Sigurd, Utah, who manufacture wallboard at **Georgia Pacific**.

L-182 – Salt Lake City

BRAD JOHN, Local 182 BM-ST, Salt Lake City, Utah, reports contract ratification for two members of Local 182 who repair heat exchangers and pressure tube vessels at **Harris Tube Services**, effective May 1, 1998 to May 1, 2000, and for seven members who fabricate structural steel at the **Westem Steel Mfg. Co.**, effective May 1, 1998 to May 1, 1999.

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 the first contract between Local 104 and PacShip are, l. to r., Local 104 Bus. Mgr. Michael Anderson, PacShip CEO David Bain, Intl. Rep. Tom Kendall, and PacShip VP James Coleman.



Negotiating a five-year agreement between Georgia Pacific and Local D160 are, l. to r., Paul Collins, Bill Price, Justin Holm, Stan McConnell, IR Mike Atchison, and Kile Kridelbaugh.

L-191 – Victoria, BC

WILLIAM MORRISON, Local 191 BM-ST, Victoria, British Columbia, Canada, reports contract ratification for 65 members of Local 191 who work at **Nicholson Mfg. Ltd.**, effective Aug. 15, 1997 to Aug. 16, 1999, and 60 members who work at **Ramsay Machine Works Ltd.**, effective March 31, 1998 to March 31, 2000.

L-S272 – Laverne, TN

INTL. REP. TOM CHASTAIN reports contract ratification, effective Aug. 1, 1997 to Aug. 3, 2002, for 305 members of Local S272, Laverne, Tenn., who make air conditioners at the **Whirlpool Corporation**.

D314 – Daleville, VA

INTL. REP. J. C. TODD reports contract ratification, effective May 1, 1998 to April 30, 2002, for 83 members of Local D314, Daleville, Va., who work in the production and maintenance of cement at the **Carolinas Cement Co.**

L-614 – New London

MEMBERS OF LOCAL 614, New London, Conn., have ratified a contract, effective July 27, 1998 to June 29, 2001, with the **Electric Boat Corporation**. Local 614 represents 416 of the 2,041 employees in the Metal Trades Council unit at the shipyard owned by the General Dynamics Corp.

L-647 – Minneapolis

PAUL PENDERGAST, Local 647 BM-ST, Minneapolis, Minn., reports contract

ratification for 12 Local 647 members who perform maintenance work at **Industrial Welders and Machinists, Inc.**, effective Sept. 1, 1998 to Aug. 31, 2001, and for two maintenance workers at the **Kenny Boiler and Manufacturing Co.**, effective July 1, 1998 to June 30, 2001.

L-659 – Warren, PA

INTL. REP. STEVE JEWELL reports contract ratification, effective Nov. 1, 1997 to May 31, 2001, for 64 members of Local 659, Warren, Pa., who work in the production of steel erection storage tank parts at **Pitt Des Moines, Inc.**

L-905 – Wilmington

INTL. REP. STEVE BEAL reports contract ratification, effective Dec. 3, 1997 to Dec. 2, 1998, for 55 members of Local 905, Wilmington, N.C., who work in the production and maintenance of lattice boom cranes at the **American Crane Corporation**.

This is the first collectively bargained contract for this new Boilermaker local, which was chartered effective January 1, 1998.

L-1851 – Springfield

INTL. REP. VINCENT DICLEMENTE reports contract ratification, effective Sept. 1, 1998 to Sept. 1, 2001, for 550 members of Local 1851, Springfield, Mass., who work in production and maintenance at the **Spalding & Evenflow Co., Inc.**

A summary analysis of these contract settlements

Prepared by the Research and Collective Bargaining Department of the International Brotherhood of Boilermakers

THIS ANALYSIS of the 31 agreements outlined above is based on information provided in the Contract Summary and Transmittal Report forms. These 31 agreements cover a total of approximately 2,910 employees.

Wage Increases

TWENTY-EIGHT facilities received pay increases in 1998, averaging \$0.62 an hour, or 2.61 percent. Twenty-four facilities will receive pay increases in 1999, averaging \$0.44 or 2.61 percent. Twenty facilities will receive pay increases in 2000, averaging \$0.45 or 2.71 percent. Eight facilities will receive pay increases in 2001, averaging \$0.40 or 2.50 percent. Five facilities will receive pay increases in 2002, averaging \$0.43 or 2.50 percent.

Pension

ALL FACILITIES participate in some type of pension program. Sixteen facilities participate in

the Boilermaker-Blacksmith National Pension Trust. Contributions range from \$0.20 to \$2.90 per hour. Average increases are: first year – \$1.14, second year – \$1.17, third year – \$1.21. Each year increases approximately 2.5 percent. Eleven facilities offer a 401(k) plan, ten offer company-sponsored plans, and two facilities participate in the Boilermakers National Annuity Trust.

Shift Differential

TWENTY-NINE agreements provide a second-shift premium. Of these, 25 pay a cents-per-hour premium ranging from \$0.10 to \$1.05. The average is \$0.37.

Twenty-four agreements provide a third-shift premium. Of these, 20 pay a cents-per-hour premium ranging from \$0.15 to \$1.05. The average is \$0.49.

The remaining pay on a percentage basis or provide full pay for a reduced shift.

Sickness & Accident

TWENTY-THREE agreements provide weekly sickness and

accident indemnities. Of these, 20 pay a set dollar amount ranging from \$75 to \$445 per week. Averages are: first year – \$248, second year – \$255, third year – \$259, fourth year – \$261.

The remaining agreements provide a percentage of the employee's earnings. The length of time off ranges from 16 weeks to unlimited. The most common is 26 weeks, found in 15 agreements.

Life Insurance/AD&D

TWENTY-FIVE agreements provide life insurance, ranging from \$4,000 to \$40,000. The average benefit for the first contract year is \$13,720.

Twenty-two agreements provide Accidental Death and Dismemberment (AD&D) insurance, ranging from \$5,000 to \$80,000. The average is \$17,909. Agreements providing an increase for these benefits during the term of the agreement averaged a \$1,000 increase per year.

Vacation

ALL 31 AGREEMENTS provide for paid vacation, ranging from one to six weeks, based

on years of employment. Twenty-five agreements start vacations at one week. All 31 provide two weeks vacation. Twenty-eight agreements have provisions for three weeks vacation. Twenty-three agreements provide four weeks vacation. Nine agreements provide five weeks vacation, and two agreements provide six weeks vacation.

Paid Holidays

THIRTY AGREEMENTS provide paid holidays, ranging from seven to 12. The average is ten.

Other Provisions

TWENTY-SEVEN agreements provide funeral leave.

Paid leave for jury duty is found in 25 agreements.

Union leave language is found in 16 agreements.

Fourteen agreements provide all or partial reimbursement for the purchase of safety shoes.

Four agreements provide a severance payment package, and three have a Cost of Living Adjustment (COLA) clause.

Appealing Appliances

Boilermaker and other union-made kitchen products

IF YOU ARE PLANNING on buying new kitchen appliances (refrigerators, ranges, or microwave ovens) one way to make sure you're buying quality products is to look for the union label. And while you are looking for the union label, you might as well look for products made by Boilermakers, too!

Following are brand names of appliances that are union-made in America. Products made by Boilermakers appear in **bold-face type**. Dishwashers, trash compactors, and garbage disposals will appear in a future issue of the *Boilermaker Reporter*.

REFRIGERATORS: Amana, Caloric, and Modern Maid brands by Amana Refrigeration Inc. (Machinists); Frigidaire, Gibson, Kelvinator, and White-Westinghouse by Frigidaire Co. (UAW); GE, Hotpoint, and Pencrest by General Electric (Electrical Workers, Teamsters, Operating Engineers, Sheet Metal Workers); Maytag, Magic Chef, Admiral Designer Series (Montgomery Ward), Crosley, and Jenn-Aire by Maytag Corp. (SMW, IAM, IBT, Office and Professional Employees); Northland and Marvel brand freezers by Northland Corp. (IBT, UAW); Econocold by Refrigerator Manufacturers Inc. (SMW); **Whirlpool by Whirlpool Corp. (Boilermakers Local S272 in Laverge, Tenn., Electronic Workers, Paperworkers);** White-Westinghouse, Electrolux, and

Frigidaire by White-Westinghouse Electric Co. (Electronics Workers, UAW, IAM).

RANGES, STOVES, OVENS, MICROWAVE OVENS: Amana, Caloric, and Modern Maid by Amana Refrigeration Inc. (IAM); **Comstock Castle ranges and ovens by Comstock Castle Stove Co. (Boilermakers Local S3 in Quincy, Ill.);** White-Westinghouse by White Consolidated Inc. (IAM, IUE, UAW); Hotpoint, Spacemaker, Lift Top, Profile Line, and Radiant Range by General Electric (IUE); Broil King by Hudson Standard Corp. (IBT); **Premier, Eagle, Magic Chef, Heritage, Mark Royal,**

Modern Chef, Roper (for Whirlpool) and Holiday (for Lowes), by **Peerless-Premier Appliance Co. (Boilermakers Local S4 in Belleville, Ill., IAM, Glass, Molders, and Plastic Workers);** Roper by Roper Corp. (IAM); **Thermador and Masco by Thermador Corp. (Boilermakers Local S54 in Maywood, Calif., IBT);** White-Westinghouse by White-Westinghouse Electric Co. (IAM, UAW, IUE); **Wolf Gourmet by Wolf Range (Boilermakers Local S106 in Compton, Calif.);** and Tappan by WCI Range Division of AB Electrolux (Steelworkers). □

Credit a bit shaky?

New loan program from Union Member Mortgage and Real Estate might help you get a home

UNION MEMBER MORTGAGE and Real Estate now offers an alternative lending option for members who might otherwise be turned down for a mortgage loan.

This alternative financing, known in the loan industry as "non-conforming," "B/C," or "sub-prime" lending, has become more prominent over the past few years and is designed for members with less than ideal credit. Alternative mortgage loans are priced

at higher interest rates than conforming loans and require a larger down payment or more equity in the property.

The alternative financing option does not include mortgage assistance fund benefits because the loans cannot be serviced by the regular program vendor, Chase Manhattan Mortgage. For more information contact the Union Member Mortgage and Real Estate Program at 1-800-848-6466. □

Winter's coming – need new tires?

Check the code and buy union-made tires in U.S. and Canada

THE U. S. DEPARTMENT of Transportation (DOT) requires that all tires sold in the United States carry a code which identifies, among other things, the company and the plant that made each tire. It is molded into the sidewall of every tire. We can use this code to assure that tires we buy for our cars and trucks are made by rubber workers covered by union contracts. With rare exception, the code – found

near each tire's wheel-bead – looks like this: DOT AC L9 ABC 036.

The two symbols immediately following "DOT" are the ones to look for. They will be either two letters or one letter and one number. In the example used here, the letters "AC" designate a tire made at the General Tire plant in Charlotte, N. C.

In addition to company-name brands, many of the plants also produce "associate brand" or "private

brand" tires. The codes on those tires will be the same as those on the company-name brands produced at each of the plants.

The following list is adapted from the AFL-CIO's *Label Letter*. By comparing the code on tires you are considering buying with the codes on the list, you can be sure you are getting union-made tires.

All tires carrying the Michelin brand label are on the AFL-CIO nationwide Do Not Buy! list.

CODE	COMPANY/BRAND – LOCATION (Parent Company)
AC	GENERAL TIRE – CHARLOTTE, N. C. (Continental)
AD	GENERAL TIRE – MAYFIELD, KY. (Continental)
AN	UNIROYAL GOODRICH – OPELIKA, ALA. (Michelin)
A9	GENERAL TIRE – BRYAN, OHIO (Continental)
BE	UNIROYAL GOODRICH – TUSCALOOSA, ALA. (Michelin)
BF	UNIROYAL GOODRICH – WOODBURN, IND. (Michelin)
CC	YOKOHAMA TIRE – SALEM, VA. (Yokohama)
CF	TITAN TIRE – DES MOINES, IOWA (Titan Wheel International)
CH	PIRELLI – HANFORD, CALIF. (Pirelli)
CV	FIDELITY TIRE – NATCHEZ, MISS. (Titan Wheel International)
DA	DUNLOP – BUFFALO, N.Y. (Sumitomo)
DB	DUNLOP – HUNTSVILLE, ALA. (Sumitomo)
DY	DENMAN – WARREN, OHIO (Pensler Capital)
D2	BRIDGESTONE/FIRESTONE – LAVERGNE, TN (Bridgestone)
E3	BRIDGESTONE/FIRESTONE – LAVERGNE, TN (Bridgestone)
FO	FIDELITY TIRE – NATCHEZ, MISS. (Titan Wheel International)
HY	BRIDGESTONE/FIRESTONE – OKLA. CITY (Bridgestone)
H8	BRIDGESTONE/FIRESTONE – OKLA. CITY (Bridgestone)

CODE	COMPANY/BRAND – LOCATION (Parent Company)
JE	GOODYEAR – DANVILLE, VA.
JF	KELLY-SPRINGFIELD – FAYETTEVILLE, N.C. (Goodyear)
JH	KELLY-SPRINGFIELD – FREEPORT, ILL. (Goodyear)
JJ	GOODYEAR – GADSDEN, ALA.
JN	GOODYEAR – TOPEKA, KAN.
JP	KELLY-SPRINGFIELD – TYLER, TEXAS (Goodyear)
JT	GOODYEAR – UNION CITY, TENN.
MC	GOODYEAR – DANVILLE, VA.
MD	GOODYEAR – GADSDEN, ALA.
MJ	GOODYEAR – TOPEKA, KAN.
MK	GOODYEAR – UNION CITY, TENN.
MM	KELLY-SPRINGFIELD – FAYETTEVILLE, N. C. (Goodyear)
MN	KELLY-SPRINGFIELD – FREEPORT, ILL. (Goodyear)
MP	KELLY-SPRINGFIELD – TYLER, TEXAS (Goodyear)
PJ	KELLY-SPRINGFIELD – FAYETTEVILLE, N. C. (Goodyear)
PK	KELLY-SPRINGFIELD – FREEPORT, ILL. (Goodyear)
PL	KELLY-SPRINGFIELD, TYLER, TEXAS (Goodyear)
PT	GOODYEAR – DANVILLE, VA.
PY	GOODYEAR – GADSDEN, ALA.
PU	GOODYEAR – TOPEKA, KAN.
TA	GOODYEAR – UNION CITY, TENN.
UP	COOPER – FINLAY, OHIO
UT	COOPER – TEXARKANA, ARK.
VD	BRIDGESTONE/FIRESTONE – DECATUR, ILL. (Bridgestone)

CODE	COMPANY/BRAND – LOCATION (Parent Company)
VE	BRIDGESTONE/FIRESTONE – DES MOINES, IA (Bridgestone)
W1	BRIDGESTONE/FIRESTONE – LAVERGNE, TN (Bridgestone)
YD	BRIDGESTONE/FIRESTONE – DECATUR, ILL. (Bridgestone)
YE	BRIDGESTONE/FIRESTONE – DES MOINES, IA (Bridgestone)
YT	BRIDGESTONE/FIRESTONE – DECATUR, ILL. (Bridgestone)
YU	BRIDGESTONE/FIRESTONE – DES MOINES, IA (Bridgestone)
Y7	BRIDGESTONE/FIRESTONE – LAVERGNE, TN (Bridgestone)
1C	BRIDGESTONE/FIRESTONE – OKLA. CITY (Bridgestone)
2C	BRIDGESTONE/FIRESTONE – MORRISON, TN (Bridgestone)
2M	BRIDGESTONE/FIRESTONE – BLOOMINGTON, IL (Bridgestone)
3M	(Bridgestone)
4D	BRIDGESTONE/FIRESTONE – MORRISON, TN (Bridgestone)
5D	(Bridgestone)
7B	BRIDGESTONE/FIRESTONE – DECATUR, ILL. (Bridgestone)
8B	BRIDGESTONE/FIRESTONE – DES MOINES, IA (Bridgestone)

CODE	CANADA COMPANY/BRAND – LOCATION (Parent Company)
BH	UNIROYAL GOODRICH – KITCHENER, ONT. (Michelin)
D9	UNITED TIRE – REXDALE, ONT. (Pensler Capital)
JU	GOODYEAR – MEDICINE HAT, ALBERTA
PC	
UK	

'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



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Offers predetermined discount fees for dental services and procedures.
For information call: 1-800-257-8352



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Workplace accidental death insurance is available.
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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.

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

Table with 3 columns: Lodge Number, Name, and Deceased Name. Includes entries like Krause, Ernest E. (Lodge 1), Lindbeck, John G. (Lodge 1), Croteau, Henry D. (Lodge 5), etc.

Table with 3 columns: Deceased Name, Lodge Number, and Deceased Name. Includes entries like Roberts, Clarence C. (Lodge 433), Lee, James E. (Lodge 677), Volak, John (Lodge 681), etc.

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

Table with 3 columns: Lodge Number, Name, and Benefit Amount. Includes entries like Berglund, Robert M. (Lodge 1, \$3,000.00), Campbell, Frank (Lodge 1, 3,000.00), Rinkus, Stacey G. (Lodge 1, 3,000.00), etc.

IF YOU HAVE NOT yet been furnished this information, contact your local lodge, secure the beneficiary forms, complete the required information and forward to the Administrative Office of the Pension Fund, 754 Minnesota Avenue, Suite 522, Kansas City, KS 66101, at the earliest possible date.

Table with 3 columns: Deceased Name, Lodge Number, and Benefit Amount. Includes entries like Duffy, Patrick O. (Lodge 647, 3,000.00), Mocerri, Nick (Lodge 647, 3,000.00), etc.

Moving? Tell us where... Mail form to: Publications Department, 753 State Avenue, Suite 565, Kansas City, KS 66101. (Allow five weeks for change of address.)

Elections show the union vote is strong

Union voters help turn a projected 25-seat loss in Congress into a five-seat gain for working family-backed candidates

EVERY BOILERMAKER member who went to the polls on November 3 and voted for candidates who support our legislative agenda deserves a big pat on the back. If you took your family or others along and they voted for pro-worker candidates, you deserve two pats for every person you got to the polls. And if you were one of the many Boilermaker members who got personally involved in the election process and volunteered your free time after work and on weekends to help a pro-worker candidate get elected, you deserve far more than I can put into words.

Our efforts are paying off. The vote from union households was one of the most important factors in this election. Nearly one-fourth of voters came from union households, and they voted solidly for pro-worker candidates. Media analysts have, for the most part, overlooked the significance of our contribution, but the numbers speak for themselves.

Our educational programs are working. Union members are more knowledgeable regarding the issues and the candidates than nonunion workers. We vote in higher percentages than

nonunion workers from similar backgrounds. We vote for candidates who will protect our jobs, our wages, our benefits, our safety, and our right to organize in order to collectively bargain with our employers.

And we get involved in the electoral process. In many areas of the country, our members – and sometimes entire lodges – have been commended for their tireless efforts in supporting the campaigns of pro-worker candidates. Our efforts helped turn a projected 25- to 40-seat loss in the U.S. House of

When Congress goes into session, we must go into battle all over again. The good part is that now we know we can win.

Representatives into a five-seat gain for working family-backed candidates. We elected a pro-worker governor in California, the most populous state,

and we replaced anti-worker Senators Lauch Faircloth (R-NC) and Al D'Amato (R-NY). These losses contributed significantly to the decision by House Speaker Newt Gingrich (R-GA) to resign.

Yes, you can all pat yourselves on the back and be proud of what you've accomplished.

But politics is an arena in which the fight never ends. Bob Livingston (R-LA) will be the new House Speaker. He may not be as arrogant and irritating as Newt Gingrich, but he is every bit as much of a threat to working families.

On his web site, Livingston brags that he "prohibited OSHA from issuing new standards on Ergonomics." That action alone may cost thousands of workers their livelihoods when they develop repetitive stress disorders from the work they do. He also sponsored a national right-to-work bill and co-sponsored bills to silence the political voice of unions, to discourage union organizing, and to partially privatize Social Security while raising the retirement age.

The media are saying that Bob Livingston is evidence the GOP is hoping to make its image more moderate, but Livingston is no moderate. He is right-wing and anti-worker. He gets 95 percent of his campaign



Charles W. Jones
International President

money from corporations. He is not going to do us any favors willingly.

As soon as the 106th Congress goes into session, we must be ready to go into battle all over again. **We must continue to fight to preserve Social Security and Medicare.** We need to make sure that Congress uses any budget surpluses to save those programs, not to give tax breaks to their wealthy contributors and friends.

The good part is knowing that, with the right effort, we can win. □

LETTERS TO THE EDITOR

Family of L-169 retiree Carl Mott Sr. grateful for expressions of sympathy

THE FAMILY OF LOCAL 169 member Carl "Hard Rock" Mott Sr. would like to thank the Boilermakers at Erickson Station, D. C. Cook Power Plant, and the officers and members of Local 169, Detroit, Mich., for the beautiful plant and caring thoughts expressed upon the passing of Brother Mott. Initiated into the union in 1962, Mott transferred his membership into Local 169 in 1978. He died August 27, 1998, at the age of 73.

L-29's MacAdams responds to Lee on reduced contracts

I READ BROTHER Michael Lee's letter in V37 N4. I agree. Nobody likes to work under an agreement that is not 100 percent of the negotiated contract. I also know that there is not one elected International officer or business manager who would accept a reduced rate unless he was absolutely sure it was necessary.

The onslaught of nonunion workers into the boilermaker trade has worked against us to reduce wages and conditions in many parts of the country. Although we have suffered more than most trades, because of the limited nature of our work, we have tried to work with Boilermaker contractors to keep them and our members employed in a very competitive market.

Due to deregulation in the electric industry and the implementation of new laws governing it, our business is changing, and if we are not a competitive part of that change, we will be left behind.

As business manager, I have always weighed the greater good of the local and its membership when considering whether to allow a lower rate to provide jobs or allow a job to pass to a nonunion contractor. This is never a popular or easy decision to make, but I was elected to make these decisions.

As a member of Local 29 for 33 years, asst. bus. mgr. for ten years, and business manager for the past five years, I am always amazed that members who rarely come to meetings,

and when they do they take no part in the process to help resolve the problems facing us, think that a letter in *the Reporter* will change all the things they are unhappy about.

If Brother Lee, or any member of this International, has a problem with any decisions being made on behalf of their local, they should make it a point to attend each meeting to voice their opinions and share their ideas to help resolve our problems.

LAWRENCE MACADAMS, L-29 BM
N. Quincy, MA

L-29's Birolini on 800 number for Health & Welfare fund

IN ALMOST EVERY issue of the *Boilermaker Reporter*, our International leaders have referred to our union as being "progressive;" however, we still do not have an 800 number for members to utilize when they need to make calls to the Health and Welfare Fund.

Let's look at the finances. On January 1, 1989, the value of the Health & Welfare Plan assets, after subtracting liabilities of the plan, was approximately \$77,543,000. On January 1, 1997, the value of the plan had increased to \$131,082,000. It appears to me that there is enough to provide what many members have been asking for – please listen to them.

Remember, "A union earns its salt by its service to its members."

JOSEPH M. BIROLINI, L-29
Ocean Bluff, Mass.

L-40 retiree, Stanley Combs, wants you to vote

HOW CAN A brother or sister of this organization not register and vote? Are we a democracy when only 30 to 50 percent of our registered voters actually vote? Are we being ruled by the majority?

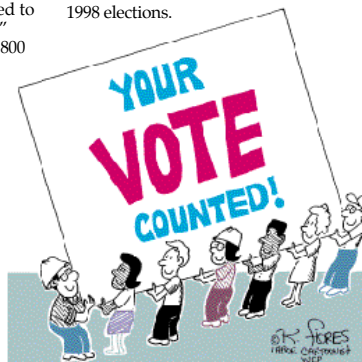
It saddens me to think that 47 years ago, I, along with thousands of others, was wounded in the war protecting democracy. Forty-seven years ago we

suffered for this right. Was our suffering in vain? Was our suffering worthwhile?

The AFL-CIO has 14 million members. This could easily become 28 million votes if we would just vote! And we must become informed! You can't pick up your lunch box, go to work all day, and then stop at the polls and vote for someone who will vote against you in the state houses and in Washington. I proudly cast my vote in each election and I proudly support our friends in Congress.

STANLEY COMBS, L-40 retiree
Jeffersonville, Ky.

EDITOR'S NOTE: Union households voted in a higher percentage than nonunion voters, accounting for about 16 million votes, or about 22 percent of all voters in the 1998 elections.



Deem's is concerned not all welder records are upgraded

THE COMMON ARC Program has been very beneficial to the welder, contractor, and the company. The welder no longer has to face as many welding tests, and the contractor, as well as the company, has saved money through multiple testings. But a problem has developed. Not all contractor quality control technicians are reporting welder qualifications to Common Arc. Some specialty welds, like a heavy-wall weld which is x-rayed on the job site, are not being reported. This failure to update a welder's qualifications

could make the difference in whether or not he gets the next job.

STEVEN DEEM, L-667
Clarksburg, W. Va.

'I am very proud to be a boilermaker's daughter'

MY DADDY IS Ernest Bruce Dinkins Sr. His fellow workers call him "King Dink." He spent his entire life boilermaking. He retired out of Local 26 in Savannah, Ga. He loved his profession and misses it so badly. Even though his health has deteriorated terribly, I believe that if he was able, he would go on a job today! I love my daddy and mama; they raised six children on his boilermaker salary. Now, it wasn't always easy, but we never did without. I am very proud to have been raised a boilermaker's daughter.

DELLA DINKINS HILTON, daughter of Ernest Bruce Dinkins, L-26 retiree

Iron Workers local is grateful for Local 744's help

PLEASE ACCEPT THIS LETTER with much gratitude for the members of your local (L-744, Cleveland, Ohio) assisting us in our manpower needs during a shut down period in Middletown, Ohio.

With your assistance, we were able to fulfill the requests of our contractors during this period. If this local union can ever assist you in any manner, please do not hesitate to call.

GEORGE L. KRATZER, business mgr.
MICHAEL E. YEZZI, business agent
Intl. Assoc. of Bridge, Structural, Ornamental, and Reinforcing Iron Workers Local Union No. 290

Tell your fellow members what you think!

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