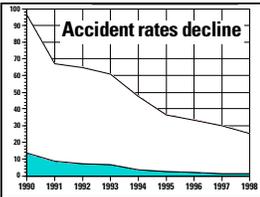


IN THESE PAGES



NACBE safety index
Shows decline; L-204 earns national safety award 3

Shipbuilding news
Commitment to Puget Sound local union workers; Justice at Avondale Campaign .. 4

Equal pay alert 6

LEAP Issues
Time to get some real work done 7

Settlements 10

Letters 12



SFEAW Div. Dir. Othal Smith's stepdaughter is first runner up in Miss USA Pageant .. 13

Local 73 sets turnaround record



Local 73 sets a turnaround record at the Irving Oil Refinery, earning the project name "Operation Quarterhorse '98," due to their speed, agility, and teamwork.

Members' speed and agility earn project name 'Operation Quarterhorse'

MEMBERS OF LOCAL 73, Halifax, Nova Scotia, Canada, working for Delta Catalytic Industrial Services, Ltd., have completed the biggest turnaround in the history of the Irving Oil Refinery in Saint John, New Brunswick.

An explosion in the charge furnace on June 9, moved the turnaround date forward, prompting the project manager - Fluor Daniel Wright Ltd. - to obtain components from Canada, as well as the U.S., in order to complete the project in as short a time as possible, with final assembly completed on site.

Local 73 members earned the project name "Operation Quarterhorse '98," due to their speed, agility, and the tremendous amount of teamwork involved in completing this record-setting turnaround. □

What will Congress do now?

With impeachment out of the way, they can get some real work done - if they choose to

FOR MORE THAN a year, our federal government has been at a virtual standstill while House Republicans tried to remove President Clinton from office. The 105th Congress was the least productive Congress in decades, unable to pass any laws of great import - in fact, barely able to pass a budget so the government could continue its work.

Now the House has had its say, the Senate has rejected their charges, and Washington observers are wondering what Congress will do next.

Some pundits are predicting that Congress will accomplish very little, because the impeachment process has induced so much animus among its

members. Others suggest that they will accomplish a great deal, because both political parties and the president will want to show the American people that they are not just gossip hounds, but that they truly care about the welfare of the citizenry and are willing to work hard to pass the laws we need.

The citizenry, meanwhile, are very cautious. We would like to believe that both parties can come together in the spirit of bipartisanship and solve some of the significant issues our nation faces if we are to remain a world leader - keeping Social Security and Medicare solvent without reducing benefits, improving air and water quality without overburdening some businesses and communities, reducing the growing wage gap which threatens to shove

Continued on page 7

Local 667 members win settlement with Brown and Root in W. Virginia

Labor law violator pays \$775,000 in back pay and other expenses

WHEN BROWN & ROOT refused to hire union members at their Rhone-Poulenc construction job, Local 667 fought back. The Charleston, W. Va., local started a picket line. Unemployed Boilermakers did something different. They applied for jobs.

When Local 667 members were denied work because of their union affiliation, the local filed unfair labor practice charges.

Nine years later, Brown & Root agreed to settle, ending the lengthy legal battle by paying the 47 workers \$625,000 in back pay, promising not to violate workers' union rights in the future, and paying attorney's fees and organizing costs to the union.

The victory was long in coming, but sweet nonetheless. In 1989, Rhone-



These Local 667 members fought back and won. They each received a \$12,500 back-pay settlement check from Brown & Root after a judge ruled the nonunion contractor used discriminatory hiring practices.

Poulenc gave Brown & Root a \$30-million contract to perform construction work at its Institute, W. Va., chemical plant. Despite promises from both

companies to use local workers, the nonunion company from Houston began hiring low-wage workers from

Continued on page 2

L-667 members win \$775,000 settlement from Brown & Root

Continued from page 1

out of state. According to a report in the *Charleston Gazette*, this change began a trend that saw DuPont and Union Carbide turn over construction and maintenance work once performed by in-house, unionized workers to Brown & Root contractors.

To stop this trend, Local 667 joined forces with the Charleston Building and Construction Trades Council to organize the Brown & Root workers. Building Trades members picketed the job site, and members of Local 667 filed job applications.

Brown & Root refused to hire or interview the Local 667 members because they had put on their applications that they were "volunteer union organizers." In addition, Brown & Root's foreman told an employee that "... if the union gets in here ... we'll all be out of a job." Based on this violation of the National Labor Relations Act, the union filed unfair labor practice charges against Brown & Root.

In April 1994, Administrative Law Judge Robert G. Romano ruled against Brown & Root and ordered them to stop these unfair labor practices. He ordered them to offer employment and make the applicants whole for any losses of earnings they may have suffered had they been considered for hire and hired without discrimination.

Brown & Root appealed the decision, but on December 18, 1998, agreed to settle the case. Brown & Root paid \$625,000

in back pay to the workers (after taxes, each received a check in the amount of \$12,500) and \$150,000 to the union for legal expenses. Local 667 BM-ST Ron Bush said he was happy to reach the settlement, but is saddened that West Virginians ultimately lost out when it came to jobs they could have had.

Bush said, "Everyone knows how bad West Virginians need work. Unfortunately, hundreds of out-of-state workers were brought in by Brown & Root to take jobs local workers could have done.

"Both companies (Rhone-Poulenc and Brown & Root) said local workers would be hired. But when Local 667 members applied for the jobs, they were turned down. Our members are highly skilled, productive employees and we believe the only reason they were denied employment was because of their union membership," explained Bush.

Director of Organizing Bill Creeden said, "I'm pleased to see our members finally get some compensation for Brown & Root's actions. It's a shame our labor laws allow companies to drag these cases out for so long, but we aren't going to give up just because they stall us. When our members' rights are violated, we don't quit until we get justice for them."

The action taken at Local 667 was part of a *Fight Back* campaign, the innovative organizing program initiated by President Charles W. Jones and developed by Connie Mobley and IVP Newton B. Jones. □

L-549 members receive nearly \$72K settlement

Agreement adds written selection procedure for head mechanic position

MEMBERS OF LOCAL 549, Pittsburg, Calif., who work in the in-plant unit at Chevron, have negotiated a settlement agreement for a 1994 grievance concerning the selection process for the head mechanic position. The grievance had gone to a

third-party arbitrator who remanded the case back to the two parties.

Through negotiations, Chevron agreed to a written selection procedure for the head mechanic position and to pay a monetary settlement of \$71,838.29 to the bargaining unit for past damages.

Chief Steward Val Parik reports that each member of the bargaining unit (including ten nonunion employees) received their share of the monetary award in September 1998. □

Transportation Dept. announces expansion of Southeast corridor

High-speed trains will run from the nation's capital to Jacksonville, Florida

THE U. S. DEPARTMENT of Transportation announced an extension of the Southeast High-Speed Rail Corridor in December 1998, which is projected to serve an urban population of 20.6 million persons by the year 2005.

The continuation and expansion of the successful public-private partnership to extend the Southeast High-Speed Rail Corridor will link Washington, D. C., Richmond, Va., and Raleigh, N. C., to Columbia, S. C., Savannah, Ga., and Jacksonville, Fla. It will also link Charlotte and Greensboro, N. C., to Spartanburg and Greenville, S. C., and Atlanta and Macon, Ga.

States and cities along the route will work with private railroad companies and the federal government to gradually upgrade existing railroad rights-of-way to speeds of 110 miles per hour and greater. Plans are also underway for a new Intermodal Terminal at Five Points in Atlanta to link high-speed rail with a regional transportation system.

According to the department's December 1 news release, the Southeast High-Speed Rail Corridor should provide comfortable and reliable travel while relieving congestion in this rapidly growing area.

High-speed trains already demonstrate on the Northeast Corridor how train travel can be safe, reliable, economical, and comfortable. Trains on the Northeast Corridor travel at speeds of 125 mph and will ultimately travel at 150 mph in certain segments.

Currently, California, Florida, Illinois, Michigan, Minnesota, North Carolina, New York, Oregon, Pennsylvania, Virginia, and Washington are investing in upgrades to existing rail corridors in order to provide improved passenger rail service.

The Federal Railroad Administration (FRA) is actively engaged in several public-private partnerships in order to defray implementation costs. The FRA is also working with the private sector to develop a high-speed, non-electric locomotive by the year 2000, as well as a new satellite-based, train control system and an innovative grade-crossing protection system. □

NEWS IN BRIEF

Greenspan: Strong economy doesn't end job insecurity

THE STRONGEST JOB market in decades hasn't brought job security to U.S. workers, Federal Reserve Board Chairman Alan Greenspan told a meeting of the American Council on Education.

Rapid change in the economy, including the threat of production moving overseas and technological advances, keeps workers worrying about the future of their jobs.

The fed chief based his remarks on the results of a survey of 405,593 employees which shows that 37 percent of workers are concerned about losing their job, compared with only 12 percent in 1981, though unemployment is only half what it was then.

The study, by Chicago-based International Survey Research (ISR), suggests that dissatisfaction with current pay has started to swell and workers may soon begin demanding higher wages. Economists often have argued that very tight labor markets give rise to inflation, prompting workers to

demand higher pay and consequently driving up consumer prices. Although consumer prices have increased only moderately in recent months, ISR's latest data could fuel speculation of a return of wage-based inflation.

Doctors unionize

FOLLOWING A GROWING trend, physicians at New York City's Lincoln Hospital chose union representation with SEIU Local 1957/United Salaried Physicians and Dentists, February 11.

The unit of 280 doctors began organizing in November 1997, after Lincoln Hospital, a public facility, began contracting services from St. Barnabas Hospital, a private facility that recently had slashed its staff by 40 percent, prompting concerns about quality of care there.

In recent years, doctors, dentists, college professors, and other professional and technical occupations once thought beyond the need for unions have begun organizing for the same reason — to protect their interests through collective bargaining.

CORRECTION

IN V38 N1, THE CALCULATIONS in "How much bigger can two more years make your pension check?" were incorrect. The article should have referenced members electing to retire at 55 after 30 years of service, and not 25 years as reported. It also should have stated an increase of \$549.04 per month, or a monthly pension benefit of \$2,378.52. The correct calculations follow:

A Boilermaker whose contributions total \$65,000* and who elects to retire at 55 after 30 years of service will receive a basic benefit of \$1,829.48 per month, based on the following formula:

\$65,000 x 48.25% (current pension factor)	=	\$31,362.50
Less age reduction of 30% (1/2% x 60 months)	=	-9,408.75
Annual benefit	=	\$21,953.75
Divided by 12	=	\$1,829.48 per month

If this typical Boilermaker works 1,700 hours over each of the next two years and receives pension contributions of \$2.10 per hour, retiring at 57, the monthly pension benefit would be \$2,378.52, an increase of \$549.04 (more than 30%), calculated as follows:

Additional contributions (\$2.10* x 3,400 hours)	=	\$7,140.00
Add to previous contributions	=	\$5,000.00
	=	\$72,140.00
\$72,140 x 48.25%	=	\$34,807.55
Less age reduction of 18% (1/2% x 36 months)	=	-6,265.36
Annual benefit	=	\$28,542.19
Divided by 12	=	\$2,378.52 per month

* The figures given here are based on a typical Boilermaker's trust balance and hourly contribution rate. To get a more accurate picture of your own situation, recalculate the benefits based on the contribution rate for your local lodge, your age, etc.



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Local One, Hayes Mechanical present project performance award to ComEd

LOCAL ONE, Chicago, Ill., and Hayes Mechanical Inc. presented a project performance award to Commonwealth Edison (ComEd) in recognition of zero accidents during the Collins Generating Station economizer header replacement and vestibule repair job.

On December 7, 1998, L-1 ABM Robert Schwartz and Hayes Pres. Richard Mooney presented the National Association of Construction Boilermakers Employers' (NACBE) award to Emerson Lacey, ComEd Fossil Division vice president.

Mooney told Lacey and his staff that the award represents the concerted efforts of the tripartite philosophy of ComEd, Hayes Mechanical, and Local One in their continued emphasis on safety. □



Local One and Hayes Mechanical present a NACBE award to ComEd's Fossil Division for the Collins Station repair job. Front, l. to r., Hayes Asst. to the Pres. Richard VanDerway, Hayes Vice Pres. Robert Bolek, and Collins Station Plant Mgr. Mike Bales. Standing, l. to r., Fossil Const. Mgr. Greg Kern, Hayes Pres. Richard Mooney, Fossil Vice Pres. Emerson Lacey, Hayes Const. Mgr. Larry Grief, Fossil Safety Dir. Carlos Diaz, L-1 ABM Robert Schwartz, Collins Station Boiler Process Spec. John Mulligan, and Fossil Site Const. Spec. Don Schiereck.

Kudos to Local 40 from Westlake

IN APPRECIATION OF and recognition for exemplary work performed by members of Boilermakers Local 40 (Elizabethtown, Ky.) during a recent shutdown, this commendation is being extended to Boilermakers Local 40.

Recently, we did modifications to a stripping column in our plant. As in all chemical manufacturing facilities, equipment downtime is a critical issue. The downtime associated with this column work idles two-thirds of our facility. In preparing this work scope, management accepted the time frame of 42 hours in which to complete the required work, with the column being the critical path. Craftsmen from Local 40 performed the work. The entire job responsibility, consisting of preparing for vessel entry, column modifications, debanking and work-site cleanup, was placed upon the Boilermakers from Local 40.

The entire job was completed in 25.5 hours. Needless to say, everyone in the entire plant was extremely pleased that we could resume production 16.5 hours, or 40 percent, ahead of schedule.

As supervisor for the column modifications, we found your membership to be OSHA compliant and safety conscious. Their skills and proficiency in their craft were apparent. Job attitude and willingness to work with plant personnel in meeting specifications for job completion were very good. The productivity of your members was second to none. In terms of work quantity and work quality, nothing was found to be lacking. It was a pleasure to work with your people on this job.

The efforts of your members help us to meet our goals, remain competitive, and provide local jobs. Upon job completion ahead of schedule, terms such as "fantastic," "excellent," "great job," and "outstanding effort" were used to describe your members' efforts. You have our compliments and those of our superiors as we say, "Thank you, job well done."

DON WITTIG, maint. specialist
DOUG NIEWOEHNER, plant mgr.
CHARLES MEHL, op. mgr. PVC

Both customer and contractor commend Local 92 for job well done

Apprentice graduates prove success depends on training, education

A CREW OF LOCAL 92 journeymen, Los Angeles, Calif., have earned kudos from both the contractor and customer for a job well done. ARB and Fiber-Can both wrote to Local 92 Business Representative Eddie Marquez commending the crew for their superior skill and craftsmanship.

Marquez notes that the crew was led by recent apprentice graduates Joey Collins, foreman, and Bob Traister, general foreman. He said, "The key to Boilermaker success depends upon training and educating journeymen through upgrades and apprentice programs, and this project is a perfect example." The crew, working for ARB, erected a new papermill for Fiber-Can in Riverside, Calif. □



This Local 92 crew, headed by recent apprentice graduates Joey Collins, foreman, and Bob Traister, general foreman, earned kudos for a job well done from ARB and Fiber-Can.

Local 204, Honolulu, earns NACBE's national safety award

Hawaii local has no lost-time accidents, zero compensable rate

THIS YEAR'S NATIONAL safety award went to Local 204, Honolulu, Hawaii, of the Western States Section. John Erickson, executive director for the National Association of Construction Boilermaker Employers (NACBE), presented the award at the combined Boilermaker Construction Division and Winter Business Managers Conference meeting at the Crown Plaza, North Miami Beach, Fla., March 1-5.

Erickson told the conference delegates that Local 204 had close competition this year with the other area winners - Local 60, Peoria, Ill., of the Great Lakes Area; Local 28, Newark, N.J., of the Northeast Section; Local 79, Lake Charles, La., of the Southeast Section; and Local 592, Tulsa, Okla., of the Central Section. Each lodge had no lost-time accidents.

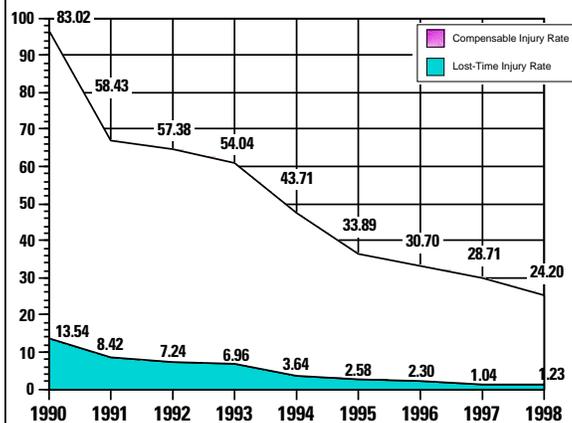
In fact, Erickson reported that 30 of the 56 construction lodges had a lost-time injury rate of zero in 1998, with 17 of those lodges qualifying for the NACBE safety awards competition.

That means the deciding factor had to be the compensable injury accident rate in determining the award winners.

For the second time in the award's nine-year history, the winning local lodge had a zero lost-time injury rate and a zero compensable injury rate. Local Lodge 69, Little Rock, Ark., was the first lodge to set this record by working accident free in 1995. Locals 69 and 204 are the only lodges to achieve a perfect accident-free rating since NACBE began recording its safety index in 1990.

Erickson has seen a steady decrease in the lost-time injury rate since the safety award's program began in 1991; however, for the first time in the award's history, the lost-time injury rate in 1998 increased (from 1.04 in 1997 to 1.23 in 1998). But the compensable injury accident rate (which includes the number of injuries on a job that do not result in lost-time) is still on the decline, from 28.71 in 1997 to 24.20 in 1998. The accompanying graph reflects the history of NACBE's safety index from 1990 through 1998, showing a drop in the lost-time injury rate from 13.54 in 1990 to 1.23 in 1998, and a drop in the compensable injury rate from 83.02 in 1990 to 24.20 in 1998. □

NACBE safety index shows decline in injuries



Since the National Association of Construction Boilermaker Employers (NACBE) began calculating its annual NACBE Safety Index in 1990, the national average for lost-time injury rates has dropped 90.91 percent, from 13.54 in 1990 to 1.23 in 1998. The compensable injury rate has also dropped 70.85 percent, from 83.02 in 1990 to 24.20 in 1998. This reduction means less Boilermakers are being injured on the job. Less injuries means Boilermaker contractors and owners can be more competitive as they save millions of dollars in direct and indirect injury costs.

SW Marine Team and Metal Trades Council sign labor agreement in Puget Sound

Agreement symbolizes commitment to local union workers

REP. NORM DICKS (D-6th WA) has joined company and union leaders in signing an agreement to preserve jobs in Puget Sound, Wash.

Rep. Dicks and Intl. Rep. and Metal Trades Council Rep. Tom Kendall joined members of the Southwest Marine Team - United States Marine Repair (USMR) President and CEO B. Edward Ewing and Pacific Ship Repair and Fabrication (PacShip) Vice President Jim Coleman, at an official signing ceremony in October 1998, where they signed a giant labor agreement to symbolize their commitment to local union workers. At the ceremony, Ewing announced his com-

pany's intent to use organized labor in Puget Sound. He also spoke of his lifelong respect for organized labor, which he learned from his father while growing up in a small town in Indiana.

In December 1998, USMR signed a letter of intent to purchase PacShip, which recently signed its first labor contract with the Puget Sound Metal Trades Council. PacShip has facilities in San Diego, Calif., as well as the Puget Sound area.

PacShip will join USMR's family of shipyards, which includes Southwest Marine, Inc. (located in San Diego and San Pedro, Calif., and Ingleside, Texas), San Francisco Drydock, Inc., and the Norfolk Shipbuilding and Drydock Corporation (NORSHIPCO) in Norfolk, Va. USMR is America's largest non-nuclear ship repair, conversion, and modernization company. □



The Southwest Marine Team and the Metal Trades Council sign a labor agreement to preserve jobs in Puget Sound, Wash. L. to r., Rep. Norm Dicks (D-6th WA), USMR Pres. and CEO B. Edward Ewing, Intl. Rep. and Metal Trades Rep. Tom Kendall, and PacShip Vice Pres. Jim Coleman.

Avondale defies OSHA inspectors, DOL's alien worker restrictions

JUSTICE AT AVONDALE

THE STRUGGLE FOR JUSTICE at Avondale continues. The New Orleans shipyard, where workers voted five years ago to organize, is still refusing to recognize and negotiate with the New Orleans Metal Trades. Lately, they've been refusing to cooperate with Occupational Safety and Health Administration (OSHA) inspectors as well as hiring foreign workers in apparent defiance of Department of Labor restrictions.

Judge rules Avondale must give OSHA inspectors records

ON JANUARY 23, 1999, Avondale lost what should be the final round in its battle to stonewall OSHA over access to employee accident, illness, and injury records when a federal district court judge in New Orleans refused to block OSHA's request.

The judge's action clears the way for OSHA inspectors to take possession of the disputed personnel records. Reportedly, the Solicitor for the U. S. Department of Labor has been contacted by Avondale to work out details for "unrestricted access" to the records.

A week earlier, a federal magistrate had ordered the company to make the records available, sweeping away company claims that access to the records would violate the privacy of its workers. Workers at Avondale have been trying to get these records into the hands of OSHA inspectors, because many of

them believe they will illustrate serious violations of health and safety regulations over a period of several years.

The disputed records cover the years 1995 through 1998. The complaint asking for the records was filed by the Metal Trades Council of New Orleans. It alleged 65 safety and health charges, including a charge that Avondale does not accurately report work-related injuries and illnesses.

After a two-week OSHA inspection last fall, Avondale barred further access by federal safety inspectors on October 26th, and denounced OSHA's information requests as a "fishing expedition." It took ten weeks for a federal magistrate to throw out Avondale's claims.

Senator Kennedy calls for Navy investigation

AVONDALE'S BEST CUSTOMER is the U.S. Navy. The terrible fact that U.S. taxpayers may be paying for Avondale's attempts to keep the union and OSHA inspectors out of their shipyard has not gone entirely unnoticed.

On January 11, 1999, Sen. Edward Kennedy (D-MA) released a letter to Navy Secretary Richard Danzig, urging the Department of the Navy to investigate Avondale's wages, safety practices, and dealings with the Navy.

In his letter, Kennedy cites depressed wages, deplorable safety standards, and the company's active opposition to workers' efforts to organize and asks the Navy to "take immediate steps to investigate Avondale Industries' conduct and implications for the Navy's relationship with Avondale."

Specifically, Kennedy wants an itemized review of Avondale's requested reimbursements for legal fees and activities. If that review finds that Avondale has been improperly reimbursed for union-busting activities, he recommends that the Navy take action to recover those costs.

Kennedy wants Danzig to arrange a meeting with top officials at OSHA and the NLRB "to ensure that the Navy is fully briefed on ongoing legal proceedings involving Avondale, and is prepared to take any action that may be appropriate."

Avondale defies Department of Labor on alien workers

IN RECENT WEEKS, Mexican workers have begun appearing at Avondale

shipyards. They are working in the U.S. on H2B visas, in apparent defiance of the Department of Labor's orders for Avondale's use of H2B workers.

The DOL had given Avondale permission to bring in 100 alien "welder-trainers" for assignment to its new facility in Tallulah, not the main yard in New Orleans. However, observers estimate over 300 alien workers are being employed at the main yard, not as trainers, but as welders, structural fitters, and pipefitters. In fact, that is how they are being recruited.

National Technologies Inc., the Morgan City welding contractor that is handling the hiring, testing, and housing of the alien workers, advertises for people who are "looking for a secure, well-paying welding, structural fitting or pipefitting job with a company in America's most interesting city... historic, exciting New Orleans" on its web site (<http://www.petronet.net/nattech/>). They offer dormitory style living in a "beautiful apartment" across the river from "Bourbon Street and the Super Dome" for "\$70 to \$75 weekly, no upfront money."

The AFL-CIO's Campaign for Justice at Avondale reports that National

Technologies advertises 800 slots for shipyard welders and pipefitters. They promise \$13.50 for those who are not certified, and \$18.00 for those with certifications. The average wage of Avondale's domestic workforce is \$9.45 an hour.

Avondale drew criticism two years ago for bringing in foreign workers. One group of Scotsmen complained that they were not being paid what they'd been promised, and that their wages were so low and expenses for staying in the company facilities so high that they couldn't afford to return to Scotland. Union activity at that time convinced the Department of Labor to scale back Avondale's access to alien workers. However, Avondale appears to be ignoring the DOL restrictions.

Even as National Technologies buses were bringing in the alien workers, a committee of Louisiana legislators and members of the media who showed up for a scheduled tour of the facility as part of a "roving committee meeting" were denied entrance to the shipyard.

The company said the tour was cancelled owing to "security concerns."

For more information on efforts of the Campaign for Justice at Avondale, contact 410-263-7134. □

Todd Pacific Shipyard gets \$100 million contract

Members of Locals 290 and 104 will repair U.S. Navy aircraft carriers

TODD PACIFIC SHIPYARDS has been awarded a \$100 million, five-year Navy contract that will bring 200 additional jobs to the Puget Sound Naval Shipyard in Bremerton, Wash., where Local 290 represents employees.

The contract consists of a series of options for maintenance repair on three aircraft carriers, including non-nuclear hull machinery and electrical maintenance.

Workers from Todd Shipyard, where Local 104, Seattle, Wash., represents nearly 400 employees, will work side-by-side with the Puget Sound employees to ensure that the U. S. carrier fleet is "Navy ready."

The carriers may be dry-docked at Puget Sound for up to ten months each with additional short-term maintenance to be conducted on board the vessels at the Everett homeport facility.

Up to 200 additional workers will be hired over the five-year contract, with work scheduled to begin in April on the USS Abraham Lincoln, and subsequent work to be conducted on the USS Carl Vinson and USS John C. Stennis.

U. S. Representative Norm Dicks (D-6th WA) said the contract to maintain and repair aircraft carriers is an important boost to the Kitsap County economy.

"I am proud that our local maritime industry could work together and step forward to meet the needs of the Navy while creating new job opportunities as well," said Dicks.

Todd Pacific Shipyards has been building and repairing ships since 1916, and has emerged as a strong regional shipyard with the capability to attract both national and international repair construction contracts.

Chartered in 1892, Local 104 has represented Todd employees since 1947. Local 290 was chartered in 1910, and has represented Puget Sound employees since 1978.

Newport News buys Avondale

NEWPORT NEWS Shipbuilding has announced that it is buying Avondale shipyard, where workers have been fighting for a union contract for more than five years. Workers at Virginia-based Newport News have been members of the Steelworkers since 1978.

Workers at Avondale are hopeful the merger will mean an end to Avondale's anti-union policies. The New Orleans Metal Trades, which includes the Boilermakers, won an election at Avondale in 1994, but the company has used a variety of legal maneuvers to avoid negotiating a contract.

Lawsuits charge 18-high profile, major U. S. clothing retailers with sweatshop conspiracy

More than \$1 billion sought from 18 high-profile defendants for using indentured servants while producing goods 'Made in USA'

TWO FEDERAL CLASS action lawsuits were filed January 13 in California and Saipan against 18 high-profile U.S. clothing manufacturers and retailers accusing them of violating federal law by engaging in a "racketeering conspiracy" using indentured labor.

Damages are being sought from a group of retailers that includes The Gap, Tommy Hilfiger, The Limited, J.C. Penny, Sears, and Wal-Mart. According to the lawsuits, these companies purchase garments from contractors who use indentured servants, predominantly young women from Asia, to produce clothing on the island of Saipan, a part of the Northern Mariana Islands, a U.S. commonwealth in the South Pacific.

Their foreign-owned garment contractors in Saipan are also charged with failing to pay overtime and allowing intolerable work and living conditions. In the last five years, contractors in Saipan have received more than 1,000 citations for violating U.S. Occupational Safety and Health Administration (OSHA) standards, many of which are capable of causing death or serious injury.

The lawsuits were filed on behalf of more than 50,000 workers from China, the Philippines, Bangladesh, and Thailand. The workers were allegedly drawn to Saipan with the promises of high pay and quality work in the United States. Instead, they found themselves working up to 12-hour days, seven days a week, often "off the clock" without receiving any pay or overtime.

In a third lawsuit, four labor and human rights groups (Sweatshop Watch, Global Exchange, Asian Law Caucus, and UNITE) have accused the retailers and manufacturers of using misleading advertising and trafficking in "hot goods" manufactured in violation of U.S. labor laws.

Together, the three lawsuits are seeking more than a billion dollars in damages, disgorgement of profits, and unpaid wages.

"To allow such squalid conditions to persist on American soil is both patently unlawful and morally reprehensible," said Al Meyerhoff, one of the lead attorneys. "Saipan is America's worst sweatshop."

Made in USA?

GARMENTS MADE IN Saipan may carry a "Made in the USA" or "Made in

the Northern Marianas, USA" label. These lawsuits allege that American consumers are deceived into believing they have purchased a product made by American workers protected by U.S. labor laws, that guarantee a decent wage and a clean, safe work place. But the manufacturers, many of them foreign-owned, avoid paying U.S.-level wages as well as import duties.

Last year alone, the federal government estimated that Saipan-based contractors and U.S. retailers avoided more than \$200 million in duties that would have been paid for the same clothing if it were manufactured in China or the Philippines. Some Chinese garment interests have moved their textile operations to Saipan virtually "lock, stock, and barrel," in large part to avoid U.S. duties and quota restrictions. The federal government estimates that this increase in Chinese apparel production in Saipan allowed China to exceed its import quota by 250 percent in 1997 alone.

Since 1996, over 200,000 apparel industry jobs have been lost in the continental United States.

Retailers refuse responsibility

ALTHOUGH SAIPAN'S garment factories are owned predominantly by Chinese and Korean companies, quality-control inspectors from The Gap, The Limited, and other U.S. retailers allegedly oversee the manufacturing process. They have refused to exercise their power to mitigate the intolerable working and living conditions.

More than 90 percent of garment industry jobs in the Marianas are held by foreign "guest workers." Foreign workers make up more than half of the estimated total Marianas population of 70,000. Workers are lured to the islands with promises of a good job and a new life by recruiters who charge fees of from \$2,000 to \$7,000. To get work, they often must sign "shadow contracts" waiving basic human rights, including the freedom to date or to marry.

Once in the Marianas, they are required to work for less than the local \$3.15 per hour minimum wage, making the repayment of their recruitment fee virtually impossible. The crowded, unsanitary factories and shanty-like housing compounds they work and live in are in flagrant violation of federal law. In some factories, the heat is so extreme it can cause workers to faint.



To ensure they stay until their debt is paid, the companies often put them up in barracks surrounded by inward-pointing barbed wire. Their movements are strictly supervised by guards, and they are subject to lock-downs or curfews. Complaints about the conditions are met with threats of termination, physical harm, and summary deportation.

Government agencies criticize practices

CONDITIONS IN THE Marianas have generated a host of highly critical reports from federal agencies and congressional oversight. One recent report on the Marianas from the U.S. Department of the Interior sharply criticized "the heavy and unhealthy dependence upon an indentured alien worker program and on trade loopholes to expand its economy."

Garment production in Saipan continues to increase, already exceeding that of Malaysia and Jamaica. Although 11,000 is the legal limit on foreign garment workers, recent estimates exceed 15,000, and more factories are being built.

The plaintiffs are represented by a coalition of law firms, including Milberg Weiss Bershad Hynes & Lerach LLP - class action specialists with principal offices in New York and San Diego. The firm has successfully litigated numerous consumer lawsuits against such companies as R.J. Reynolds ("the Joe Camel" case), Prudential Insurance (for life insurance fraud), and Lincoln Savings (for defrauding depositors).

This article was adapted from information provided by Sweatshop Watch. □

Companies in Lawsuit

The Gap, Inc. (Banana Republic, Old Navy)
Cutter & Buck, Inc.
Dayton-Hudson Corp. (Target, Mervyn's, Marshall Fields)
J. Crew Group, Inc.
J.C. Penny Company, Inc.
Nordstrom, Inc.
Sears Roebuck & Company
The Limited, Inc.
OshKosh B'Gosh, Inc.
Jones Apparel Group, Inc.
The Gymboree Corp.
The Associated Merchandising Corp.
The May Department Stores Company (Famous-Barr, Filene's, Foley's, Hecht's, The Jones Store, Kaufmann's, Lord & Taylor, L.S. Ayres, Meier & Frank, Robinson's May, Strawbridges)
The Dress Barn, Inc.
Lane Bryant, Inc.
Wal-Mart Stores, Inc.
Tommy Hilfiger USA, Inc.
Warnaco Group, Inc.

What does indentured labor mean?

AN INDENTURED SERVANT is a labor term which refers to someone who agrees to work for a specific employer to pay off a debt. Indentured servants have no freedom, usually live on the property of the person holding the indenture, and are often treated like slaves. Throughout the third world, poor families sell children into indentured servitude to raise money for the rest of the family. Some people voluntarily sign these contracts to flee extreme poverty or political persecution.

Small banks, as well as big, prepare for Y2K

All banks must be Y2K compliant by June

IF YOU'VE READ anything lately about banks preparing for the year 2000, you may have gotten the impression that large banks have a greater chance at success than small banks. But according to an article in the *USA Today*, the size of a bank or savings institution has nothing to do with its potential to be ready for the year 2000.

As regulator of the banking and thrift industries, Edward W. Kelley Jr., governor of the Federal Reserve System, said that 97 percent of all banks and thrifts were rated satisfactory in their

progress toward year 2000 readiness in November 1998. Another round of Y2K examinations are currently underway.

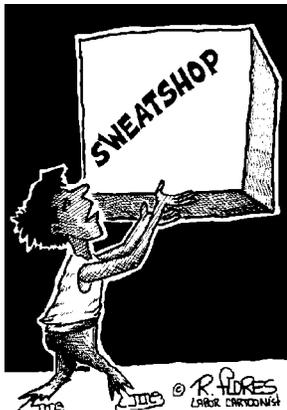
According to Kenneth A. Guenther, exec. vice pres. of the Independent Bankers Association of America, "Community banks, like large banks, are tackling this national problem aggressively. Their small size means they have fewer Y2K problems to deal with."

Guenther also pointed out that community banks tend to use affordable, off-the-shelf software that is easy to upgrade or replace and that small banks are in a better position to convert adeptly to manual systems, as they did last winter during New England's ice

and snowstorms. He said that banks of all sizes are required to complete all testing and implement all system changes by June 30, well ahead of the date change.

The Brotherhood Bank & Trust has been working on the Y2K problem since October 1997. They reached full Y2K compliance during the first quarter of 1999; however, they will continue testing to assure compliance into the year 2001 and beyond.

The International offices are already Y2K compliant. Work in the Boilermakers national funds office is proceeding; testing will occur later this year. □



Equal pay alert!

Working Women Want Equal Pay

Equal pay for women – it matters to men, too!

EQUAL PAY IS ABOUT basic justice and fairness – and basic family economics. More wives – and more mothers – work for pay than ever before, and they are working more. Their earnings are essential to family support. Pay discrimination costs women a lot – but it robs husbands and families, too.

More wives are working for pay

- In 1977, wives were working for pay in just over half (54 percent) of married couple families. By 1997, wives in two-thirds (66 percent) of such families worked for pay.
- Among married couples, the biggest growth in women's paid employment has been in families in which both husband and wife work ("dual worker families"). In 1977, both spouses worked in half of married couple families. By 1997, that proportion had grown to 61 percent. Between 1996 and 1997 alone, the number of dual worker families rose by 345,000, while the number of families with only the husband working fell by 144,000.
- Families with children also are working more. Seventy-one percent of married couple families with children were dual worker families in 1997, a steep rise from 54 percent in 1977.

And working more hours

- Wives are working more: Women worked full time in 57 percent of dual worker families in 1997, com-

pared with only 42 percent of such families in 1977.

- Differences are greater for working mothers: In 1977, mothers worked full time in one-third (34 percent) of dual worker families with children. By 1997, wives were working full-time in more than half (53 percent) of such families.

Women's wages make a big difference to working families

- Sixty-four percent of working women in the AFL-CIO's *Ask A Working Woman Survey* said they provide half or more of their family's income. Yet one-third of working women said their jobs do not provide equal pay. African American women are especially hard hit: Half said they want equal pay but don't have it on their jobs now.
- Women's work is the bridge out of poverty for many married couple working families. A 1997 Labor Department analysis found that 7.7 percent fewer white families, 11.4 percent fewer African American families, and between nine percent and 25 percent fewer Hispanic families (depending on immigrant status and country of origin) are poor because both husbands and wives are working.

Working men deserve equal pay, too

MEN HAVE ANOTHER STAKE in the battle for equal pay: Many get lower pay because of discrimination against

women. Men in jobs usually or predominantly held by women – sales, service, and clerical positions, for example – are also victims of pay bias. For these men, equal pay for women translates into higher pay for them.

- A recent study of several states' efforts to reduce pay discrimination in state employment found that women and men had benefited from wage adjustments in at least 12 states. In Iowa, for example, where wage adjustments for affected workers averaged about

\$3,500, men were 41 percent of the beneficiaries.

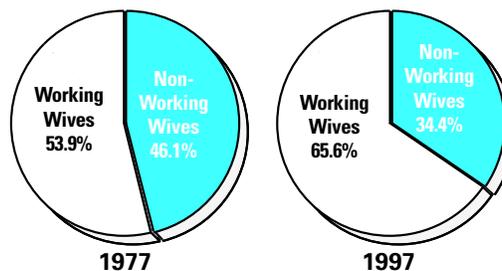
- Another analysis found that implementing equal pay for work of equal value nationwide would raise women's wages by 13 percent – and men's by one percent. □

To get more information on equal pay – and to make your voice heard – call the Working Women Working Together Network at 1-888-971-9797.

Wives Working for Pay

As a percentage of married couple families

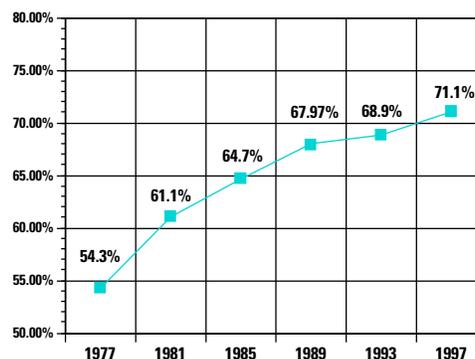
1977-1997



Dual Worker Couples

As a percentage of married couple families with children

1977-1997



To join the Working Women Working Together Network call toll-free 1-888-971-9797

Record steel imports crush U.S. mills

Asian financial crisis adds to global excess capacity

U.S. STEEL IMPORTS for 1998 exceeded 41 million net tons, according to the American Iron and Steel Institute. That is an increase of more than 30 percent over steel imports in 1997, which was itself a record year.

Some 10,000 American steelworkers have lost their jobs due to the surge in steel imports over the past year. A half-dozen bills have been introduced in Congress to establish steel quotas, begin a new investigation, or amend existing trade law, with the Commerce Department expected to issue final dumping determinations sometime during the second quarter of 1999.

The flood of imported steel is coming from several sources, but industry analysts have singled out imports from Indonesia, Japan, and Australia as showing the greatest increase over

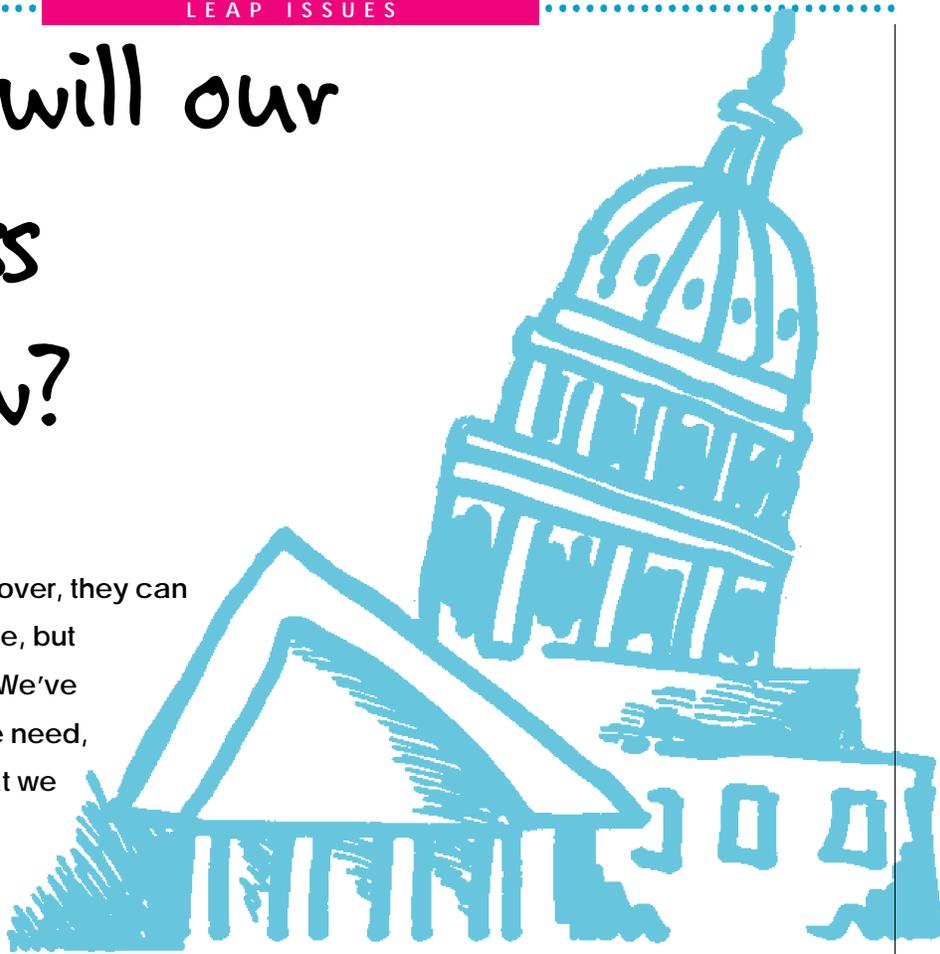
1997 import levels. Through November, imports from Indonesia were nearly six times as high as they were through the same period in 1997.

The dumping margins of Brazil and Japan are high enough to immediately slash imports of these products, said Commerce Secretary Daley, and speculation abounds that Asian countries are dumping steel in U.S. markets because of serious economic problems in their own countries. However, in the second half of 1998, imports from Russia, Korea, and China began to soar as well.

Dumping refers to the practice of selling products to foreign markets at lower rates than the products earn at home. Dumping is banned by trade agreements as an unfair practice because it has the capability of driving companies out of business even though they are offering their products at a reasonable price.

What will our Congress do now?

With the impeachment over, they can get some real work done, but they'll need guidance. We've got to tell them what we need, what we want, and what we won't put up with – and we've got to make sure they listen



Continued from page 1

millions of hard-working Americans into poverty, and finding a way to ensure that everyone in this country has access to adequate health care.

That is the real work of Congress. What we saw last year was an aberration, an event that has only occurred once before in American history. What we will see this year is the norm.

Congress has no reason to avoid its real work this year. Throughout 1999 and into 2000, we can expect to hear politicians tell us again and again how they are working together in a bipartisan way to give us the representation we elected them to provide. We need to hold them to their words.

Many difficult issues still face the nation. Some of them are explained briefly on these pages. We must work to get these issues discussed in our union halls, written about in our newspapers, and debated in Congress.

For over a year now, television, radio, and newspapers have been all-Monica, all-the-time. They have ignored these bread-and-butter issues, the types of issues that most significantly affect working families, issues that hit us where we feel it most – in the wallet and the bank account.

We must turn them around and get them talking about what matters most to us – being able to provide for our families, for our parents' retirements, and our children's futures. Issues like the ones discussed here.

The issues discussed below are expected to be brought before Congress in 1999. The Legislative Department will track these bills and others, and will issue periodic alerts when important votes on them are coming up.

We must educate our elected representatives on all of these issues. They cannot learn the workers' viewpoints anywhere else than from the workers. We need to use the only power a voter has – we need to phone them and write them and let them know where we stand on all of the key issues.

Charter and Build

THE "CHARTER AND BUILD" Program will provide the Navy with the ability to modernize its auxiliary fleet. This legislation is needed because the current fleet of supply and special mission ships is quickly reaching the end of their useful life.

Charter and Build allows the auxiliary ships to be purchased over a longer period of time rather than being purchased for a lump sum upon order. This program would create thousands of jobs for American shipyard workers and enhance our nation's strategic defense capabilities

Clean Air Equipment Fast Tax Write Off

CLEAN AIR IS in the best interest of all Americans, yet not all companies are complying with the air emissions laws. Those who do spend the money necessary to comply are financially penalized when they compete with companies who resist installing effective environmental control equipment or install equipment that barely meets existing code. Such financial inequities can make the difference between a company staying in the U.S. or moving off shore.

We are working with several organizations and a law firm to develop the concept of a tax credit or accelerated

depreciation method for companies that install clean air equipment. Tax incentives would hasten the speed with which private industry updates their equipment, creating jobs while improving our air quality.

President Clinton has pledged to "work closely with industry and Congress during the upcoming year on legislation to reward companies taking early, voluntary action to reduce their greenhouse gas emissions or increase carbon sequestration."

Independent Contractors

CONGRESSMAN JERRY KLECZKA (D-4th WI) plans to introduce a bill to ensure that independent contractor status is voluntary and that workers have labor law protection when becoming an independent contractor.

Last year, Senator Kit Bond (R-MO) introduced an anti-worker misclassification bill. His bill would give employers greater latitude in misclassifying workers as independent contractors, rather than employees, thereby avoiding their current obligations under the tax code and the labor and employment laws.

Davis-Bacon

WE EXPECT THAT a straight up or down vote to repeal Davis-Bacon this year will not occur. Instead, we expect the GOP to circumvent Davis-Bacon by amending money bills; i.e., school construction. We have requested that the Building and Construction Trades Department develop education materials for all states.

Electric Deregulation

THE CHAIR of the Energy and Power Subcommittee of House Commerce

gave up on legislation last year after a futile effort to craft a consensus bill on deregulation. Now Representative Schaefer (R-6th CO) is retired. The new chair is Representative Joe Barton (R-6th TX) who may pick up where Schaefer left off.

The Boilermakers worked hard as part of the Alliance to Protect Electricity Consumers (APEC) to kill the bill in the 105th, and we will be monitoring the activity closely in the 106th. The new subcommittee chair in the House wants to move forward on this issue.

The President is interested in pushing deregulation because of the environmental aspects. The Department of Energy is crafting its own bill, which may lend some momentum to the issue. It remains to be seen whether all parties can agree on a comprehensive bill that can make its way out of committee.

While we remain opposed to a federal mandate, most action is occurring on the state level. We are telling our locals to get involved on the state level and carefully examine worker protections, reliability, worker safety, costs to consumers, tax revenues, stranded costs, and universal coverage.

Federal Retirement Coverage Correction

WE HAVE SEVERAL members at the Portsmouth Naval Shipyard whose agencies placed them in the wrong retirement system nearly 14 years ago. They are now facing financial burdens and will have less take-home pay in the future because of the correction procedures inflicted on them. H.R. 416 would provide comprehensive relief for thousands of federal employees.

Continued on page 8

Legislative issues for 1999

Continued from page 7

H.R. 416 was marked-up in the Government Reform and Oversight Committee on February 3, 1999. H.R. 416 is expected to pass the House. Last year, identical legislation was passed unanimously in the House.

However, the real battle is in the Senate, where they believe the House bill is too generous and would cost too much. The Senate is expected to introduce their version sometime this month. Last year, the Senate's version never made it out of committee.

Global Warming/Kyoto Protocol

IF THE KYOTO PROTOCOL is ratified by the U.S. Senate, electric power generating companies will have to significantly reduce their consumption of domestic coal and increase the consumption of foreign gas.

Economic models have shown that more than one million American jobs could be lost, household energy costs could increase by more than \$1,000 annually, and the U.S. economy could lose hundreds of billions of dollars each year in Gross Domestic Product.

The protocol will devastate the U.S. economy and will do little or nothing to stabilize the atmospheric concentrations of carbon. Affiliates of the Building and Construction Trades Department are working on a draft energy policy. The Republicans are viciously opposed to implementing this treaty, but some are linking the issue to electricity deregulation.

The Kyoto Protocol calls for all industrialized nations to reduce their carbon emissions to below what they were producing in 1990. Although air-cleaning technology has gotten much better in the intervening nine years, the growing U.S. population prohibits us from making this reduction without greatly altering our economic landscape.

Although the goal of this protocol is valuable – the reduction of greenhouse gas emissions – its implementation is inadequate. Developing countries such as Mexico and China are not required to reduce their emissions. The amount

of greenhouse gas emissions from these countries is growing far more rapidly than emissions from the U.S., yet they will be free to continue to pollute.

Considering that China has the largest population of any country in the world – five times the size of the U.S. – and that developing nations have larger, more rapidly growing populations than developed countries, it seems ridiculous to relieve them of any restrictions indefinitely into the future.

Protecting Multi-Employer Pension Benefits

WE WILL PUSH heavily to change a provision in federal pension law that hurts our Building Trades members. Section 415 of the U.S. tax code, originally written to limit the ability of high-ranking executives to take large pensions, is now hurting our members who retire early and whose pension funds are well-off.

Senator Ted Stevens (R-AK) wants to sponsor a bill doing away with that penalty if a representative can be found to introduce a parallel version in the House.

We are looking into the possibility of using the Social Security bill or the tax bill as a vehicle to move this legislation.

Social Security

A WIDE RANGE of bills have been introduced in Congress which include everything from partial privatization to benefit reductions to wholesale dismantling and replacement with mandatory Individual Retirement Accounts.

We agree with President Clinton's State of the Union message to put the federal budget surplus to work for working families by using it to strengthen Social Security and to reject plans to replace Social Security – or any part of it – with private investment accounts.

The AFL-CIO has convened a policy work-group to address both the real economic issues raised by the funding problem and the political atmosphere which surrounds it. Our union is committed to the preservation and

strengthening of the existing Social Security system. It is America's most important and comprehensive family protection system, the foundation of retirement income for workers and their families, and the principal insurance against family impoverishment due to death or disability.

Anti-Worker Legislation

WORKERS CAN EXPECT to again play defense against business-backed anti-worker bills that died in the last Congress. The "TEAM Act" would amend the National Labor Relations Act to legalize company unions. Another bill to let employers force workers into taking compensatory time off (not overtime) is expected; this bill strikes to the heart of one of our most cherished worker protections – overtime after 40 hours.

New versions of paycheck deception, the bill designed to further limit unions' political involvement, are expected to be introduced. They will target union dues rather than paycheck deductions, as a way to weaken those unions who get involved in politics. Workers defeated paycheck-deception efforts in

32 states during 1998. Legislatures nixed them in 28 states, and voters in four states faced ballot initiatives, which they soundly rejected.

We also expect more attempts to gut OSHA and limit worker protections by underfunding other agencies in the Department of Labor.

That's not all, folks

THESE ARE NOT ALL of the issues we can expect to take action on in the coming year. As happens every year, bills will be introduced that we don't know about yet as new circumstances evolve.

Keep current on the issues that affect Boilermakers and our families by reading this newspaper, visiting our web site at <http://www.boilermakers.org>, attending local lodge meetings, and discussing issues with your fellow members and coworkers.

The Legislative Department is always ready to answer your questions or send you information regarding upcoming legislation. Contact Director of Legislation Ande Abbott at 2722 Merrilee Drive, Suite 360, Fairfax VA 22031, Phone: (703) 560-1493. □

Paycheck Deception Initiatives

have been defeated in the 32 states colored blue



THE MOST RECENT BALLOT DEFEAT for a paycheck deception initiative came in Oregon on November 3, 1998. To date, voters have defeated paycheck deception proposals in four ballot initiatives. In 28 other states, similar initiatives have been defeated in the legislatures or through legal action in the courts. Paycheck deception initiatives seek to add further barriers to union participation in politics. Unions are already more regulated than any other group, but that isn't enough for our enemies, who recognize that union members vote in greater percentages than other workers. They want to bar us from educating our members, their families, and the public on legislative issues.

What do workers want? Social Security

THE RESULTS of a poll conducted by Peter D. Hart Research for the AFL-CIO show that union members ranked their concerns about Social Security and pensions as the most important issues in the 1998 elections.

That really shouldn't be a surprise. Social Security is the bedrock for nearly

every worker's retirement. Although union members are more likely to have a retirement pension than nonunion workers, Social Security still pays a significant portion of their retirement earnings. Without Social Security, very few workers would be able to retire with dignity. □



Two out of three elderly Americans rely on **Social Security** for most of their income

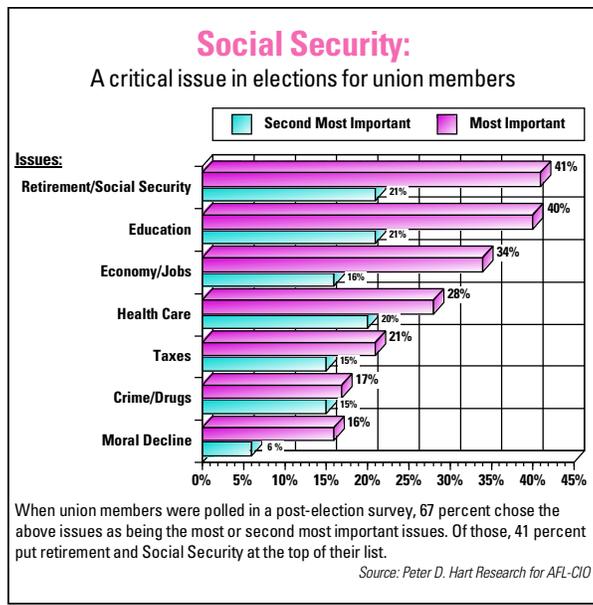
66% rely on Social Security for half or more of their income.

Of these ...

30% rely on Social Security for 90 percent of their income

18% rely on Social Security for all of their income

Source: Social Security Administration



GOP tax cut proposal rewards the wealthy

Most benefits go to best-off tenth of all taxpayers

IN ANSWER TOPresident Clinton's state-of-the-union address promise to use 60 percent of the budget surplus to keep Social Security viable, the Republican Party (GOP) proposed a ten per cent across the board tax cut. They claim they can reduce everyone's taxes and still have enough to keep Social Security solvent.

When Citizen's for Tax Justice (CTJ) analyzed the GOP plan, they came to a different conclusion. Their analysis of the ten percent income tax rate cut as proposed by GOP House and Senate leaders shows that the plan would reduce federal revenues by more than a trillion dollars over the next decade. That would be one trillion dollars the U.S. government would be unable to spend on the many programs American families have come to depend on, including Social Security.

Meanwhile, 62 percent of the proposed tax cuts would go to the best-off tenth of all taxpayers. The majority of taxpayers - 60 percent - would see savings of less than \$99 a year, while the one percent of taxpayers making more than \$300,000 would see a reduction of over \$20,000.

CTJ director Robert S. McIntyre explained, "The proposed ten percent income tax rate cut is billed as an even-handed tax cut, but that's not the case at all. In fact, this plan would reduce the federal government's most progressive tax, the income tax, while leaving other, generally regressive taxes in place. That approach, by definition, has to favor the best-off taxpayers at the expense of everyone else."

CTJ's analysis concludes that spending more than a trillion dollars on tax cuts is irresponsible because it would jeopardize such government programs as Social Security and

Medicare, programs designed to protect working families, while providing significant tax cuts only for the very wealthy, who can afford to retire without these programs.

House Ways and Means Committee Chairman Bill Archer (R-TX) released figures on February 16 that confirm CTJ's analysis. His figures demonstrate that the more income a person has, the greater the role income taxes pay in his overall tax payments.

For workers making less than \$100,000 a year, federal income tax represents only 38 percent of their total tax burden. For those making over \$100,000 a year, however, income tax makes up 75 percent of the burden.

The reason for the difference is that many federal taxes are regressive. Social Security taxes, for example, are collected only for the first \$64,800 a wage earner makes. That means that the worker making \$35,000 a year pays Social Security taxes all year, but his boss, making \$136,000 a year stops paying Social Security taxes in June. Thus the worker pays six percent of his wages toward Social Security, but his boss only pays three percent.

The federal income tax is the most progressive federal tax on the books. As your income increases, the percentage of your income that you pay in taxes also increases, in large steps. An across-the-board cut of the federal income tax provides more benefit to those with higher incomes.

Meanwhile, this tax cut would eat away at what President Clinton is calling a surplus. That so-called surplus is actually all Social Security money. Congress has no business using it for anything other than making sure the Social Security program stays strong. □

Sources: *Citizens for Tax Justice and the Institute on Taxation & Economic Policy Microsimulation Tax Model, Jan. 20, 1999.*

L-549 members support California Governor Davis

Davis campaign promises include promoting job-site safety and protecting union wages and training programs

GRAY DAVIS has been elected governor of California, thanks in large part to the efforts of union members like the members of Local 549 in Pittsburg, Calif. Not only will Davis's election affect all working people in California, but construction workers will be particularly affected because so much of the construction industry is controlled by state boards and commissions.

Local 549 BM-ST Fred Fields said Davis earned Local 549's support, not because of his political affiliation, but because of his philosophy under which he will make appointments that affect the members' livelihood, such as those to the Department of Industrial Relations, whose division enforces and interprets the laws, rules, and regulations of the California Labor Code.

Workers in California have three big reasons to celebrate Davis's election - safety, wages, and training. Davis has promised the Building Trades that he will promote job site safety and protect union wages and training programs during his term in office. Field says, "If we compare the Gray Davis administration with the Pete Wilson administration, Davis could look like a real labor hero."

According to Fields, the last two Californian governors tried to lower the prevailing wage (Davis-Bacon)



California Governor Elect Gray Davis, at left, thanks Business Manager Fred Fields for Boilermaker Local 549's support in his election victory.

requirement so nonunion contractors could continue to pay low wages on publicly-funded jobs. The last two governors also greatly weakened California's Occupational Safety and Health Act in California by underfunding the program so badly that it became ineffective.

The California Building Trades have been struggling for 16 years to maintain their apprenticeship programs while nonunion contractors have waged a legal battle to eliminate union competition by diluting the concept of a universal training system that produces highly-skilled workers. □

How does the International decide which candidates to support?

Sure, we look at their voting records, but sometimes that isn't enough - as this member's letter and the Legislative Department's response illustrate

I RECEIVED the Sep-Oct issue on November 6 and read with interest the election recommendations (which by then were three days too late).

On page seven, I noted with interest the endorsement for Republican incumbent Congressman John Shimkus in my Illinois 20th congressional district. On page ten, under "House Scorecard," Congressman Shimkus had a 50 percent 1998 voting record on labor issues and a lifetime record on labor and working family issues of 38 percent.

If I had received this issue before the election, I would have been quite confused since there was a Democratic candidate in this race.

Surely there is some sort of explanation. Rather than endorse a candidate with a lifetime record on labor issues of 38 percent, wouldn't it have been better to make no recommendation at all? As an elected leader in this local, I need some sort of answer to take to my membership.

CHUCK GOODIN, L-486 president
Litchfield, Ill.

Legislative Director Abbott responds

I AM SORRY your *Boilermaker Reporter* arrived three days after the election. The paper went to press on October 19 - we were obviously anxious for our members to receive the paper before they voted Nov. 3rd.

When making recommendations for public office, we consider a number of factors, including whether or not a candidate has been accessible and whether or not he or she has voted correctly on our issues. Our committee debated more on Congressman Shimkus than on any other candidate.

Congressman John Shimkus was elected in 1996 to serve in the 20th District of Illinois - formally held by a friend of workers, Richard Durbin, who maintained a score of 80 percent each year or higher on worker issues.

It is true that Shimkus, a Republican, has a lifetime voting record of 38 percent. During his first year, he voted with big business 70 percent of the time and 30 percent with workers. But in 1998, several Illinois LEAP committee

members told us Shimkus wanted to discuss our issues. The Washington legislative office began contacting Shimkus's office, and his voting record improved during 1998. Shimkus has promised to do better in the future, saying he will work for many of our issues rather than simply vote for them. He has also joined the Republican party's labor caucus, a group that meets with labor representatives to discuss our issues.

In addition, he has kept his word on voting for many of our issues: he has taken an active role in trying to change Section 415 of the tax code (which penalizes workers' pensions for early retirement), and he has supported such worker issues as Davis-Bacon prevailing wage rates, and ensuring workers' voices are not silenced by the "Paycheck Deception Act."

We must get 218 votes in the House and 51 votes in the Senate in order to pass our issues. The labor movement must draw votes from both Republicans and Democrats to get a majority of the votes on most of our issues. We do have some Democrats that vote wrong on worker issues and we must pick up Republicans to offset their votes. It is also important that we give candidates a chance to do the right

thing. Congressman Shimkus seems sincere in his commitment to support workers in the future. In fact, his 1998 vote record is better than several Democrats. We did not endorse those Democrats.

We must attempt to stay non-partisan as much as we can. It is true that most Democrats are good on worker issues and most Republicans are very poor. However, we must reach out to anyone who shows improvement on our issues and honestly tries to work with us. I can promise you this - either we continue to see improvement in Shimkus's performance, or we support his opponent in the next election. Under the circumstances, the LEAP committee decided to support him this time and re-evaluate his performance before the next election.

The chore of the legislative office is to gain a House of Representatives that will provide enough votes to win on issues that benefit our members and retirees.

I understand that we will never get 100 percent approval of our recommended candidates from our own members. However, you should know that the list is far from being arbitrary. There is a great deal of thought, discussion, and research that goes into each recommendation.

We strive to be fair and non-partisan in our selection while keeping the interests of Boilermakers, their families, and our retirees in mind while considering each candidate for office.

ANDE ABBOTT
Legislative Director

New contract summaries

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

DNCL – National Cement Lodge

CHARLES HUNTBACH, CLGAW Division director, reports contract ratification, effective Jan. 16, 1999 to Jan. 14, 2002, for seven members of the National Cement Lodge who produce Portland Cement at the **Lafarge Company** in Waukegan, Ill.

L-5 – New York City

INTL. REP. ROCCO DE ROLLO and L-5 ABM Jack Mellon, New York City, N.Y., report contract ratification effective Nov. 1, 1998 to Oct. 31, 1999, at **Fredrick Cowan & Co., Inc.**, where Local 5 members manufacture electronics for industrial boilers, and effective Jan. 1, 1999 to Dec. 31, 2000, for Local 5 members at **Quickway Metal Fabricators, Inc.**

L-6 – Oakland, CA

MICHAEL GRABOWSKI, bus. mgr./sec.-treas. of Local 6, Oakland, Calif., reports contract ratification, effective July 15, 1998 to July 1, 2001, for 20 L-6 members who fabricate steel at the **Diamond Manufacturing Corp.**; effective July 16, 1998 to July 15, 2001, for 75 L-6 members who produce commercial cooking equipment at **Heat and Control, Inc.**; effective May 18, 1998 to May 17, 2001, for 25 L-6 shop members who work at the **Pacific Galvanizing Co.**; effective Sept. 1, 1998 to Aug. 31, 2001, for two L-6 members who manufacture tools at **Terry Steel and Supply, Inc.**; and effective Sept. 1, 1998 to Aug. 31, 1999, for 25

L-6 members who forge flanges at **Western Forge and Flange**.

S8 – Equality, IL

INTL. REP. GARY MEYER SR. reports contract ratification, effective July 1, 1999 to June 30, 2004, for 234 members of Local S8, Equality, Ill., who work at **Coal Miners Inc.**

M24 – Kokomo, IN

INTL. REP. JERRY HUNT reports contract ratification, effective Dec. 16, 1998 to Dec. 17, 1999, for 85 members of Local M24, Kokomo, Ind., who produce unfinished cabinets at **Cannon Valley Woodwork, Inc.**

L-37 – New Orleans

INTL. REP. DENNIS KING reports contract ratification, effective Jan. 1, 1999 to Jan. 1, 2000, for 24 members of Local 37, New Orleans, La., who fabricate tank and heat exchangers at the **Gulf Engineering Co.**, in Harahan, La.

S56 – S. Pittsburg, TN

INTL. REP. GARY DON BRYANT reports contract ratification, effective Jan. 25, 1999 to Dec. 31, 2003, for 45 members of Local S56, S. Pittsburg, Tenn., who work at the **United States Stove Co.**

D69 – Waco, TX

INTL. REP. NICK ADAMS reports contract ratification, effective April 1, 1998 to March 31, 2003, for 40 members of Local D69, Waco, Texas, who work in production and

maintenance at the **Lehigh Portland Cement Company**.

D78 – Quanah, TX

INTL. REP. NICK ADAMS reports contract ratification, effective August 1, 1998 to July 31, 2004, for 137 members of Local D78, Quanah, Texas, who produce sheetrock (wallboard) at the **Georgia Pacific Corporation**, Gypsum Division, in Acme, Texas.

S100 – St. Louis, MO

INTL. REP. GARY MEYER SR. reports contract ratification, effective Jan. 6, 1999 to Jan. 5, 2002, for ten members of Local S100, St. Louis, Mo., who work in a building supplies warehouse at the **Three States Supply Co., Inc.**

L-101 – Denver, CO

FRED STEELEFFEN, Local 101, Denver, Colo., reports contract ratification, effective Jan. 1, 1999 to Dec. 31, 2001, for 22 members of Local 101 who produce tanks at **Eaton Metal Products**.

L-104 – Seattle, WA

CHUCK HUGHES, business representative of Local 104, Seattle, Wash., reports contract ratification, effective Sept. 30, 1998 to Oct. 1, 2002, for 45 Local 104 members who produce miscellaneous steel fabrication at **Wayron, Inc.** in Longview, Wash.

L-106 – Cincinnati

INTL. REP. RON LYON reports contract ratification,

effective Feb. 1, 1999 to Jan. 31, 2002, for 11 members of Local 106, Cincinnati, Ohio, who work at the **Joseph Honhorst Company**.

S106 – Compton, CA

INTL. REP. HENRY JUAREZ reports contract ratification, effective Nov. 9, 1998 to Nov. 8, 2000, for 170 members of Local S106, Compton, Calif., who produce commercial cooking stoves, stove tops, and cooking pots at the **Wolf Range Company**.

L-128 – Toronto

JIM TINNEY, secretary-treasurer of Local 128, Toronto, Ontario, Canada, reports contract ratification, effective Sept. 1, 1998 to Aug. 31, 2002, for 14 L-128 members who produce pressure vessels and fabricate structures at **Great Lakes Fabricating**; effective Sept. 1, 1998 to Aug. 31, 2002, for 66 L-128 members who perform pressure vessel fabrication at **Kel-Gor Ltd.**; effective Sept. 1, 1998 to Aug. 31, 2002, for four L-128 members who produce pressure vessel structures at the **MacKenzie Black Fabricating Co.**; and effective Aug. 14, 1998 to Aug. 14, 2002, for 15 members of L-128 who fabricate structural steel at **Pro-Mart Industrial Products Ltd.**

L-146 – Edmonton

INTL. REP. JOHN ROWE reports union recognition and ratification of a first contract between members of Local 146, Edmonton, Alberta, Canada, and **Alberta**

Railroad members settle with Amtrak

Contract adds new overtime provision, wage increases, and opportunity for growth

INTL. REP. ALAN SCHEER reports contract ratification on January 14, 1999, effective through December 31, 1999, for Boilermakers employed by the National Railroad Passenger Corporation (Amtrak). Increases will be retroactive to Jan. 1, 1995.

The contract covers members of Lodge 51, Indianapolis, Ind.; Lodge 197, Albany, N.Y.; Lodge 651, Somerville, Mass.; and Lodge 1032, Cumberland, Md.

Through the negotiating sessions, the employees were able to reach an agreement with Amtrak, which settles their November 1994 Section Six notice. In addition, the agreement includes a pro-rated \$400 signing bonus, continued cost-of-living adjustments, and a periodic wage increase of 13.25 percent over the life

of the agreement.

The contract also establishes a labor productivity council, which will give employees a voice in work practices, safety, training, workplace quality, etc. Scheer believes the council's provision for contracting work will present an opportunity for membership growth.

The contract also includes a new provision for compensatory time, called "Bank Time," in which an employee can choose to be paid compensatory time off in lieu of the overtime premium. Through bank time, an employee would be paid straight-time for overtime worked, with the overtime premium going into a compensatory time bank. Employees may not accrue more than 40 hours in the compensatory bank time. Compensatory time off can then be taken in eight-hour segments (ten hour segments for employees working the four-day, ten-hour shift).

Exchanger, Ltd. Twenty employees work in the fabrication unit at Alberta Exchanger, producing HP heaters and exchangers.

L-146 BM-ST Dean Milton reports contract ratification, effective Jan. 1, 1999 to Dec. 31, 2001, for 22 L-146 members who work in fabrication at **Melloy and Associates Ltd.**

L-199 – Jacksonville

INTL. REPS. DENNIS KING and Mike Peterson report contract ratification, effective Dec. 17, 1998 to Dec. 16, 1999, for 24 members of Local 199, Jacksonville, Fla., who produce dryers at **Irvington-Moore**.

L-242 – Spokane, WA

LYNN RAWLINS JR., bus. mgr./sec.-treas. of Local 242, Spokane, Wash., reports contract ratification, effective Nov. 16, 1998 to Nov. 15, 2002, for 90 members of L-242 who work at **E-Z Loader Boat Trailers**.

L-398 – E. Stroudsburg

INTL. REP. MICHAEL SHAFER reports contract ratification, effective Jan. 1, 1999 to Dec. 31, 2002, for 35 members of Local 398, East Stroudsburg, Pa., who work in the office and clerical unit of **Patterson Kelley Co.**

L-486 – Litchfield, IL

INTL. REP. JAMES PRESSLEY reports contract ratification, effective Oct. 15, 1998 to Oct. 15, 2001, for

39 members of Local 486, Litchfield, Ill., who produce farm equipment at **Worksaver, Inc.**

L-661 – Florence, N.J.

INTL. REP. MICHAEL SHAFER reports contract ratification, effective Feb. 9, 1999 to Jan. 31, 2003, for 45 members of Local 661, Florence, N.J., who work in production and maintenance at **D. C. Fabricators**, currently performing Navy contract work for the Sea Wolf submarine.

L-677 – Kingston, PA

INTL. REP. ROCCO DE ROLLO reports contract ratification, effective Jan. 13, 1999 to Jan. 12, 2002, for members of Local 677, Kingston, Pa., who work at the **R & H Manufacturing Company**.

L-903 – West Point, MS

INTL. REP. MIKE WILSON and L-903 Pres. Robert Shaffer, West Point, Miss., report contract ratification, effective Aug. 1, 1998 to July 31, 2003, for 610 Local 903 members who produce boilers and repair parts at **Babcock & Wilcox**.

S1994 – Harrisburg, IL

SFEAW Div. DIR. OTHAL SMITH reports contract ratification, effective Nov. 9, 1998 to Dec. 9, 2003, for members of Local S1994, Harrisburg, Ill., who work in construction, erection, and demolition at **Lane Erectors, 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 33 agreements outlined above (excluding the Amtrak settlement) is based on information provided in the Contract Summary and Transmittal Report forms, covering a total of approximately 2,222 employees.

Wage Increases

TWENTY-THREE facilities received pay increases in 1998, averaging \$0.45 per hour or 3.13 percent. In 1999, 26 facilities will receive pay increases averaging \$0.52 per hour or 2.94 percent. Twenty-three facilities will receive pay increases in 2000, averaging \$0.46 per hour or 2.82 percent. Nineteen facilities will receive pay increases in 2001, averaging \$0.51 per hour or 2.97 percent. Seven facilities will receive pay increases in 2002, averaging \$0.36 per hour or 2.92 percent. Three facilities will receive pay increases in 2003, not enough to average.

Pension

THIRTY-ONE facilities participate in some type of pension program. There

are 15 facilities which participate in the Boilermaker-Blacksmith National Pension Trust. Their contributions range from \$0.25 to \$2.50 per hour. Average benefits are: first year – \$1.43; second year – \$1.44; third year – \$1.45. These reflect annual increases of about one percent.

Eleven facilities offer a 401(k), nine have company-sponsored plans, two have profit sharing plans, and one participates in the Boilermakers National Annuity Trust. Three facilities participate in Canada's Registered Retiree Savings Plan, which is similar to the 401(k) plan.

Shift Differential

TWENTY-SIX agreements provide for a second-shift premium. Their cents-per-hour premium ranges from \$0.10 to \$1.00. The average is \$0.35 per hour.

Twenty-six agreements provide for a third-shift premium. Their cents-per-hour premium ranges from \$0.10 to \$1.00. The average is \$0.40. The remaining agreements pay on a percentage basis or provide full pay for a reduced shift.

Sickness & Accident

THIRTEEN agreements provide weekly sickness and accident

indemnity. Of these, 11 pay a set dollar amount ranging from \$100 to \$300 per week. Average rates are: first year – \$204; second year – \$207; third year \$209. The remaining agreements provide a percentage of the employee's earnings. The length of time off ranges from 13 to 52 weeks. The most common is 26 weeks, found in nine agreements. Canadian agreements are covered under Short Term Disability (26 weeks at \$394 per week), or Long Term Disability (\$1,000 per month until age 65).

Life Insurance/AD&D

TWENTY-FOUR agreements provide life insurance. In 22 of the agreements there is a set dollar amount ranging from \$10,000 to \$25,000. The average benefit for the first year is \$16,114.

Seventeen agreements provide **Accidental Death and Dismemberment (AD&D)** insurance. In 15 of the agreements there is a set dollar amount ranging from \$10,000 to \$50,000. The average is \$22,467.

The remaining agreements multiply wages by 2080 hours for the benefit amount.

Vacation

TWENTY-FIVE agreements provide a one-week vacation. Thirty-one agreements provide a two-week vacation. Twenty-seven agreements provide a three-week vacation. Twenty-two agreements provide a four-week vacation. Nine agreements provide a five-week vacation, and one agreement provides a six-week vacation.

Paid Holidays

ALL OF THE agreements provide for paid holidays. The number of paid holidays ranges from four to 12. The average is ten.

Other Provisions

THIRTY-TWO agreements provide **funeral leave**. Paid leave for jury duty is found in 26 agreements. Union leave language is found in 13 agreements. Sixteen agreements provide all or partial reimbursement for the purchase of **safety shoes**. Four agreements provide paid leave for those persons who spend two weeks at **military encampment** each year. Two provide a **severance payment package**, and three have a **Cost of Living Adjustment (COLA)** clause.

Local 199 dedicates building at annual picnic



Mrs. Kelley holds a plaque she received at the dedication of the Local 199 sub-office in honor of her late husband, Elliott Nathan Kelley. Attending the dedication ceremony are Kelley family members, l. to r., L-199 member Gary Kelley, Jennifer Kelley, L-199 member Mark Kelley, Mrs. Kelley, L-199 member Jerry Kelley, and L-112 member Jimmy Kelley. Not pictured is L-199 member Shannon Kelley.

Names Panama sub-office for Elliott Kelley

MEMBERS OF LOCAL 199, Jacksonville, Fla., held a building dedication ceremony at their annual picnic, naming their Panama City sub-office in honor of Elliott Nathan Kelley, a longtime member and former assistant business manager. Attending the ceremony was Kelly's widow and several of his family members and friends.

Six generations of Kelleys have belonged to the Boilermakers union. Elliott Kelley joined Local 746, Panama City, Fla., in 1943, when he began his Boilermaker career at the Wainwright shipyard. In Sept. 1945, Local 746 consolidated with Local 112 in Mobile,

Ala., where some of Kelley's family maintain their union membership today. In 1976, Kelley transferred his membership to Local 111 in Panama City, Fla., which consolidated with Local 199 in 1985.

Kelley served several years as a Local 199 assistant business manager. During his office term, he was instrumental in establishing the Local 199 sub-office in Panama City. In 1998, Local 199 members overwhelmingly voted to honor Kelley by renaming this office complex the Elliott Nathan Kelley Memorial Building. □



Local 199 Bus. Rep. B. R. Davis Jr., Mike Hales, and Billy Horne enjoy eating raw oysters at the local's annual picnic.



Local 199 members and families at the annual picnic and building dedication ceremony in Panama City, Fla.

Mobile L-112 celebrates Labor Day

L-73 celebrates 25 years

CHARTERED IN 1973, members of Local 73, Halifax, Nova Scotia, Canada, celebrated their 25th anniversary in 1998. Business Representative Kent Oliver reports that over the years one thing has not changed, and that is their goal: "to make our union better and stronger and something we can all be proud of."

One change the members can anticipate in 1999 is more work. Oliver predicts his local will be included in new construction projects over the next few years as the Natural Gas Industry moves into their area. Oliver also commends the charter members for their initiative and foresight in starting Local 73, and all the members who work to better "our union." □

Local 1 retiree honors veterans

KEN GRUDIS, a 36-year member of Local One, Chicago, Ill., and a member of VFW Cantigny Post 367, participated in Joliet, Illinois's salute to Veterans Day. Grudis joined members of area veterans and ROTC groups in a march across the Jefferson Street bridge to the Will County Courthouse after first meeting at the Bicentennial Park, where VFW commanders solemnly rang a black bell to recognize the contributions of men and women who served in the armed forces.

Grudis, a veteran of World War II, retired as a Boilermaker in 1994. □



AT LEFT: Over 40 participants representing Local 112 threw candy from this float as they rode through Mobile in the annual Labor Day parade.

BELOW: Family members join active and retired Local 112 members at Mobile's annual Labor Day parade. L. to r., L-112 BM David Klug, Lydia Klug, Mattie Smith, Reynolds R. Smith, Dean Gilley, and Leroy Gilley.

MEMBERS OF LOCAL 112, Mobile, Ala., participated in the 1998 Labor Day parade. Family members joined both active and retired members by riding in the Boilermaker van or on a float and throwing candy to the parade spectators.

Business Manager David Klug said there were over 40 participants representing Local 112 at the parade, which traveled the streets of downtown Mobile celebrating Labor Day. □



Local 40's Joseph Cecil retires

JOSEPH F. CECIL, pictured in center of photo at right, a 37-year member of Local 40, Elizabethtown, Ky., receives his final paycheck from foreman Bill Grumbley (l.) and Glen Williams. Before Cecil left his last job site on December 22, 1998, he also received a retirement collection from the union members at a NOx conversion of Karn #2 in Essexville, Mich., where he tube welded and helped new tube welders out of Local 169, Detroit, Mich. □



Our only hope is our vote

OUR ELECTED REPRESENTATIVES take an oath to support the Constitution of the United States. Do they support all the people they represent, or do they shut their doors to labor unions?

This question comes after reviewing the voting records and finding that some of our representatives never vote for labor. Surely the bills labor supports aren't so bad that we can't even get at least one vote from these people! Are these members of Congress fulfilling the obligations of their oath?

The only hope we have as union members is to vote. We can't outstep our enemy, but we can outvote them. Let us go forth as union families, encouraging everyone we meet to register and vote. Solidarity forever.

STANLEY COMBS, L-40 retiree
Jeffersonville, Ky.

L-359's Grace: surf in solidarity

SOME MONTHS AGO, my local TV news showed a brief blurb about a leaking gasoline pipeline in Nigeria, which blew up and killed 700 people in that country. The news said that the local people were stealing gasoline from a ruptured pipe, owned by Chevron of Nigeria.

Later that night, CNN added that the local people were very poor and that gasoline was expensive there. I was left with the impression that those Nigerians should be ashamed of themselves for stealing from the Trans-National Corporations (TNCs).

A while later I did an Internet search on Chevron and Nigeria. It came up with a series of BBC reports on the whole picture. This conflict is actually part of an ongoing battle between a tin-pot military dictatorship in league with large oil companies vs. the local peasants. The oil companies are allowed to "rent" the Nigerian military whenever the locals protest and demand some sort of compensation from their own national resources.

On one occasion the military arrived in company boats and company helicopters, and opened fire on protesters. This is a classic "rape and run" technique; i.e., the TNCs buy off the local strongman who in turn sells out on his country. He gets rich, the TNCs get rich, and the locals get shot.

This article is meant to point out the value of the Internet. We're no longer solely dependent on any one media's, government's, or corporation's slant as to what is going on in the world. The TNCs are already global; isn't it time we started boycotting some of the worst TNCs in support of the workers on a global basis? Surf in solidarity.

KERRY GRACE, Lodge 359
Surrey, B.C., Canada

L-455's Kent says thanks

I JUST WANT to say thank you to all my brother and sister Boilermakers for all the phone calls and financial help that I have received since I had to retire. It sure means a lot for a man to know that he is not forgotten about just because he is gone. As I look back

over the past 25 years, I see lots of things that I wish that I could do differently, but the one thing that I would not change is the type of work that I chose to do. My union and my brothers are a very important part of my life.

I would also like to say that I am very pleased with my pension, and with the short time frame that the trustees took to make sure that I received everything that I had coming to me. In the past I heard some negative statements made by one of our retirees about his pension. Now that I have gone through this retirement process myself, I can assure you that we are paid by the amount we pay in as an individual. So if a person is not happy with his pension, maybe it is because he or she didn't pay in much for some reason.

Thanks again for everything. See you on the big one.

DWAYNE KENT, L-455
Dover, Tenn.

Local D414's Burnshire appreciates political coverage

DEAR PRES. JONES: Thank you very much for your interest in Oklahoma politics. A number of our members would not have voted if they did not read our Reporter. Thank you very much for the foresight you are gifted with to be such a grand leader.

WILMER BURNSHIRE, D414
Pryor, Okla.

L-374's White on job well done

I WOULD LIKE to thank the Boilermakers of Local #374 for a job well done during the fall outage at Tanner Creek Power Plant in Lawrenceburg, Ind.

There was a lot of demolition work, heavy rigging, and welding to do in a minimum amount of time. However, with foremen Ron Brown, Mitch Wood, Larry Schmitt, Mark Snedeker, Jim Rink, and Gary Hamblin, this job was completed on time.

Also, this job would not have been such a success without the hard work of the following:

- The welders for their .0025% weld rejection rate
- The B & W safety team
- Superintendents Craig Haney and Joe Dana
- The Boilermakers from Locals 105, 40, and NTL.

Thanks again for a job well done.

GEORGE W. WHITE, L-374 gen. foreman
Hammond, Ind.

L-647's Graff wants uniform list

I AM WRITING in response to L-433's Lee Devereaux's letter in the Sep-Oct 1998 issue about the rude response he often gets when calling other locals looking for work. We all realize how busy these local representatives can get when work breaks, but being rude doesn't help them find good people or help us looking for a job to make a living when times are slow in our home local.

As Lee said, every local has different B-list rules. Having to drive to another

local to sign their book and then wait in a motel room hopeful of getting a job puts a financial burden on a member who is already on the road trying to make a living.

We rely on the International to help our brotherhood. Why can't they come up with an equal and uniform way for locals to run their B-lists? I know more members in my local would travel if this could get worked out. I also realize our members have to help police these B-lists by pulling their names off any list once they get a job so the other locals don't waste time and money trying to call them. I think the 15- or 30-day call-back is good. If you don't check in, your name gets dropped. This is an important problem, and I hope you will look into it.

CLYDE A. GRAFF, L-647
Bismarck, N. D.

Construction Division Joe Meredith responds

YOU STATE IN your third paragraph that "our members have to help police these B-lists by pulling their names off any list once they get a job so the other locals don't waste time and money trying to call them." It is exactly for this reason that some locals have rules requiring "B-Listers" to re-register in person. I am aware of one local dispatcher who called over 100 telephone numbers on the B-List, and the individuals were either not at the number or did not return the call. If Boilermakers had been more diligent in notifying locals about their availability, the "re-register in person rule" would not have been implemented in those locals.

Although the local referral offices have to comply with uniform referral standards, each local joint referral rules committee has the authority to negotiate rules, such as confirmation of availability, that apply to local circumstances.

L-154's Talbot wants early retirement option

I AM WRITING to support a change in the retirement age. There appears to be a swell of sentiment existing between the rank and file members who support this belief. I strongly propose that union management look into the benefits assured by accepting this modest change in the current retirement policy.

Having been a boilermaker for the past 31 years, I have seen the detrimental effects to the health and welfare of dedicated brothers over the years by the prolonged intensive work. I have seen men who have strived to maintain solid principles and high ideals in the work force by toiling for 30 to 40 years. These good hard working, proud men have had their retirement years cut short because of the pressure and stress placed on them by working exorbitant hours and demanding physical schedules as they approach their golden years. Unfortunately, as a current brother accrues the qualified number of working hours for retirement, he may not meet the required retirement age, thus requiring that he work another four or five strenuous years.

Many boilermakers nearing the retirement guidelines of 30,000 hours and 60 years of age, should be given the opportunity to exercise the option of early retirement.

WILLIAM E. TALBOT, L-154
Freedom, Pa.

Grisco: No clean sweep

IF YOU THINK the North American Free Trade Agreement is good for the working people, kindly read the fol-

lowing that some silly lawmaker has written up:

Citing Sections 201 (b), 202 (c, d, e), 203 (a) (1) (A, M, N, O), and 204 (b) (1) (A, B, F) of the Trade Act of 1974, Subheading 96031840.14 of the Harmonized Tariff Schedule of the United States, Section 311 (a, b) of the North American Free Trade Agreement Implementation Act, and Section 332 (g, h, l) of the Tariff Act of 1930, President Clinton has made it easier to buy imported brooms! Except whisk brooms.

I wonder how that is printed up?

GERALD GRISCO, L-1 retiree
Chicago, Ill.

L-60's Gum on the rewards of being a Boilermaker

I WOULD LIKE to express my appreciation for all of the Boilermakers around the country whom I have worked with, especially the ones from my home local, Lodge 60 (Peoria, Ill.). I also appreciate the pension and the annuity that have been managed for me over the years and the patience of the people in the pension department who helped me get my pension started. I could not have done it alone. I will miss everything about the Boilermakers; but, after 40 years and with a very good pension, it is time to retire. If you take the jobs, you will be rewarded with a good living and a good retirement.

EARL GUM, L-60 retiree
E. Peoria, Ill.

L-374's DuFault wants early retirement penalty adjusted

IF A MEMBER has to have 42,000 hours to receive full pension benefits at 60, then gets penalized 15 percent for retiring at age 55, why not adjust that penalty by giving a credit of one percent for every 1,000 hours they have over the 42,000 hours?

WILLIAM L. DUFALT SR., L-374
Schererville, Ind.

Editor's Note: A year of pension credit equals 1,200 hours. There is no penalty if a member retires at age 65 with 1,000 unbroken hours.

Members can also retire early without penalty if they are 62 years of age and have at least 25 years (30,000 hours) of pension credit, or are age 60 with at least 30 years (36,000 hours) of pension credit.

Other early retirements will require a reduction, because the chances are the member would receive pension benefits for a longer time. For example, a member with at least 15 years of pension credit and 1,000 hours of work in covered employment could retire at age 55, but would only receive 49 percent of the pension he would have received if he was 65 years of age.

An early retirement reduction of one-half of one percent for each month that the member is younger than age 60 with 30 years, or age 62 with 25 years, is also applicable. If a member has 25 years of service, but wishes to retire at age 55 instead of 62, he would receive 58 percent of his pension. If a member has 30 years of service, but wishes to retire at age 55 instead of age 60, he would receive 70 percent of his pension.

Tell your fellow members what you think!

SEND LETTERS TO THE EDITOR TO:

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Workers Memorial Day

Honor the millions of Americans who have lost their lives while working to feed their families.

April 28th

Smith's stepdaughter is first runner up



MORGAN TANDY HIGH, stepdaughter of Othal Smith, director of the Stove, Furnace, Energy, and Allied Appliance Workers (SFEAW) Division, has earned the title of First Runner Up in the 1999 Miss USA® Pageant. She is pictured above as winner of the Miss Tennessee pageant with her mother, Charlotte (L.) Smith, and sister, Carrie.

In the 1999 Miss USA® Pageant, High also won the evening gown competition (see center photo). In the photo at far right, High extends her congratulations to Kimberly Ann Pressler as she is named Miss New York USA 1999. □



New options for Medicare beneficiaries

Most recipients can choose between new plans or keeping their existing coverage

MEDICARE BENEFICIARIES can now choose from a variety of options for receiving health care. These options complement the original Medicare plan and make health care choices for Medicare beneficiaries similar to those available to individuals not in Medicare.

A small number of people, who will receive specific notices from their current health plan choice, will be required to make a change, but most Medicare recipients will have the choice of keeping their benefits exactly the same or choosing one of the new plans.

Medicare health care choices now include the original Medicare plan, which has not changed; the original Medicare plan plus a supplemental

insurance policy, commonly known as "Medigap," and a number of managed care plans (such as Health Maintenance Organizations or HMOs).

Additional managed care plans and other options may become available in the future, such as preferred provider organizations, private fee-for-service plans, Medicare savings accounts, and religious fraternal benefit society plans.

Managed care plans differ in cost, benefits offered, and choices of doctors, hospitals, and other health care providers; however, each managed care plan provides all Medicare covered services.

To be eligible for the new Medicare health plan choices, you must have

Medicare Part A (hospital insurance) and Medicare Part B (medical insurance), you must not have end-stage renal disease, and you must live in the geographic service area the health plan covers. All health plan choices may not be available in your area.

In November 1998, Medicare recipients received a copy of the publication, "Medicare & You," which explains more about the health plan options and provides the telephone number of the state health insurance assistance program.

This agency can answer questions on the health plan choices available in your area and help you decide if a plan is right for you. You can also find a copy of "Medicare & You" and a list of the plans in your area on the Internet at: www.medicare.gov. □

Archaeologists will dig at the site of the Ludlow Massacre

Project hopes to reveal what the daily life of a miner was like

THIS SUMMER, archaeology students will learn field work by digging up the site of one of the most violent episodes in labor history—the Ludlow tent colony, near Trinidad, Colo.

On the morning of April 20, 1914, Colorado National Guard Troops opened fire on a tent colony of 1,200 striking coal miners and their families at Ludlow, Colo. The miners were striking for better pay and working conditions. An exchange of gunfire continued into the evening, when the colony was set aflame. When the smoke cleared, 18 to 20 of the colony's inhabitants were dead, including two women and 11 children.

The Ludlow Massacre was the most violent and best known episode of the 1913-1914 Colorado Coal Field Strike, and a seminal event in U.S. labor history. The deaths of women and children shocked the nation, and led to several reforms in labor relations that turned corporate management policies away from direct confrontation with strikers to more negotiated settlements. Today the United Mineworkers of America (UMWA) maintain the Ludlow site as a monument to the struggle of organized labor in America.

Although many historical works exist about the Coal Field Strike, little is known about the everyday lives of the striking miners and their families. The archaeological research at Ludlow is dedicated to understanding these everyday lives.

The field school is a joint project of the University of Denver, Fort Lewis College, and the State University of New York at Binghamton.

Undergraduate or graduate students interested in taking part should contact: Mark Walker, Department of Anthropology, 2130 South Race Street, University of Denver, Denver CO 80208. Phone 303-871-2406; email markwalk@du.edu. Or contact Dr. Dean Saitta at the same address (phone 303-871-2680; email dsaitta@du.edu). □

Health & Welfare board makes announcements

Adds PPO Info Line, upgrades mastectomy benefits for national fund participants

THE BOARD OF TRUSTEES of the Boilermakers National Health & Welfare Fund announce the establishment of the First Health PPO Info Line and expanded medical and surgical benefits for mastectomies.

Just call 1-800-331-8761

BEGINNING DECEMBER 1, 1998, a First Health PPO Info Line became

available to plan participants 24 hours a day, seven days a week.

This expanded service allows participants to locate network providers anytime medical services are required. To locate the nearest First Health Network Provider, simply call the PPO Info Line at 1-800-331-8761.

Participants can increase their medical benefits and save money by using

the First Health Network providers. (See the box below for an illustration of money saved by a Boilermaker participant who utilized a First Health provider.)

Limitations modified to comply with law

A NEW FEDERAL LAW requires group health plans which provide medical and surgical benefits in connection with a mastectomy to provide benefits for certain reconstructive surgery.

This covers reconstruction of the breast on which the mastectomy is performed, surgery on the other breast to produce a symmetrical appearance, prosthesis, and physical complications of all states of mastectomy, including lymphedema.

The Boilermakers National Health & Welfare Fund already provides benefits for mastectomies and reconstructive surgeries, subject to certain limitations.

Effective January 1, 1999, the plan has modified these limitations to comply with this new law.

Please direct any questions about this coverage to the Administrative Office at 913 342-6555. □

Boilermakers save money when they use a First Health Network provider

PARTICIPANTS IN THE Boilermakers National Health & Welfare Fund can increase their medical benefits and save money by using a First Health Network provider. To locate a provider near you, call the new First Health PPO Info Line at 1-800-331-8761.

Following is an illustration of money saved by a Boilermaker participant who utilized a First Health provider.

Hospital Claim	Costs Using First Health Provider	Out-of-Network Costs
Billed Charges	\$6,554	\$6,554
PPO Rate	\$4,260	N/A
Savings	\$2,294	N/A
Fund Co-Pay	\$3,834 (90%)	\$5,243* (80%)
Patient Co-Pay	\$426	\$1,311
Savings to Patient	\$885	\$0

* Assumes deductible has been met

NOTE: Because Medicare has its own rules and contracts with health care providers, the First Health Medical Network is not available to individuals for whom Medicare is the primary payer.

Union Member Flower Service offers savings and convenience with new web site

You can save money and time by ordering online

UNION MEMBERS who order floral arrangements through the Union Member Flower Service may now place those orders online and receive additional savings, thanks to a new web site link.

The new Flower Service web site, which comes complete with an online ordering form, is located at www.flower-club.com/unionprivi/ and can be reached either directly or through a link on Union Privilege's web site under the Union Member Flower Service section (see www.unionprivilege.org/benefits/flower.htm). Members who order floral arrangements online receive the 15 percent union-member discount plus an additional \$2.00 off the program's service and transmission fee.

In addition to the extra savings, the Flower Club web site offers details regarding floral selections, pricing, ordering procedures, and the company itself. Members may view floral arrangements on the site and place their orders directly online using a credit card.

Other Union Member Flower Service advantages include:

- a wide selection of floral arrangements, green and blooming plants, wreaths, and gift baskets;
- same-day service (if ordered before noon in recipient's time zone);
- international service (with three-day delivery guarantee);
- an unconditional 100 percent satisfaction guarantee;

- expertly designed floral arrangements; and
- the "talking bouquet" option, which includes an offer to send a personal voice greeting along with the floral arrangement.

Of course, members who prefer using the telephone still have the option of calling the program's toll-free number at 1-888-667-7779 when placing their floral arrangement orders. The added online ordering capability simply makes the process even easier and more convenient.

So don't wait. To have flowers or gift baskets delivered by the Union Member Flower Service – anywhere in the country or the world – just call the toll-free number or log onto the web site – today! □

Breaking free from debt

How to gain control of your finances and preserve your credit

FEELING OVERWHELMED by debt? If so, you're not alone. Millions of Americans have money problems. And most are middle-income wage earners, with jobs and families, who simply want to pay off what they owe.

The good news is that there are ways of digging out of financial difficulties without resorting to drastic measures. The trick is to act before you're too deeply in debt.

A financial check-up

HOW DO YOU KNOW whether you're headed for financial trouble? If you answer yes to three or more of the following questions, you most likely do have a debt problem that will require action on your part:

- Do you routinely spend more than you earn?
- Can you afford to pay only the minimum, or less, on your credit cards each month?
- Do you juggle other bills to keep up the minimum monthly payments on credit cards?
- Have you reached the credit limit on your credit cards?
- Do you find yourself borrowing for regular day-to-day expenses like groceries?
- If you lost your job, would you have difficulty paying next month's bills?
- Have you taken money from your savings account to cover your credit card bills?
- Would you have a tough time getting by if you didn't have credit cards?

Healthier alternatives

TO GAIN BETTER CONTROL of your finances, consider the following options:

- **Take inventory.** The average American carries month-to-month balances on five to six credit cards. With that many credit cards, it's easy to lose track of how much you owe. To find out your total debt, gather copies of your most recent statements and make a list of all your cards, total balances due, interest rates and required minimum monthly payments. If you owe money on a car or student loan, call your lender for a current balance. And be sure to find out what interest rate you're paying, if you don't already know.

- **Devising a payment plan.** Add up the minimum required monthly payments

on all your debts, then total the total amount, including any amount above and beyond your required payments, which you can afford to pay each month on all your bills. Then start paying as you can afford each month to get your debt level down.

• **Consolidate your debt.** Millions of Americans are still paying interest rates of 18 to 21 percent on their credit cards and similar amounts on bank loans. To avoid paying extra interest, you might want to consider consolidating your debt by transferring higher-rate balances to a lower-rate credit card or by combining them all into one low-interest loan. This will leave you with just one payment each month and you'll save money in finance charges.

• **Seek debt-management counseling.** If you're feeling overwhelmed by your financial troubles and need advice as to how you might best pay off your bills, counseling may be the answer. Nonprofit organizations, such as the Consumer Credit Counseling Service, can offer advice and may be able to help you and your creditors arrange a payment plan that you can handle. Call 1-800-388-2227 to find the office nearest you.

Understanding bankruptcy

A FINAL SOLUTION to financial troubles – and one that is on an upswing – is to file for bankruptcy. In fact, a record 1.35 million Americans filed for bankruptcy last year.

But even though declaring bankruptcy may seem like an easy way out, it is still considered a drastic measure that is reserved for drastic circumstances. Plus, it can be costly and complicated, which is why professional counseling is advised.

Two kinds of bankruptcy exist. The first is Chapter 7 bankruptcy, also known as "liquidation;" the second is Chapter 13 bankruptcy.

Under Chapter 7 bankruptcy, you lose all assets that are not exempt in your state, including your home in most states. Exempt property may include such items as work-related tools and basic household furnishings, among others. The rest of your property may be sold by a court-appointed official or turned over to your creditors. This filing stays on your credit report for seven years.

Chapter 13, or "reorganization" bankruptcy, allows you to keep most of your assets by paying your debt back through a court-approved payment plan. But this declaration still shows up on your credit report for seven years.



Neither form of bankruptcy is a desirable alternative and neither erases debts such as taxes, alimony, or child support. You're still obligated to pay those items, regardless of the state of your finances.

Bankruptcy and credit

THERE ARE SEVERAL drawbacks to declaring bankruptcy, but the most important is that it gives you a bad credit rating. Put simply, a bankruptcy notation on your credit report means you most likely won't be approved for a standard bank loan, an auto loan, or a home mortgage – at least for the seven to ten years that a bankruptcy filing remains on your credit record. And you probably won't be considered a good candidate for renting or even some forms of employment until the bankruptcy notation is gone, either.

Of course, if you're like most people, you probably would not feel comfortable living without most forms of credit for as long as ten years. But even if you do choose to tough it out through bankruptcy, it still doesn't guarantee freedom from money troubles afterwards. You'll still most likely have to pay higher rates for lower loan amounts, at least until you re-establish your credit record.

Finally, since many people who file for bankruptcy often find themselves back in the same place within a few years, only without bankruptcy as an option (Chapter 7 bankrupts must wait six years before they can file again), it's often better to learn how to avoid running into money problems in the first place.

Additional organizations and resources you can turn to for help include:

- Bureau of Consumer Protection Office of Consumer & Business Education, which features advice for consumers at the Web address <http://www.pueblo.gsa.gov>. Phone: (202) 326-3650.
- National Center for Financial Education (NCFE), which offers the Do-It-Yourself Credit Repair and Improvement Guide for \$10 plus \$2 postage and handling. To order, send a check to NCFE Credit Guide, Box 34070, San Diego CA 92163. To order by credit card, call (619) 239-1401.

Members Only

The money-saving programs listed below are available only to Boilermaker members and their immediate families.*



UNION PLUS CREDIT CARD

A credit card is available.

For information call: 1-800-522-4000



LEGAL SERVICE

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

For information call: 1-800-452-9425



LIFE INSURANCE

Term insurance is available for members; spouses and children may be included.

For information call: 1-800-899-2782



DENTAL SERVICE

Offers predetermined discount fees for dental services and procedures.

For information call: 1-800-257-8352



MORTGAGE & REAL ESTATE

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

For information call: 1-800-848-6466



ACCIDENT INSURANCE

Workplace accidental death insurance is available.

For information call: 1-800-899-2782



UNION FAMILY SAVERS

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

For information call: 1-800-452-9425

For more information on these members-only benefits, call

1-800-452-9425

BOILERMAKERS UNION PRIVILEGE BENEFITS

*Includes retired members. Parents and children of members and retired members with retired member cards are eligible for the mortgage program and union family savers directly; they are eligible for other programs through the Boilermaker member. Program restrictions may apply to members outside the continental United States. Phone 1-800-452-9425 for clarification of eligibility and more information on how you can apply.

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	S56	Matthews, Johnny	105	Christy, James R.
NTL Napper Jr, Wylie	72	Griffin, James A.	107	Drzewiecki, Z.F.
NTL Thomas, James H.	72	Judd, Paul L.	108	Boyd, K. C.
1 Altman, Joseph E.	72	Marquez, Fred G.	108	Hatley, Larry W.
1 Gradek, John J.	72	Williams, Theodore	108	Johnson, Curtis L.
1 Logan, Gary M.	73	Burbine, Emerson	112	Bryant, Thomas J.
1 Powers, Jesse	73	Mitchell, Merton H.	113	Jurus Jr, Louis N.
1 Rodway, James W.	73	Morrisey, Gerald E.	126	Spanier, Jack
5 Gambitsky, Edward	74	Johnson, Willie B.	128	Annesley, John C.
6 Booth, Byron R.	74	Symms, Robert V.	128	Larocque, Joseph R.
6 Creamer, George T.	79	Burr, Walter L.	128	Maloney, Michael
6 Denison, Walter E.	79	McCollister, William	128	Ste. Croix, Kerry
6 Hurlburt, Edwin A.	79	Vincent, Abel E.	132	Reck, Louis
6 Lacer, Harold P.	79	Watkins, Percy R.	138	Durand, Andre
6 Rohrs, Howard A.	S82	Daucher, Ronnie M.	146	Campbell, Albert G.
7 Caplick, Joseph L.	83	Admirer, William K.	146	Drader, George E.
7 Evoy, James G.	84	Geer, Jess K.	146	Nielsen, Paul R.
7 Stroh, Everett W.	85	Trinkle, Eugene	154	McAvoy, John F.
M7 Forward, Stanley R.	85	McLane, David G.	154	Smith Jr, George E.
9 Weishaar, William C.	85	Part, William	169	Hon, Cecil D.
10 Buttrum, Edgar J.	92	Carl, David E.	174	Warpehoski, John
10 Jasmann, Robert E.	92	Chevrier, Antonio	D174	Sheehan, James W.
11 Chism, Harold G.	92	Hoops, Robert	175	Wells, Kenneth E.
11 Dascher, Eugene P.	92	Kovach, Frank	182	Hagadorn, Larry C.
13 Bamosky, Felix S.	92	Selcer, Leo A.	193	Haddie, Woodrow
13 Brochet, Nicholas	92	Smart, Elmer E.	199	Lord, Albert T.
26 Beckham, Earl R.	96	Morse, John A.	204	Higa, Seiichi
26 Evans, Henry E.	100	Stegall, Bird R.	210	Lovett, William A.
27 Baker, Joe W.	S100	Strickland, Alan D.	S230	Cosey, Willie
27 Keilty, Joseph R.	104	Arndt, John A.	329	Bonarrigo, Jay
27 Tsolainos, Deborah	104	Brown, Earl C.	329	Holton, Merv
27 Watterson, Thomas	104	Chinella, Frank	353	Ford, Edward B.
28 Berkey, George W.	104	Earles, Roger L.	D357	Harris Jr, James D.
28 DiLorenzo, Aldo A.	104	Forde, Charles J.	363	Campbell, Raymond
28 Erickson, Edwin H.	104	Griffith, Denver D.	363	Hartung, Robert L.
29 Johnson, Michael A.	104	Kuberka, Michael A.	364	Bogosian, Victor
35 Burkhardt, Robert	104	Roberts, Haywood A.	374	Beech, William E.
S54 Watson, Charles O.	105	Simpson, Frank	374	Dull, Jack L.
		Chambers, Donald	374	O'Brock, Joseph R.

Founders of Cement union pass away

Hutchinson and Jens also Local D6 charter members

WILLIAM HUTCHINSON and Wilfred Jens, founding members of the National Council of United Cement Workers Union and charter members of Local D6, Buffalo, Iowa, have passed away.

Both Hutchinson and Jens were born in 1910, and worked at Dewey Portland Cement, where in 1936 they played an active role in the formation of the National Council of United Cement Workers and the chartering of Local 6.

Both men served the union in various capacities in the following years.

In 1984, the United Cement, Lime, Gypsum and Allied Workers International Union (formerly known as the National Council of United Cement Workers Union) merged with the International Brotherhood of Boilermakers, and Local 6 became known as Local D6 (the D indicating that the local is part of the Boilermakers' CLGAW Division).

Local D6 Vice President Dan Kemp reports that Hutchinson passed away on December 26, 1998, and Jens passed away January 11, 1999. He said that both members "will be sorely missed and fondly remembered for their selfless contributions, wise counsel, and generous hearts."

433 Hair, Leroy C.	582 Burns, Paul C.	801 Campbell, James H.
445 Broutin, Kressie L.	587 Silvermail, Arthur R.	801 Schomber, Herman
449 Hawkey, Charles C.	587 Williams Jr, Joseph	802 Dicave, John
453 Giles, Tommy R.	592 Blaie, Homer D.	802 Fiander, Frederick N.
455 Brown, Roy M.	592 Tiffey, Sherman C.	1080 Lagowski, Anton
455 Owens, Robert L.	595 Hulsekew, Sydney	1086 Kornokocich, Paul
455 Purnell, Ronald C.	619 Marshall, Francis D.	1147 Lukie, Edward V.
463 Luhr, Chester A.	647 Durst, Ralph K.	1212 Mathews, Lilmon E.
480 Alexander, Jerry B.	667 Kridle, Roger A.	1252 Kelly, Raymond J.
487 Blahnik, Ernest	679 Harding, Farris J.	1509 Johnson, George W.
D494 Biehn, Ken	684 Crotts, Roger L.	1509 Kulinski Jr, John H.
D500 Dodge, Donald J.	687 Belcher, Thomas	1600 Christensen, Harold
D547 Hugo, Alfred C.	687 Grooms, Ernest R.	1600 DeBates, Henry F.
568 Craig, Eugene P.	696 Dunse, Greg W.	1620 Fultz, George H.
568 Garrett, Anson E.	S699 Chespeck, Joan	1667 Lumberson, Michael
577 Haggstrom, Cliff C.	744 Brown, Dave	1668 Beagle, James A.

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	72	Rhine, Dewiel L.	3,000.00
Intl. Evans, Winifred M.	\$3,000.00	72 Straw, John H.	3,000.00
NTL Banos, Joseph R.	6,000.00	72 Weed, Leon O.	3,000.00
NTL Brown, Huey P.	3,000.00	74 Johnson, Willie B.	3,000.00
NTL Cornell, Timothy W.	3,000.00	83 Admirer, William K.	3,000.00
NTL Dolan, Otho E.	3,000.00	83 Lister, James	3,000.00
NTL Fussell, William C.	3,000.00	83 Scott, Lonnie Zeno	3,000.00
NTL Hayes, Aubrey H.	3,000.00	85 Hensley, Clyde	3,000.00
NTL Holt Jr., Burl O.	3,000.00	92 Carl, David E.	3,000.00
NTL Landry, Riley J.	3,000.00	92 Chevrier, Antonio P.	3,000.00
NTL Napper, Wylie J.	3,000.00	92 Clack, Raymond D.	3,000.00
NTL Thomas, James H.	3,000.00	92 Graves, Richard G.	3,000.00
NTL Vann, Otis A.	3,000.00	92 Herrera, Epifanio	3,000.00
NTL Wade Sr., Leonard D.	3,000.00	92 Knight, Kenneth K.	3,000.00
1 Altman, Joseph E.	3,000.00	92 Kovach, Frank	1,500.00
1 Gradek, John J.	3,000.00	92 Olness, Julian E.	3,000.00
1 Kilty, George M.	3,000.00	92 Smith, James M.	3,000.00
5 Errichello, Frank	3,000.00	92 Wade, Lloyd R.	3,000.00
6 Alonzo, Angelo M.	3,000.00	104 Beilke, Charles W.	3,000.00
6 Baca, Conrad A.	3,000.00	104 Brandolini, Mario	3,000.00
6 Clausen, Leo M.	3,000.00	104 Brown, Earl C.	3,000.00
6 Gobert, John W.	3,000.00	104 Chinella, Frank	3,000.00
6 Howard, Clifford W.	3,000.00	104 Clark, Howard E.	304.25
6 Hurlburt, Edwin A.	3,000.00	104 Forde, Charles J.	3,000.00
6 Jolliff, John R.	3,000.00	104 Frick, George W.	3,000.00
6 Lacer, Harold P.	3,000.00	104 Gardner, Delbert A.	3,000.00
6 Maggini, Alfonso	3,000.00	104 Griffith, Denver D.	3,000.00
6 Sharp, Edward E.	3,000.00	104 Johnson, Henry M.	3,000.00
6 Shelton, Jack W.	3,000.00	104 Lambert, George E.	3,000.00
6 Upchurch, J. W.	3,000.00	104 Shepperd, Leslie	3,000.00
7 Knott, Raymond	3,000.00	104 Simpson, Francis M.	3,000.00
13 Baer, John F.	3,000.00	105 Chambers, Donald A.	3,000.00
13 Bamosky, Felix S.	3,000.00	105 Christy, James R.	3,000.00
13 Brochet, Nicholas	3,000.00	105 Rainey, Don E.	3,000.00
13 Dunn, Alfred L.	3,000.00	105 Sorrell, Amos	3,000.00
13 Jurus, Louis N.	3,000.00	107 Walker, Kenneth J.	3,000.00
13 Oshetskie, Charles J.	3,000.00	108 Hatley, Larry W.	3,000.00
13 Shupp, Robert L.	3,000.00	112 Brown, Walter R.	3,000.00
16 Quinnelly, Robert T.	3,000.00	112 Bryant, Thomas J.	3,000.00
27 Manning, Richard A.	907.03	112 Olney, John R.	3,000.00
27 Wyatt, Flynn	3,000.00	113 Goff, Loyd L.	3,000.00
28 Berkey, George W.	8,000.00		
28 Liberty, Norman R.	8,000.00		
29 Cobb, Stephen A.	3,000.00		
29 Rees, Charles M.	3,000.00		
37 Mohrmann Sr., Eugene	3,000.00		
40 Durbin, Bernard S.	3,000.00		
60 Warren, John M.	3,000.00		
69 Price, Bennie E.	3,000.00		
69 Pritchett, Ivison	3,000.00		
72 Dahn, Peter J.	3,996.06		
72 Jackson, Dorman H.	3,000.00		
72 Kilness, Jarvis	3,000.00		
72 Knutson, Bert I.	1,000.00		
72 Krout, Jesse E.	3,000.00		
72 Messner, Martin	3,000.00		
72 Parker, Lester E.	3,000.00		

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

113 Young, Wendell	3,000.00	568 Garrett, Anson E.	3,000.00
117 Lijander, Carl H.	3,000.00	582 Burns, Vernon E.	3,000.00
124 Brown, Robert	3,000.00	582 Watson, Robert D.	863.83
124 Greene, Emmett G.	3,000.00	587 Anderson, Bobby G.	3,000.00
132 Mancillas, Eugenio G.	3,000.00	587 Bergeron, Lenics	3,000.00
154 Stocks Sr., William T.	3,000.00	587 Broussard, Andie	3,000.00
154 Swegman, Bernard	3,000.00	587 Nash, Paul A.	3,000.00
159 Strobel, Joseph	3,000.00	587 Perkins, Anderson	3,000.00
169 Dodson, Willard L.	3,000.00	592 Robinson, Earl N.	832.00
169 McLaughlin, Donald J.	138.52	627 Richardson, George L.	3,000.00
182 Jones, Steven	220.50	647 Beasley, Ronald A.	3,000.00
193 Dipietro, Alfonso C.	3,000.00	647 Etheridge, Brandon J.	18.00
204 Higa, Seiichi	3,000.00	647 Etheridge, Brandon J.	18.00
204 Iida, George S.	3,000.00	647 Olofson, John H.	3,000.00
237 Argetsinger, Steven E.	3,000.00	667 Hurlow, James L.	558.43
237 Wohlforth, Edmund R.	3,000.00	667 Jennings, Randy R.	551.38
263 Edwards, Jesse L.	3,000.00	679 Morgan, William J.	3,000.00
329 Bezotsky, John C.	3,000.00	679 Strickland, James C.	3,000.00
357 Walker, Howard E.	3,000.00	696 LaPierre, Wesley	3,000.00
363 Campbell, Raymond O.	3,000.00	696 Smith, Peter F.	3,000.00
363 Miskell, Charles O.	3,000.00	697 Oestreich, Arnold M.	3,000.00
364 Bogosian, Victor	3,000.00	729 Eisenhauer, Harry T.	3,000.00
374 Dull, Jack L.	3,000.00	744 Jones, Paul	3,000.00
374 Fulk, Bert	3,000.00	744 Redman, Norman R.	3,000.00
374 Hembree, Clyde C.	3,000.00	748 Sliwoski, Charles E.	3,000.00
374 Mericle, Paul M.	3,000.00	802 Armstrong, Robert	3,000.00
374 Soggi, Peter L.	3,000.00	802 Catania, Edmond	3,000.00
433 Haire, LeRoy C.	3,000.00	802 Gans, Charles S.	3,000.00
433 Howell, George E.	3,000.00	802 Henderlite, Charles W.	3,000.00
433 Lariscy, Robert B.	3,000.00	802 Johnson, David T.	3,000.00
433 Sierra, Mario P.	3,000.00	1086 Leitch, Clarence L.	3,000.00
433 Smith, Clyde W.	3,000.00	1086 Sczerbowicz, Joseph G.	3,000.00
453 Buell, Paul E.	1,588.06	1509 Kulinski Jr, John H.	3,000.00
453 Vaughn, Wallace C.	3,000.00	1509 Maloney, Stanley M.	3,000.00
454 Harper, John L.	3,000.00	1509 Newkirk, Gordon	3,000.00
454 Hill, Eugene	3,000.00	1509 Schwader, Leroy A.	3,000.00
454 Knight, Earl E.	3,000.00	1600 Christensen, Harold B.	3,000.00
455 Privett, Roy L.	3,000.00	1600 DeBates, Henry F.	3,000.00
502 Verebi, Steven	3,000.00	1670 Bouga, William E.	3,000.00
503 Simpson, Billy T.	3,000.00	1670 Davis, Edward A.	3,000.00
549 Cooper, Milton L.	3,000.00	1670 McDaniel, Randall L.	1,077.13

Moving? Tell us where...

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City _____

State or Province _____ Zip _____

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753 State Avenue, Suite 565
Kansas City, KS 66101

(Allow five weeks for change of address.)

Don't give up on political action

We must participate in the process if we want to see our government work for us, not against us

EVENTS IN WASHINGTON over the past six months have discouraged many Americans. Voters sent a clear message to Washington in November, but it was ignored. The Republican majority in the House chose to spend months belaboring their case for the president's removal, despite clear signals that the Senate would not convict. Their colleagues in the Senate could have ended the matter quickly, but they chose instead to drag it out for weeks, only to end up where they began.

Meanwhile, the business of running our country was ignored. For most of a year now, no one in Washington said much about the issues that affect workers and our families every day of our lives — issues like Social Security and Medicare, trade policies, workplace safety, and health care.

It has seemed like no one in Washington cares what the average working American wants or needs. In times like these, it is easy to become so disgusted with Congress that we write them off and stop paying attention to what they are doing.

That would be the worst thing we could do.

Our old nemesis Newt Gingrich is gone, along with his buddy Bob Livingston, but the House of Representatives is still being run by a group of anti-labor conservatives, people who would love to do away with

all protections for working people and give free reign to corporations.

The new Speaker of the House, Dennis Hastert, has never been a friend of labor. He consistently votes against our objectives. His record on Boilermaker issues is only five percent; the AFL-CIO rates him at zero. If we stop paying attention to him and his colleagues, we may be in for a sad surprise.

We can expect to see an effort to federally mandate the deregulation of the electric power industry nationwide. Not only would that threaten Boilermaker jobs, but it would threaten the availability of electric power. In a totally free market, the big consumers — factories owned by large corporations — would get lower rates and more reliable service, but the average consumer would be left out in the cold.

We can expect another attempt to make it easier for businesses to classify workers as independent contractors, stripping them of protection under the National Labor Relations Act and other federal laws protecting workers.

We can expect to see attempts to privatize Social Security, a ploy that enriches stockbrokers, but does not guarantee Social Security benefits will be waiting for you when you retire. We can expect to see proposals to require sharp cuts in Social Security benefits, to

raise the retirement age, and to reduce cost-of-living adjustments.

We can expect to see the usual battles over budget allocations for the Department of Labor, the Occupational Safety and Health Administration, and other agencies that protect workers and their families. We can also expect more attempts to limit workers' participation in the political process.

These are issues we must be prepared to oppose vocally, vehemently, and with solidarity. Even more important, though, are the issues we'd like to see Congress take action on.

If this Congress ever puts the Clinton scandal aside and gets back to governing the nation, we have a lot of work we'd like to get done. We'd like to see Neil Abercrombie's (D-1st HI) Charter and Build program get underway. This program provides a way for American shipbuilders to build supply and special mission ships for use in the U.S. Navy's auxiliary fleet. It would create thousands of jobs for American shipyard workers while strengthening our defense system.

We must also address Article 415 of the U.S. Tax Code, which limits the amount of pension benefits some workers can make in retirement, regardless of how much money is in their pension fund. This unfair regulation singles out workers in multiple-employer pension plans such as the Boilermaker-Blacksmith National Pension Trust. This unfair limit must be eliminated.

We must change the way we are attacking the problems of air pollution and global warming. Current policies ask Americans who work in coal-fired power plants to sacrifice their jobs in an effort to solve a problem that is international in scope. We must



Charles W. Jones
International President

demand that Congress find a better way to reduce greenhouse emissions, one that spreads the burden of providing cleaner air across our entire economy, instead of forcing one sector to make all the sacrifices.

And we must provide a means to secure the future of Social Security and Medicare without weakening or compromising the social benefit our country gains from these programs. There is no doubt that they must be adjusted to account for our country's changing demographics. Our challenge is to make sure that Congress enacts modifications that secure the future of these programs without sharp reductions in benefits or the wholesale privatization of the trust funds.

It's time to remind Congress of what we elected them to do. We must contact our senators and representatives and talk to them about these issues. Get them moving. Get them working.

We cannot give up the fight simply because last year they decided to drag us through the mud. □

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It's time for Congress to get back to the business we elected them to do — the business of governing our country.
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Guest Editorial

Washington tackles the minimum wage

by Oren M. Levin-Waldman

WE HAVE A STRANGE WAY of setting our minimum wage in this country. Every increase requires an act of Congress, which means another debate over the wisdom of even having a minimum wage.

Those who point out that it is impossible for families to survive at the current wage are pitted against those who believe that raising it will do more harm than good.

And the battle drags on for so long that by the time Congress finally does manage to act, inflation has eroded the value of the new minimum wage, leaving it insufficient to live on, and the fight must begin all over again.

It also gets steadily fiercer, for the longer the battle drags on, the larger the increase needed to bring the minimum wage to an acceptable level, and the greater the shock is bound to be to that sector of the economy that hires most minimum-wage workers.

There is, however, a way out of this endless political loop. If we were to institute a mechanism for automatically adjusting the minimum wage, regularly and incrementally, Congress would no longer be forced to revisit the issue, employers would not be con-

fronted by sudden and large increases in labor costs, and those who earn the minimum wage would not see its purchasing power repeatedly eroded.

This is what voters in the state of Washington have just had the good sense to inaugurate at the state level. In deciding to remove this issue from the political arena once and for all, they have set a precedent that I hope the nation follows.

But I'd like to suggest a variation.

The measure the voters passed in Washington will get their state's minimum wage up to \$6.50 over the next two years, and from then on tie it to increases in the Consumer Price Index (CPI).

But there are problems with linking minimum wage levels to the CPI. Studies have shown that the CPI overstates the rate of inflation, and increasing wages at a rate greater than the actual inflation rate will exacerbate inflationary pressures.

A better index would link the minimum wage to productivity (the econ-

omy's output per worker). This would ensure that wage increases reflect real economic growth and are in line with what the economy can afford. Better yet would be an index that would allow the minimum wage to rise with the productivity gains of minimum-wage work itself.

It wouldn't even be hard to create such an index. Most minimum-wage workers are employed in the lowest-wage sector of the economy (essen-

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Linking minimum wage raises to productivity gains would be less painful and political than our current system.
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tially, the food service and retail sales industries), and the median hourly wage in that sector fairly accurately indicates what private industry thinks its productivity gains have been. If each year we were to measure the percentage increase in the median wage of the country's lowest-wage industries, and then automatically raise the minimum wage by the same rate, we would have an economically sound mechanism.

Equally important, this index would be very appealing to employers — based as it is on their own economic

judgments. And at the federal level, a no-politics approach to the minimum wage will not go forward without their agreement.

Between 1983 and 1997 (the years for which numbers are available), the median wage in the country's lowest-wage industries increased more or less steadily from \$4.70 an hour to \$7.29. But minimum wage workers, rather than sharing in the fruits of their industries' productivity gains, were kept at the same \$3.35 per hour wage year after year and then at the same \$4.25 for another five years. If the index I'm proposing had been in place since 1983, their wages today wouldn't be much higher than they are, but they would have gotten to this point less painfully.

If the minimum wage had first been brought up to a more reasonable level and then indexed to their productivity, the results would have been fairer still.

The states, Justice Brandeis once said, are the laboratories for democracy. In Washington state's laboratory, voters have decided to take the politics out of the minimum wage. To the other Washington, that should look like a first step in exactly the right direction.

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