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## Local 693 settles at Ingalls Shipbuilding

Mississippi's largest  
private employer signs  
'first class' agreement  
with Metal Trades

MEMBERS OF LOCAL 693, Pascagoula, Miss., have a new 45-month agreement with Ingalls Shipbuilding, the largest private employer in Mississippi. Intl. Vice Pres. Newton B. Jones, who represents the Southeastern States Region, describes the contract as "first class."

Jones reports, "With the attendance bonus, the first wage increase is \$1.37 per hour; the second increase is \$0.97 per hour; the third increase is \$1.07 per hour. By any standard, in any shipyard, these are first-class wage increases."

Local 693 members are just as pleased. J. J. Criddell, a 26-year member who works as a welder and chief steward at the shipyard, said he knew going into negotiations that it might be tough. "Three weeks is a long time to be out of work, but it was worth it to get these benefits," Criddell said. He has served as Local 693's president since 1996.

Mike Sheppard, a nine-year member who has been a rigger at Ingalls since 1990, says good things are worth waiting for. "The unions had set up food banks, and there was a lot of solidarity on the picket line. It was a strug-



L-693 BM-ST Warren Fairley and retired Boilermaker AIP J. W. Moore (front row, second and third from left) participate in the official signing ceremony at Ingalls Shipbuilding.

gle, but I'm happy with the package we negotiated."

Ingalls came to a near standstill for 21 days when the members of nine affiliated unions of the Metal Trades Department and two other unions went on strike for better wages and benefits.

The company never had to shut its doors and send managerial and support staff home; however, more than 7,000 employees refused to cross the picket lines established by the Machinists Local 1133, Electrical Workers Local 733, and the nine Metal Trades affiliates.

Of Ingalls' 11,300 employees, 7,000 are represented by the Metal Trades

Department, and Local 693 represents the largest unit with 2,600 members.

Warren Fairley, Local 693 business manager and secretary-treasurer, said it was wages and insurance premiums that pushed these unionists to the picket line. Resolving these issues and gaining a new attendance bonus brought the members back to work three weeks later.

Fairley remained optimistic throughout the negotiations because the communication line remained opened. "The parties are talking and we consider that progress," he told the striking workers at one of the informational

*Continued on page 2*

## PEP and Stove divisions gain 300 new members

Yellow Ambulance Service  
and Magic Aire  
employees vote UnionYes!

INTL. VICE PRES. OTHAL SMITH JR. reports two organizing wins, adding 300 new members to two of the Boilermakers' divisions - the Professional EMTs and Paramedics (PEP) Division and the Stove, Furnace, Energy, and Allied Appliance Workers (SFEAW) Division.

Emergency medical services  
unit fights unfair labor practices

EMPLOYEES OF YELLOW Ambulance Services, Owensboro, Ky., overwhelmingly voted for union representation following the purchase of Yellow Enterprise Systems by the Louisville Transportation Co. When the new owner cut wages and benefits, eliminated paid sick time, fired workers on whim, and started changing employee hours on a daily basis, the remaining employees decided unionization was the answer. On February 24, they voted 46 to 19 to join the Boilermakers' PEP Division.

Since certification, the new unit has set a record of sorts, filing nearly 100 unfair labor practice charges against the employer. It's not a record to be proud of, but it is a record of what lengths this new employer will take to bust the union. Even the employee handbook, which the company sells to its workers at \$10 each, is intimidating. On the cover it states: "You are an at will employee. We can fire you, and you can quit at any time."



Employees of Yellow Ambulance Services, Owensboro, Ky., have joined the Boilermakers union, forming Local P3. Front row, l. to r., Paul Preston, Mike Durbin, IVP Othal Smith Jr., and Darrell Lancaster. Back row, l. to r., Kay Phillips, Mike Jones, and Cindy Payne.

International Vice President Othal Smith Jr., Asst. to the Research Director Wade Davis, and PEP Intl. Rep. Michael Zordani, are working closely with the medical transportation unit, which provides emergency medical services to the Owensboro metropolitan area and includes a bike patrol unit. At press time, the employer had agreed to send one representative to meet with the new union members.

Magic Aire's manufacturing  
unit joins SFEAW Division

WANTING THE SECURITY of a union contract, employees of the Magic Aire Division of the United Electric Company, L.P., of Wichita Falls, Texas, voted UnionYes! on June 3 and 4, 1999.

One hundred seventy of the over 200 employees chose the Boilermakers

union as their collective bargaining representative following an organizing campaign conducted by International Vice President Othal Smith Jr., and International Representatives Howard "Gene" Lyon and Henry Juarez.

Magic Aire first opened for business in 1945, building "swamp coolers" for the military. In 1957, they added air conditioning coils to their production line, which today includes a complete line of horizontal, vertical, and modular direct expansion and chilled water blower coil units. In 1998, they became a wholly-owned subsidiary of the International Comfort Products Corporation.

The Magic Aire employees are currently negotiating their first union contract, and a local will soon be chartered for this newest unit of the Brotherhood's SFEAW Division. □



## PRIME-Wight Marine recognizes union

Company can boast of strong Boilermaker ties; promising work future

PACIFIC RIM Industrial Marine Engineering (PRIME) has agreed to recognize the Pacific Coast Metal Trades as a representative of PRIME employees at Wight Marine in Bellingham and Port Angeles, Wash. The employees will be represented by Local 104 of Seattle.

Concerned for their future with new ownership coming in, almost all of the Wight Marine employees had signed union authorization cards. But it's no surprise to Intl. Rep. Tom Kendall, who has been working as an organizer for the Pacific Coast Metal Trades Department, that PRIME would accept union representation at their facilities. After all, Jim Mattix, president of PRIME, joined the Boilmakers union in 1965!

Mattix came up through the ranks as a Boilermaker, working out of Local 72 at American Pipe in Portland, Ore. But that's only the beginning of this family's union story.

Mattix's wife, Lynn, has been a member of Local 72 since 1974. She was the



Nearly all the employees of Wight Marine signed union authorization cards when they learned new ownership was coming in. Not to worry, their new owners are union members, too – members of Boilmakers Local 72! Kneeling in front, l. to r., are Kyle Thomas, Geoff Harrison, Alex Lira, Bert Kanewskie, and Dan Hartry. Back row, l. to r., are Bill Gwinner, Vance Mattix, Bill Holland, and Bob Kennedy.

first woman to join Local 72 since World War II; however, she is not the first woman in her family to join the Boilmakers union or to work in a shipyard. Lynn's mother, Gwen Bullock, was a three-position welder at Swan Island during World War II, and Lynn's grandmother, Mary Schawb, was a tacker.

Jim and Lynn Mattix also have two sons who currently work as Boilmakers, and the family can boast of fathers, brothers, and sisters on both sides of the family who have worked as pipefitters, shipwrights, and laborers in the shipyards.

PRIME just successfully completed its first major project on the Tonsina in



Jim and Lynn Mattix have strong ties with the Boilmakers union. Jim, president of Pacific Rim Industrial Marine Engineering (PRIME), has agreed to recognize the union at his facilities.

Port Angeles, Wash., where they have opened an office. PRIME signed a project agreement and used many union hands, including their new employees from Wight Marine, to complete the project. It took about 90 craftspeople to get the job done, and PRIME's future work outlook is very promising. □

## Local 693/Ingalls sign 45-month agreement

Continued from page 1

meetings the Boilmakers sponsored. And when you have nine unions of the Metal Trades on strike, along with the Electrical Workers and the Machinists union, keeping the lines of communication open can be very challenging.

Ingalls' employees first went on strike on May 16; however, the strike wasn't officially sanctioned until May 20. It was resolved 17 days later. While on strike, members of Local 693 met at the Jackson County Civic Center for contract updates. IVP Jones, along with Fairley and Intl. Representatives Dennis King and J. W. Moore, addressed groups of 800 members at a time, keeping them informed of the latest in contract negotiations.

### Contract highlights

HIGHLIGHTS OF THE 45-month contract include a journeyman wage increase of 16.3 percent over the life of the agreement; an attendance bonus program in which employees can earn as much as an additional \$0.37 an hour; an additional day (eight hours) of vacation each year; a \$5.00 or \$0.03 an hour increase in employee monthly premium sharing each year; a prescription

drug co-pay plan of \$3.00 for a generic 30-day supply or \$5.00 for a generic 90-day supply; and an 8.3 percent increase in the monthly retirement benefits.

Under the Ingalls' retirement plan, employees can now retire with no early retirement penalty at age 60 with 20 years service. The Death Benefit increases from \$3,000 to \$5,000 for employees with seven to 15 years service, and from \$4,500 to \$10,000 for employees with 15 or more years of service. Employees will now be 100 percent vested in the pension plan after three years service, instead of seven, and will be 50 percent vested after two years of service. The Joint & Survivor Spouse Pre-retirement Benefit also increases from 50 percent to 100 percent.

Other contract improvements include PPO enhancement, well baby care, and increases in loss of time benefits; incremental vacation; an increase in the final three progression steps for regular apprentices; a \$0.40 hourly increase for shift premium work; a military premium; funeral pay; an increase in life insurance from \$18,000 to \$25,000; and other various language changes.

Ingalls, a division of Litton Industries, is one of the nation's leading systems companies for the design,

engineering, construction, life cycle, fleet support, repair, and modernization of advanced surface combatant ships for the U.S. Navy and international navies, and for commercial marine structure of all types. In March,

they earned a \$1.4 billion contract to build the first U.S.-made cruise ships in 40 years. Ingalls has remained in continuous operation since opening its facility in 1938, where Local 693 has represented employees since 1939. □

## St. Pé to head Litton Ship Systems

Keene to serve as Ingalls' president

GERALD J. ST. PÉ, senior vice president of Litton Industries and president of Ingalls Shipbuilding, has been named executive vice president of Litton Industries and chief operating officer of Litton Ship Systems, a newly formed business organization. Pat Keene, a 33-year Ingalls employee, has been named the new president of Ingalls Shipbuilding, located in Pascagoula, Miss.

Litton Ship Systems comprises the corporation's shipbuilding operations, which includes Ingalls Shipbuilding, where Local 693 members are employed. It will soon include Avondale Industries, currently being acquired by Litton, where workers have been struggling for union recognition for six years at the New Orleans shipyard.



Gerald J. St. Pé



Pat Keene



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## Local 29 and Black & Veatch earn OSHA award

First time project earns the Department of Labor's highest honor

THE BERKSHIRE POWER PLANT construction site in Agawam, Mass., has received the first Voluntary Protection Program Short-Term Construction Demonstration Award from the Occupational Safety and Health Administration (OSHA). The site had no lost-time accidents, thanks to the teamwork of the Black & Veatch Construction Company and the local union craftspeople on site.

Members of Local 29, Boston, Mass., along with members of the steamfitters, pipe fitters, carpenters, and laborers unions have worked a record-setting 421,000 man-hours with no lost-time injuries, earning OSHA's highest honor.

The award recognizes the "outstanding quality of the safety and health programs implemented on the site."

Berkshire Power General Manager Frank Basile said, "This award is . . . a testimony to the quality of craftsmanship of



Local 29 members and the Black & Veatch Construction Co. celebrate over 400,000 accident-free man-hours at the Berkshire Power plant site in Agawam, Mass. Their record earned the U.S. Department of Labor's highest safety honor.

local organized labor." Federal officials praised the safety and health culture as a role model for the rest of the construction industry to follow.

More than 300 local union craftspeople work at the site. OSHA Regional Administrator Ruth McCully hopes other companies can ensure the safety and health of workers by following this

example. Berkshire Power is building a \$185 million gas-fired power plant. The 272-megawatt facility should be completed in the Fall of 1999.

Thirty-seven Local 29 Boilmakers are still on site. Local 29 members John "Jack" Carey and Bill Gilcoin are general foreman and foreman, Local 29 member David O. Rice is steward, and

Local 45 member Jon Briggs is the construction manager.

The achievement of this award is impressive considering that the construction industry is the most hazardous, accounting for 18 percent of workplace fatalities while representing only six percent of the work force.

(Source: The Agawam Advertiser-News) □

## Local S16/Roesch win labor-management award

Group also earns recognition for safety efforts that reduced number of lost work days from 299 to zero

MEMBERS OF LOCALS16 and their employer, Roesch, Inc., of Belleville, Ill., have earned the 1999 Weier Labor-Management Award from the Leadership Council of Southwestern Illinois in cooperation with the Illinois Department of Commerce and Community Affairs and Southern Illinois University.

The award is presented annually in honor of the late Bill Weier, a commissioner of the Federal Mediation and Conciliation Service, who promoted labor-management cooperation throughout his life.

Local S16 members and Roesch, Inc. also won the Illinois Workers Compensation Trust Chairman's Award for Safety. By working together on their safety program, Roesch and employees lowered their number of

accidents – from 299 lost work days in 1992 to zero lost days in 1998, dropping their workers compensation premium from \$90,000 to \$25,000.

Roesch, Inc., established in 1916 and employing nearly 100 workers, specializes in porcelain enamel on steel and cast iron, metal stamping and metal fabrication, and ice equipment.

Until this year, Roesch employees had been represented by two locals. Local S4 represented the fabrication department; Local S60 represented the enamel department. In April 1999, Local S16 was chartered for all of the Roesch employees, who manufacture metal stampings and apply porcelain enamel coatings to appliance parts for ranges and furnaces.

"But we have really been at Roesch since 1916," Intl. Rep. Gary Meyer Sr.



Accepting the 1999 Weier Award are, l. to r., IR Gary Meyer, Roesch EVP Debra Voges, Terry Weier (Bill Weier's son), S16 member Paul Voegtli, and IVP Othal Smith Jr.

reported. "The employees were first represented by the Enamel Workers Union, which merged with the Stove Mounters Union in 1948. They became

the Stove, Furnace, and Allied Appliance Workers International Union in 1950 and merged with the Boilmakers in 1994." □

## NTL/Nooter celebrate 2.5 million safe man-hours

Outstanding two-year safety record adds to competitive edge

IMAGINE WORKING 100 construction projects in more than 20 states over a two-year period without a single lost-time accident. It is the kind of safety record contractors dream about.

For the members of the National Transient Lodge (NTL) and the Nooter Construction Company, it isn't just a dream. They are living it.

Since December 1996, while completing over 100 projects in more than 20 states and using thousands of skilled union craftspeople, including members of the NTL, Nooter Construction has achieved a milestone of 2.5 million man-hours without a lost-time incident.

NTD Director William Almond credits both the Boilmakers' and Nooter's safety programs for this achievement.

"Every safe man-hour equates to dollars saved by Nooter, making their bids more competitive on future work," said Almond. And when a Boilermaker

contractor wins bids, that means more work for Boilmakers.

John Dreher, president of the Nooter Construction Company, wrote, "Nooter Construction Company is very proud of this accomplishment and wishes to recognize your members' role in helping us to achieve this remarkable feat. Increased training, safety awareness, and commitment by both unions and the employers have helped to make the field construction industry a much safer environment in which to work. It is because we are both committed to a common goal of zero accidents that we are able to attain results such as these."

In his congratulatory letter to Almond, Dreher asked Almond to "challenge each and everyone of your members to carry on this commitment to safety because it benefits them, their families, their union, and the contractors who employ them in this highly-competitive industry."

The NTL's record with Nooter is more evidence that when Boilmakers say we're committed to zero accidents, we mean it. And we can prove it. □

## Better watch what you eat!

It isn't calories you need to worry about, it's bacteria

RECENT ARTICLES in *U.S. News & World Report* and *The Wall Street Journal* point to increased dangers from the food we eat. Hot dogs and eggs have been singled out, but the government's lax approach to food regulation puts all food in danger.

The *Journal's* research has uncovered consumer complaints to hot dog makers about foreign objects found in hot dogs. Glass, rubber bands, hair, screws, and "a greenish blue glob" have all been reported. But these are just annoyances. The Centers for Disease Control report that listeria-contaminated hot dogs gave over 100 people this rare bacteria in June, causing 15 deaths and six stillbirths.

Eggs are also under fire. A report from Congress's General Accounting Office says about 663,000 Americans get salmonella each year from eating eggs; 331 of them die. The report criticizes the Food and Drug Administration and the Department of Agriculture's Food Safety and Inspection Service for taking eight

years to decide on egg refrigeration rules mandated by Congress in 1991.

It takes eight years to find a safe temperature for storing eggs? Critics of these government agencies don't think so. And there is still no federal standard for how long eggs can stay on the shelves, even though scientists know that after 28 days eggs become dangerous regardless of the temperature at which they're kept.

What are the chances you'll get a bad egg? About one in 20,000, says the USDA. Even if you trust their estimate, that figure means 3.4 billion contaminated eggs will be eaten this year, not only for breakfast but in lasagna, salads, cakes, cookies, ice cream, and hundreds of other dishes.

Feeling queasy? You can complain to your congressman and senators, but don't expect much action. Rather than tighten up the rules, the FDA has proposed putting warning labels on egg cartons. What good is a warning label when you don't know how old the eggs are or whether they've been properly handled from farm to market? We need strict standards and enough inspectors to enforce them. □

## Local 60 members earn kudos from Quad Cities

LOCAL 60 REPRESENTATIVES at the Quad Cities Nuclear Power Station (QCNPS) are an extraordinary group.

The nuclear maintenance arena is perhaps the most difficult and demanding industry that a craftsman can be subjected to. Aside from requiring absolute professional ability, this industry imposes requirements that quite frankly try the best of men. Local 60 has met this demand by providing professionals that have truly performed admirably.

The Boilermaker managerial team that resides at Quad Cities is not only "hands-on-knowledgeable," but also sensitive to meeting ever changing

demands and expectations as fluctuating circumstances demand. Aside from adapting "as needed," this team has been by far the most consistent group to plan their work and work their plan. This ability is dollar and cost effective. Because of these above-mentioned attributes, this group leads all other trade locals at QCNPS in labor hour/output ratios. Consistent workmanship quality and consistent adherence to nuclear requirements makes this group a shining example of what an American trades local can and should be.

THOM H. PROKOP  
QCNPS Sec. Mechanical



# Industry leaders donate equipment to BNAP

## Thermal sprayer on six-month loan to BNAP

PRIME ALLOYS of Houston, Texas, and Boyd Machine & Repair of Wolf Lake, Ind., have loaned a Mark II Twin-Wire Arc System to the Boilermakers National Apprentice Program (BNAP) for a six-month period at the national training center in Kansas City.

Roy Cantwell, owner and president of Prime Alloys, and Larry Boyd, owner and president of Boyd Machine & Repair, one of the top thermal spray companies in the United States, are working with BNAP instructors to develop a training program for Boilermaker apprentices. Besides teaching proper equipment operation, the team is stressing the system's multiple usage for power plant and other boiler applications.

The Mark II, invented and manufactured by Boyd, provides more capacity and more efficient bonding than other sprayers on the market, and deposition rates as high as 40 pounds per hour with the small gun, and up to 100 pounds per hour with a special larger unit.

Cantwell, who markets and sales the thermal sprayers worldwide, says his company evaluates the wear on all types of metal and then recommends or develops a material or process to prevent the high-wear situation.

"We recently developed a material we call PA-5 to coat heat exchanger

tubes in power plants. Its bond strength is 30 to 40 percent greater than materials presently used, and it can withstand high temperatures. Tests have shown it will outwear other material by 20 plus percent."

Simply described, the twin arc system feeds two wires to a hand-held gun. The wires touch, forming an arc that melts the wires inside an air cap. Air pressure atomizes the molten metal and sprays it on the metal substrate to prevent wear on such items as boiler tubes and fans. Cantwell says the thermal sprayer can save thousands of man-hours on a repair job. "What would take a welder months to repair, a thermal sprayer can have done in a matter of days," said Cantwell.

The twin wire arc applies a wear-resistant coating on heat exchanger tubes in power plants, but it can also be used in many other applications in power plant, industrial, and manufacturing facilities, as the unit can spray any chemistry of wire on any metal surface.

## Kruger & Assoc. donates automatic welder

BOILERMAKERS ATTENDING classes at the national training center in Kansas City can now upgrade their tube welding skills thanks to a donation by James P. Kruger & Associates, Inc. The Baltimore, Md., company donated an automatic welder (Tubemaster) and milling machine to

the Boilermakers National Apprentice Program (BNAP) in December 1998.

BNAP Training Instructor John Standish says it still takes an experienced welder to operate the computer-

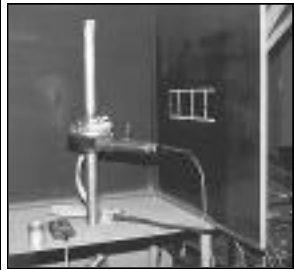
ized tube welding system, which can hold up to 100 separate welding programs and provides a written printout for each weld, listing level, amp ridge, and wire speed. □



BNAP Instructor John Standish demonstrates how to use a thermal sprayer. Prime Alloys of Houston, Texas, and Boyd Machine & Repair of Wolf Lake, Ind., loaned the Mark II Twin-Wire Arc System to the Boilermakers National Apprentice Program (BNAP) for a six-month period at the national training center in Kansas City.



L. to r., BNAP Instructor John Standish; Larry Boyd, owner and president of Boyd Machine & Repair; and Roy Cantwell, owner and president of Prime Alloys, with the Mark II Twin-Wire Arc System. Boyd and Cantwell are working with BNAP instructors to develop a thermal spray training program for Boilermaker apprentices.



Pictured at left is the automatic welder BNAP. Its control box is pictured above.

## MAKE IT SAFE

### Hazard Alert – Construction Noise

MOST CONSTRUCTION workers lose a lot of their hearing. You lose hearing slowly, so you may not notice. But if you can't hear, you may be in danger on the job. Noise doesn't just hurt your hearing. Too much noise can make you tired and nervous. It can raise your blood pressure and may give you heart disease.

#### Exposure levels

NOISE LEVELS ARE measured in decibels (dBA). We talk at about 70 dBA. Decibels are measured on a scale like the one for earthquakes. So when the decibels go up a little, the noise goes up a lot. Seventy-three dBA is twice as loud as 70 dBA. The Occupational Safety & Health Administration (OSHA) has rules about how long you can be exposed to a noise level, before you must wear hearing protection:

| Time              | Level   |
|-------------------|---------|
| Up to eight hours | 90 dBA  |
| Up to four hours  | 95 dBA  |
| Up to one hour    | 105 dBA |

When the noise is 95 dBA, you are allowed to work with no hearing protection for only four hours. Even so, this noise level is not safe; one in five people exposed regularly at the levels allowed by OSHA will lose some hearing. And a short, very loud (impact) noise can do the most harm of all.

If you have to shout for someone three feet away to hear you, the site is probably too noisy and you need hearing protection.

Most construction noise comes from equipment. These decibel levels have been measured:

| Equipment             | Decibels |
|-----------------------|----------|
| Pneumatic chip hammer | 103-113  |
| Earth tamper          | 90-96    |
| Jackhammer            | 102-111  |
| Crane                 | 90-96    |
| Concrete joint cutter | 99-102   |
| Hammer                | 87-95    |
| Skilsaw               | 88-102   |
| Gradeall              | 87-94    |
| Stud welder           | 101      |
| Front-end loader      | 86-94    |
| Bulldozer             | 93-96    |
| Backhoe               | 84-93    |

Equipment noise levels do vary. The noise from a gradeall earthmover is 94 dBA from ten feet away, but only 82 dBA if you are 70 feet away. A crane lifting a load can make 96 dBA of noise; at rest, it may make less than 80 dBA.

#### Five ways to protect yourself

1. **Make the workplace quieter.** Ask contractors to buy quieter models when they buy new equipment. There are quieter models for most construction equipment. Or, equipment can be fixed to make it quieter.

2. **Cut the time you spend around loud noises.** Rotate workers from noisy jobs to quieter jobs, if possible. Or use rest breaks away from noisy spots.

3. **Wear protective equipment.** OSHA says you must be given hearing protection (and be trained to use it) when you work at noise levels above the allowed levels. Use hearing protection that is easy to put on and take off. Some hardhats have earmuffs for hearing protection that can be lifted out of the way when you don't need them. Some ear plugs have neckbands so you don't lose them if you take them off.

4. **Have your hearing checked each year.**

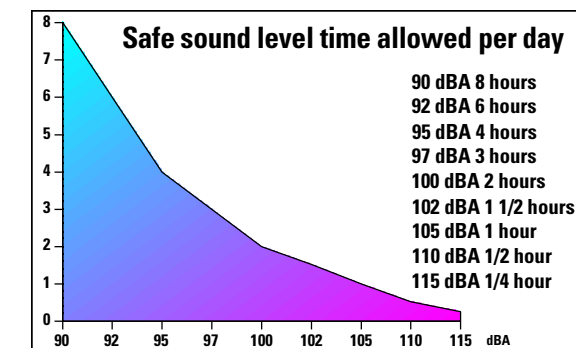
5. **Measure the noise on site.** Your local union can buy a low-cost sound meter.

#### You should know

MANY WORKERS don't want to use hearing protection. They are afraid they won't hear warning signals, like backup alarms. But some new protectors can let in voices and block other noises. If you have any questions, call the Center to Protect Workers' Rights (202 962-8490), or the National Institute for Occupational Safety and Health (1-800-35-NIOSH).

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



## Stand up and be counted

The stakes are high in the Census 2000 – education, roads, jobs, health care, congressional seats – so be sure to return your form for an accurate account

THE CENSUS FORM comes in the mail every ten years, and many of us – about 40 million households – don't take the time to read it, fill it out, and return it. But the stakes in the 2000 census are so high, we should be urging working families – especially minorities – to make a special effort to return the forms to ensure an accurate count.

Census 2000 may determine which cities and states will receive the most money for education, roads, new jobs, and health care, and which political party holds power for the next ten years in Congress and state legislatures. Specifically, the census determines reapportionment of state and federal legislative seats, the redrawing of congressional districts, and the distribution of federal funds.

### Census determines power of working families

SEATS IN CONGRESS – where anti-worker majorities in both houses hold the reins on working family issues such as Social Security, job safety, education, and health care – and in state legislative districts are apportioned based on census counts.

The federal government uses the data to allocate \$200 billion in federal funds to state and local governments for education, housing, Medicare, transportation, and other programs. According to the Council of Great City Schools, an association of urban public school systems, every child not counted in the census means a loss of \$650 per child in federal funds for a year. The undercount of more than two million children missed by the 1990 census reduced education funding by more than \$1.3 billion, according to the Children's Defense Fund. In the 1990 census, the undercount for California

was 837,000 and 482,000 for Texas. As a result of the undercount, Texas lost a congressional seat.

"The 1990 census was the first in 50 years to be less accurate than its predecessor," says Commerce Secretary William M. Daley. "It contained 12 million mistakes, undercounting millions of Americans, especially children and members of racial and ethnic minority groups." The count missed about 4.5 million people, including 2.3 million children, according to the General Accounting Office.

Why? Because many Latinos, African Americans, and other minorities so distrust government and government workers (such as census counters who come to their doors), they don't respond to the surveys, says Wade Henderson, executive director of the Leadership Conference on Civil Rights (LCCR), a coalition of civil rights groups that includes the AFL-CIO. That can mean lower political representation and less funding for minority communities.

### The debate over an accurate census count

RECOGNIZING THIS barrier to accurate counts, the Census Bureau consulted with independent experts, including the National Academy of Sciences, to create a more accurate method of counting. The result, endorsed by the Academy and the American Statistical Association, was a technique called sampling.

The Census Bureau proposed counting 90 percent of the people in a census tract through mailings and one-on-one contact; it then would extrapolate the characteristics of the remaining ten percent who were not counted based on the data from the census tract. But anti-worker members of Congress are

demanding that every person in the country be counted directly, either through a returned census form or personal interview. The Census Bureau and statistical experts say it is impossible to physically count each of the more than 250 million people in this country without missing millions, especially the poor and minorities.

The U. S. Supreme Court ruled January 25 that sampling is inappropriate under current law to determine reapportionment of the 435 seats in the House of Representatives. But the high court did not ban its use for other purposes, such as redrawing federal and state legislative district lines and the distribution of federal funds. In February, the Census Bureau announced that it planned to conduct both a traditional head count to reapportion House seats among the states and a second set of figures to distribute federal money and redraw political boundaries.

Using sampling to redraw district lines within states could change the demographics in a congressional district and make it easier for a challenger to unseat an incumbent congressional representative, he says. This is especially true in states such as California and Texas that have had an influx of minority voters – who tend to vote for Democrats – in the past ten years.

According to the U. S. Hispanic Leadership Institute, in California's 1998 gubernatorial and senatorial races, Latinos voted for Democrats by 78 percent and 72 percent respectively. In Texas, 50 percent of Latinos voted for the Democratic gubernatorial candidate and 71 percent for the Democratic candidate for attorney general. For more information on getting the word out to your members, call the AFL-CIO Civil and Human Rights Department at 202-637-5270. Source: America@Work □

## Why privatizing Social Security is insane

by Christian Weller

SOCIAL SECURITY PROVIDED retirement benefits for 44 million workers and their families in 1997, and provided most of the retirement income for two-thirds of retirees. But projections say that by 20 years or so from now, Social Security will begin to face a shortage of funds, unless changes in the system are made.

Wall Street investment companies, and many conservatives, want to privatize Social Security, allowing these companies to make huge amounts of money managing workers' retirement savings. Under privatization, savings could be invested in the stock market, rather than government bonds, where they are now. But privatization would be a terrible idea for most workers. Here are six reasons why:

1. **Social Security is crucial for low-income workers.**

While Social Security benefits provide only 29 percent of the retirement income for the wealthiest fifth of retired workers, they provide 80 percent of the retirement income for those in the bottom fifth. In 1994, Social Security kept 42 percent of all its recipients out of poverty.

2. **Social Security provides death and disability insurance.**

When a worker becomes disabled or dies Social Security provides for their

families. This insurance system takes tax money and redistributes it from those who are fortunate enough to work until retirement to those who suffer accidents or illnesses. A private system, in which each person is responsible for their own retirement savings, would reduce or eliminate this insurance.

3. **Advocates of privatization lie in comparing Social Security to the stock market.**

Projections that Social Security will run out of money several decades from now assume that economic growth will be slow, much slower than in the past. If this happens, wages will grow slowly and Social Security tax revenues will, too. But privatization advocates project high returns on stocks, which only happen during times of fast growth. If growth is slow, then stocks will not do well. On the other hand, if growth is fast, Social Security will have enough money to pay for all its obligations to workers.

4. **Private companies charge huge administrative costs.**

Social Security is a very efficient system, spending a mere 0.8 percent of contributions on administration. Little money is spent on managing investments, since all the funds are used to buy U.S. Treasury Bonds. In contrast, private companies would charge five percent to seven percent of workers' money to manage the investments and

to guarantee definite monthly payments once a person retires. And the percentage fees would be highest on low-income workers, since the companies would make less money on them.

5. **The stock market is a wild gamble.**

Advocates of privatization love to argue that stocks provide much higher returns than Treasury Bonds. But, as recent months have shown, the stock market can swing wildly from gains to losses. Workers can lose out either if the whole market does badly, or if their individual investments do worse than the average. By one estimate, a worker who retires after 35 years faces a one-in-four-chance that she will have only 25 percent as much money in the bank as she had anticipated.

6. **There are better alternatives than privatization.**

There are several ways of providing more money for the Social Security system which would serve employees better than privatization. First, the government could invest part of Social Security taxes in the stock market. Second, the cap above which high-wage workers do not have to pay Social Security taxes, currently set at \$68,400, could be raised or eliminated, thus bringing more money into the system.

(This article is adapted from "Wall Street's Fondest Dream: The Insanity of Privatizing Social Security," Christian Weller, *Dollars and Sense*, Nov/Dec 1998.) □

## GOP tax proposal spends surplus to benefit the wealthy

PRESIDENT CLINTON has proposed that we set aside at least 60 percent of the federal budget surplus to make sure Social Security doesn't go bankrupt in 30 years.

Republican House leaders have a different idea. Led by Ways and Means Chairman Bill Archer (R-Texas) they want to use the surplus to finance an \$850 billion package of tax cuts aimed mostly at helping the rich.

A key ingredient in their plan is another cut in the capital gains tax, mainly applied to stock profits. The capital gains tax was cut from 28 percent to 20 percent only two years ago, giving millionaires a lower income tax rate on their profits in the stock market than the tax rate most workers pay on the money they earn in savings accounts.

Archer says this tax cut offers something for everyone. He's right. It offers peanuts to workers and caviar to those who are already rich. David Wyss, chief economist at Standard & Poors, told *USA Today* most of the benefit would go to the rich. "The top ten percent of earners hold 85 percent of the stock," he said.

They also propose to eliminate the inheritance tax on estates worth more than \$1 million and cut income taxes by ten percent.

Economists at Citizens for Tax Justice (CTJ) say that under the proposal average tax cuts for workers making \$23,800 to \$62,800 a year would be \$207 - \$474. The average tax cut for the wealthiest one percent of the nation would be \$45,700.

Meanwhile, the budget surplus would disappear and Social Security would still be in danger.

As CTJ director Robert McIntyre puts it, "House Republicans apparently have no doubts about who they think should get tax cuts. And if it means bankrupting the government to make the rich even richer, well, they don't seem to mind."

## Proposed rule ends federal subsidy for lawbreakers

NEW FEDERAL procurement rules would stop the U.S. government from buying products and services from corporations that break federal labor, tax, civil rights, environmental, and other laws. It would also end the practice of reimbursing contractors for the money they spend fighting workers seeking to join a union.

You may not realize that your tax dollars subsidize anti-union campaigns. The federal government considers union busting just another business expense, which can be passed on to the government in many cases.

Business groups like the Chamber of Commerce are expected to mount judicial and legislative fights against the new rules. Big Business used similar tactics to block a 1995 executive order that would have ended federal contracts to firms that replaced legally striking employees with permanent replacement workers.



# WSI expands to serve international clients

Boilermakers negotiate agreement to train and maintain permanent work force of machine operators

WELDING SERVICES, INC.(WSI) has completed another successful automatic weld overlay project. What's newsworthy is the U.S.-based company performed the job in Canada using mainly Canadian Boilermakers.

International Vice Presidents Rick Albright and Sandy MacDonald, working with Bill Almond, asst. to the Intl. pres. and director of the National Transient Division, negotiated an agreement with WSI to train and maintain a permanent work force of machine operators to work in Canada and around the world. So far, 35 Boilermakers have completed the training and passed WSI's qualification test.

The first Canadian job was to refurbish and upgrade over 2,000 square feet of surface in a digester at Domtar



Qualified members of Local 271, Montreal, and WSI employees from the National Transient Lodge (NTL) and other U.S. local lodges completed a project two days ahead of an aggressive schedule.

Papers' Windsor facility in Quebec. Qualified members of Local 271,

Montreal, joined WSI employees from the National Transient Lodge (NTL) and other U.S. local lodges to complete the project within 14 days, two days ahead of the aggressive schedule.

Using the Unifuse® 309Lsi™, the Boilermakers applied the automatic welder horizontally to the internal walls of the digester, which had been carefully prepared by grinding with particular attention paid to corrosion pits.

Tom Naughton, WSI's C/E Division general manager, says the potential for their advanced technology would be wasted unless the company can train operators to use it.

"Thanks to the Canadian Boilermakers," he says, "we are expanding a necessary resource to serve our international clients."

A Boilermaker contractor since signing the overlay agreement in 1984 and the NTL agreement in 1994, WSI is a leader in the mechanical overhaul and restoration of boilers, process towers, reactors, pressure vessels, valves, associated piping, and components in a wide variety of domestic and international industries.

WSI uses automatic, remotely controlled tooling and delivery systems for sophisticated repairs, welding overlays, and precision machining. □

## IR Tom Kendall earns Metal Trades award for organizing

PCMTDC honors Kendall with the Clarence Briggs Award



Intl. Rep. Tom Kendall shows the plaque awarded to him by IVP and Pacific Coast Metal Trades District Council (PCMTDC) president Jack Sloan (to Tom's right). They are flanked by the PCMTDC board members and officers, plus delegates from the Puget Sound, Portland, and Bay Cities Metal Trades Councils.

TOM KENDALL, International representative and deputy general organizer, has earned the Clarence Briggs Distinguished Service Award for his outstanding work as an organizer for the Pacific Coast Metal Trades District Council (PCMTDC). Kendall is on temporary assignment to the PCMTDC as an organizer for the Puget Sound, Portland, and Bay Cities Metal Trades Councils.

Jack Sloan, International vice president for the Western States Area and PCMTDC president, presented the award to Kendall at a recent board meeting. He described Kendall as "a class act and an excellent example of our union. Tom has not only organized the organized, he has used his skills to build solidarity between the crafts in the local Metal Trades Councils." □

## NTL members elect officers



MEMBERS OF THE National Transient Lodge (NTL) have elected the following local lodge officers through mail-in ballot:

**RONNY VANSCOY, president**  
**GARY SCOTT, vice president and chairman of trustees**  
**WIL HINOJOSA, secretary-treasurer and recording secretary**  
**MATTHEW DIXON, trustee**  
**SHON ALMOND, trustee**

In the photo above, Intl. Pres. C. W. Jones (second from right) swears in the NTL officers, l. to r., beginning second from left, Sec.-Treas. and Rec. Sec. Wil Hinojosa, Trustees Shon Almond and Matt Dixon, Vice Pres. and Chmn. of Trustees Gary Scott, and President Ronny Vanscoy. At far right is Intl. Sec.-Treas. and former NTD Director Jerry Willburn. At far left is NTD Director William Almond. □

## Keep an eye on your pension

Switch to cash-balance pensions may decrease benefits for workers who are close to retirement

WORKERS APPROACHING retirement should be wary if their employers propose switching from a traditional pension plan to one of the new, hybrid "cash-balance" plans. These new plans provide portability and save employers money, but they do so at the expense of workers in their 40s, 50s, and 60s, who lose benefits they had been counting on for retirement.

An article in the *AARP Bulletin* explains that the new plans differ from traditional defined-benefit plans in how benefits are calculated. With cash-balance plans, the company sets aside a percentage of pay each year; the percentage stays the same year after year.

With traditional plans, accruals are typically lower at first and build up over time. Benefits are determined by the worker's years of service and the amount of pay in the last few years before retirement.

Switching to a cash-balance plan late in your working career can mean eliminating the most valuable part of your

plan. One 50-year old employee with Central and South West Corp. says he lost more than 30 percent of his pension because of the company's changeover. They grandfathered employees 50 and older, but he missed the cutoff by 14 months. Another 37-year employee reports seeing his expected benefits plummet from \$1,100 a month to \$424.

Companies say cash-balance plans are needed to attract younger, more mobile workers, who don't stay with an employer very long. Individual funds are easier to understand and are more portable. Unlike traditional pensions, funds in a cash-balance plan can usually be moved into an IRA or 401(k).

But companies also save a lot of money by making the switch, and the widespread belief that workers change jobs more frequently now than in the past is not supported by Labor Department statistics.

If your company proposes switching to a cash-balance pension plan, you'd better get ready for a fight. □

— Correction — Correction — Correction — Correction —

## Local 687 names award-winning crew

IN THE MAY-JUN issue of our paper, we reported that members of Local 687, Charleston Heights, S.C., had earned the National Erectors Association (NEA) Craftsman of the Year Award for Ingenuity and Innovation in Construction, NEA's highest award. Only a partial listing of the crew was included in that article; however, we now have a complete list of the members who deserve recognition for this great accomplishment:

Local 687 ABM Jim Bryant credits the team effort of this Boilermaker crew for making this award possible. "Their work at

the Savannah River Site for Bechtel Construction resulted in the savings of many taxpayer dollars," Bryant said. "This award will be on permanent display at the union hall to show everyone what can be accomplished when we work together."

### L-687 award-winning crew:

|                      |               |
|----------------------|---------------|
| Bobby Jones, foreman | Paul Holler   |
| Todd Blankenship     | David Mills   |
| John Bodenheimer     | James Moore   |
| Patricia Bruce       | Jack Ridgeway |
| Jessie Carter        | Al Williams   |
| Paul Cook            |               |

# America: Who really pays the taxes?

If you think the tax system is unfair, you're right. But you probably have no idea how unfair it really is.

For most people, taxes are a lot like the weather. We complain about them, but we never do anything about them.

Maybe we should.

A small group of people are doing a lot about their taxes. They're moving their businesses' headquarters offshore to avoid U.S. corporate income taxes. They're buying tax-free bonds on which the interest is paid to them by taxpayers. They're hiring expensive attorneys and CPAs to carve loopholes in the maze of federal, state, and municipal taxes that the average person cannot possibly comprehend.

Most important of all, they're lobbying Congress for special tax breaks that apply only to their industry — sometimes only to their company.

And they're succeeding at bringing their taxes down. But the cost of paying for government is not going down, so someone has to make up the difference. That someone is you, your friends, your family — middle-class people who work for a living.

Over the past 50 years, wealthy individuals, corporate executives, and overseas investors have convinced Congress to enact one tax reform after another, and each reform has been to the advantage of this group and the disadvantage of everyone else.

The tax structure penalizes lower income groups

"AMERICA: WHO REALLY PAYS the Taxes?," by Donald L. Barlett and James B. Steele, authors of "America: What Went Wrong?," illustrates in appalling detail just how unfair the U.S. tax system has become.

In the 1950s, the tax system was intended to foster the growth of a large middle class. It succeeded. In the 1980s and 1990s, the tax system was designed to restrict middle-class growth, to force the majority of people down the economic ladder while helping those who were already doing well to reduce their tax burden and get richer. It, too, is succeeding.

In 1954, for every dollar of income tax paid to the U.S. Treasury by individuals and families, corporations paid \$0.75. By 1994, they were paying only \$0.20. In that same period, the income tax rate for the highest individual wage earners was cut in half.

In case after case, the authors show how U.S. tax laws are inherently unfair to workers. It isn't just a tax here or there that is unfair. The entire system of taxation benefits the wealthy and large corporations, while penalizing workers and small business owners.

Take the income tax deduction for investment interest, for example. This deduction allows people to borrow money to invest in the stock market or commodities futures, then deduct that interest from their gross income at tax time. When was the last time you took advantage of this tax break?

Few workers ever do. In 1990, only 1.7 million individuals and families deducted investment interest expenses on their income tax forms. That's less than two percent of all those who filed returns. The total write-off came to \$11.6 billion. And 81 percent of that deduction, \$9.4 billion, was claimed by 669,000 individuals and families with incomes over \$100,000.

Or look at the capital gains tax. This tax is paid on the profit you get when you sell capital such as real estate,

stocks, or bonds for more than you paid for it. Average people might pay capital gains tax if they sell their house at a much higher price than they paid for it. Most workers never pay it at all.

But stock market speculators and investors do when they sell their stocks at a profit. Capital gains are not taxed like regular income. Investments held more than a year qualify for a 20 percent tax rate.

Say an investor buys \$1 million worth of stock in a new internet company. Two years later, he sells that stock for \$2 million, making a profit of \$1 million. He pays \$200,000 in capital gains taxes and pockets \$800,000.

Meanwhile, a worker earning wages of \$40,000 a year who puts money in a savings account pays a tax rate of 28 percent on the interest.

The most regressive tax of all

THE PAYROLL TAX for Social Security is one of the unfair taxes of all. Every American worker making \$68,400 per year or less pays 6.20 percent of his or her wages in Social Security payroll taxes. After \$68,400, no further Social Security taxes are paid. In addition, Social Security taxes are not paid on income from dividends, interest, or capital gains.

Because of this limit, workers pay a far larger portion of their income in Social Security taxes than wealthy individuals and those who live on investment income.

Here's how it works. The worker described above, making \$40,000 a year, pays \$2,480, or 6.2 percent of his annual income toward Social Security taxes. The CEO of the company he works for, making \$1 million a year, pays \$4,240,

or less than one-half of one percent of his income. The CEO's father, who owns the company and several others and makes \$3 million a year from dividends and capital gains, pays no Social Security tax at all.

Congress is now debating how to guarantee that Social Security can continue paying benefits. Many proposals have been made — raising the retirement age, lowering benefits, privatizing the system. What no one in Congress wants to talk about is that removing this income cap and extending the Social Security tax to all forms of income would eliminate any projected deficits in the fund.

While workers pay taxes, corporations pay tax lawyers

CORPORATIONS CAN EMPLOY so many devices to lower their taxes that it is amazing they pay anything at all. Few corporations, even the largest and most profitable, pay the highest corporate tax rate. And many pay no taxes at all during some years. In fact, unlike individuals, when corporations lose money they can get refunds of the taxes they paid in earlier years.

Corporations can dodge U.S. taxes by moving their operations overseas, an act more common now under NAFTA. But they don't even have to move their operations. Thousands of corporations are avoiding taxes simply by establishing their headquarters in the Cayman's or other offshore locations. These off-

shore headquarters are often little more than post office boxes, but they qualify these companies to operate as foreign entities, not subject to many U.S. taxes.

When we complain about NAFTA, we usually complain about losing jobs to other countries. We also lose tax revenue to them.

Worst of all, companies operating in the U.S. but owned by foreign investors pay lower taxes than home-grown small businesses. In 1989, a whopping 71 percent of them paid no U.S. income tax. The ones who did pay, paid at about half the rate of domestic corporations, based on their taxes as a percentage of revenue.

Book outlines historical aspects of tax abuse

BARLETT AND STEELE have documented in great detail some of the worst abuses of the current tax structure. Their examples are surprising, compelling, and infuriating.

Perhaps the authors' greatest strength is in their ability to put it all into historical context. Not ancient history, but 20th century history. By going back to the origins of the income tax, Social Security, and withholding, they are able to dramatize just how far out of hand things have gotten.

In addition, by explaining the political thinking behind each of the many tax laws enacted in the past 30 years, they are able to show how things got out of hand. They quote the supporters of these tax laws, along with those opposed to the law, then show what the law actually accomplished.

Regardless of the reasons behind any of the laws, regardless of the politicians' predictions, every tax law passed since 1969 has promoted the interests of the

wealthy and of corporations over the interests of middle class, working Americans. Every attempt to simplify the law has made it

more complicated, spawning an enormous industry of tax form preparers, tax attorneys, CPAs, tax lobbyists, and fund raisers.

The tax law's complexity makes it difficult for the IRS to detect tax fraud. Complexity rewards the dishonest person who takes a questionable deduction and penalizes the honest tax payer who fails to claim a benefit he or she is unaware of.

It rewards large corporations that can move money and expenses on paper from one subsidiary to another and penalizes the small company that operates in one geographic area.

It rewards the influential people who secure private tax laws from friendly members of Congress and penalizes the politically powerless who must abide by the existing tax law no matter how unjust it is.

What can we do to make our tax law more fair?

THE LAST CHAPTER of the book, "Can It Be Fixed?," is the most compelling. This question is not easy. As the authors point out, "The existing tax structure works to the best interest of members of Congress, not you." Congress will be slow to change a tax structure that works so well for them.

And any efforts at reform have to get past all the special interest groups that will want to adjust and tweak the law for their own benefit. Many people believe the tax code should have a



"America: Who Really Pays the Taxes?," by Donald L. Barlett and James B. Steele, published by Simon & Schuster, ISBN: 0-671-87157-9; U.S. \$9.95, Can. \$13.00.

social or economic purpose besides just raising money to pay for government.

Art museums and charities believe it should encourage donations to them. Wealthy investors believe it should reward them for buying stock. Home owners believe it should subsidize the purchase of their homes. Mayors and governors believe it should underwrite their building projects through tax-free bonds. Corporate executives believe it should bail out their failed businesses.

It is these beliefs and others like them that have gotten us into this mess. The tax restructuring proposal these two offer in the final chapter of the book may well work, if we can get it enacted past the objections of all the people who want the tax structure to benefit them.

The authors provide a 15-point plan for fixing tax law. This plan is more than just a revision of the current tax code. They call for monumental changes that will mean throwing most of the current tax law out and starting over.

First, they propose treating all income the same, regardless of its source. "A dollar is a dollar, whether earned in a factory, by speculating in stock options, or by selling real estate. No exceptions. No special treatment."

Second, they would eliminate all itemized deductions. "Every exception to tax law, no matter how well intentioned... leads to inequities."

They also propose restoring a truly progressive income tax rate, taxing capital gains as normal income, ending the exemption for state and local government bonds and securities, increasing enforcement for tax fraud (and penalties), requiring withholding on all income (not just wages), removing Social Security funds from the unified budget, means-testing all government benefits (including Social Security and Medicare), taxing securities transactions on Wall Street, and taxing corporations on their income instead of on their profits.

And a few more things.

It is a tall order, a significant departure from the way we've done business for the past 50 years.

But that is precisely the point. With a tax system so unfair from top to bottom, the only solution is a complete overhaul. Fifty years of tinkering have only brought us to where we are, the country with the largest economy in the world and the most unfair tax system in the industrialized world.

Surely the United States can do better than that.

NEXT ISSUE: "Class war, American style: The tax war on workers." □



# Boilermakers announce International, local lodge, CFL, and Union Plus scholarship winners



KATRINA GOURM, daughter of Dennis Gourm, L-433 – \$5,000



JAMIE BARR, daughter of Paul Barr, L-502 – \$3,000



EMILY BARRENTINE, daughter of Wayne Barrentine, L-242 – \$3,000



ERIN BARRENTINE, daughter of Wayne Barrentine, L-242 – \$3,000



McKAY BLUE, daughter of Jessie King, L-667 – \$3,000



LANA KNOCH, daughter of Brian Knoch, L-667 – \$3,000



ANDREW NIEH, son of Ho Nieh, L-5 – \$3,000



SARABETH SCHWARTZ, daughter of Robin Schwartz, NTL – \$3,000



LAURA SPRINKLE, daughter of Albert Sprinkle, L-112 – \$3,000



ALICIA BRENDLINGER, daughter of Robert Baldwin, L-154 – \$2,500

## International Executive Council Scholarship Committee announces 1999 award winners

THE BOILERMAKERS' International Executive Council (IEC) Scholarship Committee has announced its selection of scholarship award recipients for the International, four local lodges, and one Canadian Federation of Labour scholarship award programs.

The committee awarded a total of \$50,000 in one-year grants – \$38,000 to United States students and \$12,000 to Canadian students – for the International's program; \$5,500 in local lodge awards; and \$1,000 from the Canadian Federation of Labour.

### IEC scholarship winners

THE IEC COMMITTEE selected 19 award winners from a pool of 177 completed applications for the International's scholarship awards. The amount of each one-

year grant is determined by the Scholarship Committee, with no award being less than \$2,000 or more than \$5,000. In 1999, the committee awarded one \$5,000, eight \$3,000, two \$2,500, and eight \$2,000 grants, based upon the applicant's high academic achievement, leadership skills, participation in extra-curricular activities, and performance on a typed essay.

Katrina Gourm, daughter of L-433 member, Dennis Gourm, Tampa, Fla., is the top scholarship recipient, earning a \$5,000 one-year grant.

Selected to receive a \$3,000 grant are Jamie Barr, daughter of Paul Barr, Local 502, Tacoma, Wash.; Emily and Erin Barrentine, twin daughters of Wayne Barrentine, Local 242, Spokane, Wash.; McKay Blue, daughter of Jesse King, Local 667,

Charleston, W. Va.; Lana Knoch, daughter of Brian Knoch, Local 667; Andrew Nieh, son of Ho Nieh, Local 5, New York City, N.Y.; Sarabeth Schwartz, daughter of Robin Schwartz, a member of the National Transient Lodge; and Laura Sprinkle, daughter of Albert Sprinkle, Local 112, Mobile, Ala.

Those selected to receive \$2,500 grants include Alicia Brendlinger, daughter of Robert Baldwin, Local 154, Pittsburgh, Pa.; and Joseph Hopkins, son of Harvey Hopkins, Local 592, Tulsa, Okla.

The following eight applicants will each receive a \$2,000 grant: Sara Bearchell, daughter of David Bearchell, Local 359, Vancouver, British Columbia; Kara Bristow, daughter of Hubert Bristow, Local 374, Hammond, Ind.; Martin Dmitrieff, son of Neil Dmitrieff, Local 359; Shannon Johnston, daughter of Russell Johnston, Local D503, Kamloops, British

Columbia; Erin Mikkelsen, daughter of Brian Mikkelsen, Local 73, Halifax, Nova Scotia; Nicholas Relkov, son of Peter Relkov, Local 359; Jarrod Rollins, son of Cathy Cornett, Local M300, Aurora, Ind.; and Sara Roth, daughter of Michael Roth, Local 128, Toronto, Ontario.

### IEC scholarship program

SINCE 1988, when the IEC began the scholarship program, the Boilermakers union has awarded a total of \$325,500 to 116 children and dependents of Boilermaker members.

This year, the scholarship committee was again impressed by the excellent grades earned by the scholarship applicants throughout their high school years, by their many achievement awards, by their participation in extracurricular activities, and by their well-written essays. All of the applicants deserve special recognition. And so does the

committee, who spend days reviewing applications, reading the essays, and making sure that each applicant complied with the scholarship application rules.

This year's committee included Intl. Vice Presidents Newton Jones (chairman), Jack Sloan, and Alexander MacDonald. Substituting for General Counsel John Blake was attorney and former educator, Curtis Barnhill. Assisting the committee was Administrative Secretary Tracy Buck.

Intl. Pres. Charles W. Jones is proud of each applicant; however, he is concerned that the Scholarship Program is not getting advertised as much as it should. "This year, we received 177 applications, 34 less than last year. It is vital to advertise the benefits of this program to our members so that each of their children have the opportunity at the scholarship awards." (See the box at lower right for 2000 scholarship guidelines.)

### Local lodge winners

THE IEC Scholarship Committee also announced five winners of four local lodge scholarship awards.

Lucia Ignomiriello, daughter of Paolo Ignomiriello, is the winner of a \$2,000 scholarship award and Richard McEwen, son of Chris McEwen, is the winner of a \$1,000 scholarship award, both from Local 146, Edmonton, Alberta, Canada.

Miranda Binion, daughter of Local 105 member Jesse Binion and granddaughter of Local 105 retirees Jack Binion and Ed Flaughner, all of Grayson, Ky., is the winner of the \$1,000 Don Storey Scholarship Award from Local 105, Chillicothe, Ohio. Her sister, Jessica, was the 1997 Don Storey Scholarship Award winner, and is currently doing well in her studies at the University of Kentucky. Miranda is also a winner of a Union Plus Credit Card Scholarship Award.

Ashley Aguillard, daughter of Jerry Himmel, is the winner of a \$1,000 scholarship award from Local 582, Baton Rouge, La.

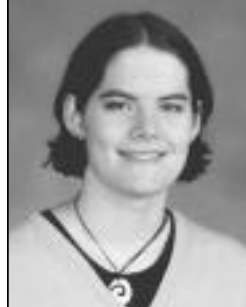
Matthew Dunn, son of Bobby Dunn, is the winner of a \$500 scholarship award from Local 14, Chattanooga, Tenn.

### CFL offers scholarships

THIS YEAR, the Canadian Federation of Labour is awarding a \$1,000 scholarship to an



JOSEPH HOPKINS, son of Harvey Hopkins, L-592 – \$2,500



SARA BEARCHELL, daughter of David Bearchell, L-359 – \$2,000



KARA BRISTOW, daughter of Hubert Bristow, L-374 – \$2,000



MARTIN DMITRIEFF, son of Neil Dmitrieff, L-359 – \$2,000



SHANNON JOHNSTON, daughter of Russell Johnston, L-D503 – \$2,000

applicant selected from each affiliated union. The International Executive Council selected Erica Lindsay, daughter of Eric Lindsay, Local 73, as the recipient.

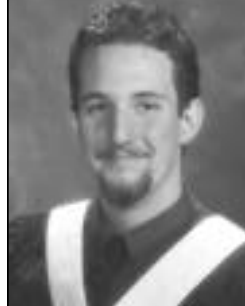
### Local Lodge 13 winners

LOCAL 13, Philadelphia, Pa., announces the winners of seven scholarship awards, each in the amount of \$6,000, to dependents of Local 13 members who participated in the local's annual competition based on the results of a college aptitude test administered and graded by St. Joseph's University.

1999 winners include Marleen Welsh, daughter of Charles L. Welsh III; Michael Schmidt, son of E. Kim Schmidt; Matthew Freeman, son of Terry L. Freeman; Melissa Babcock,



ERIN MIKKELSEN, daughter of Brian Mikkelsen, L-73 – \$2,000



NICHOLAS RELKOV, son of Peter Relkov, L-359 – \$2,000



JARROD ROLLINS, son of Kathy Cornett, L-M300 – \$2,000



SARA ROTH, daughter of Michael Roth, L-128 – \$2,000

## Boilermaker's daughter earns Union Plus Credit Card Scholarship

Miranda Binion is just one of 16 to earn program's top \$4,000 award

MIRANDA BINION, daughter of Local 105 member Jesse Binion and granddaughter of Local 105 retirees Jack Binion and Ed Flaughner, all of Grayson, Ky., has been awarded a \$4,000 scholarship from the Union Plus Credit Card Scholarship Program. Miranda was selected from a pool of over 5,700 applicants and was among 120 scholarship recipients representing 32 AFL-CIO unions. Over \$200,000 in scholarships was awarded to students this year.

Miranda, who graduated first in her 1999 high school class with a perfect 4.0 grade point average, plans to study medicine at the University of Kentucky in Lexington, with the goal of becoming an ophthalmologist. She has achieved many honors during her high school career, including National Merit Awards in both science and leadership. Miranda also has been listed on the National Honor Roll and Who's Who Among American High School Students, and she was named an All American Scholar as well.

She is also the 1999 recipient of the Local 105 (Chillicothe, Ohio) Don Storey Scholarship Award, in the amount of \$1,000, where her father, Jesse, a proud third-generation union member, has been a member since 1979.

### The Union Plus Credit Card Scholarship Program

THE 1999 UNION PLUS Credit Card Scholarship recipients range from high school valedictorians to union members who are undergoing retraining for new careers to students with disabilities. However, all the recipients have outstanding academic track records and understanding of and a commitment to the labor movement – factors that figure highly in selection.

This year, 16 students attending four-year colleges and universities were honored with the program's top \$4,000 award; another 85 received awards ranging from \$500 to \$3,000; and 18 community college students and one trade school student received scholarships ranging from \$500 to \$1,000.

### Evaluation criteria

THE SCHOLARSHIP program is open to students attending or planning to attend a four-year college or university, a community college, or a technical college/trade school. Scholarship applicants were evaluated according to academic ability, social awareness, financial need, and appreciation of the role of the labor movement.

Program judges included representatives from the United Negro

College Fund, the American Association of State Colleges and Universities, the National Association of Independent Colleges and Universities, the American Association of Community Colleges, and the National Association of State Universities and Land Grant Colleges.

The scholarship program, part of the union-endorsed Union Plus Credit Card Program, is funded and administered by Union Privilege and Household Credit Services. The Union Plus Credit Card Program offers a no-annual-fee MasterCard with a low variable annual percentage rate. More than two million union members carry the Union Plus Credit Card, which is issued by Household Bank (Nevada), N.A., an equal-opportunity lender.

Currently in its eighth year, the Union Plus Credit Card Scholarship Program has awarded more than \$1.1 million to deserving students. The program is open to members of participating unions and their spouses, as well as to their dependent sons and daughters, regardless of whether they carry a Union Plus Credit Card.

### Year 2000 applications available in September

APPLICATIONS FOR THE May 2000 awards will be available in



MIRANDA BINION  
Daughter of L-105 member Jesse Binion

September 1999. To receive an application, please send in a postcard, with return address, telephone contact information, and international union name clearly printed on it, to Union Plus Credit Card Scholarship, P O Box 9389, Minneapolis, Minn. 55440-9389. The deadline to apply for next year's program is January 31, 2000; award recipients will be announced May 31, 2000.

Award recipients have been sent congratulatory letters. However, because over 5,700 entries were received, non-recipients will not be notified. □

## How to apply for a Boilermaker Scholarship

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

Scholarship awards are based upon academic record, extra-curricular and outside school activities, career goals, and performance on a typed essay. Candidates must submit an official application (typed and postmarked between January 1 and

March 31), proof of relationship to a Boilermaker member, SAT and/or ACT test scores (for U.S. citizens only), a high school transcript, and a 300-500 word typed-essay on a specific theme. The theme for 1999 applicants was "What should be the role of organized labor in today's local or national legislative issues that affect workers?"

Applications for the 2000 awards will be available December 15, 1999. The essay topic will be announced at that time. Contact your local lodge for more information and an application form.

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

## Need help with college tuition?

Whether reapplying for aid or applying for the first time, don't overlook these sources

THERE ARE BILLIONS of dollars in financial aid available for college students that basically comes from four major sources – the federal government, state governments, colleges, and private sources.

Dependents of Boilermaker members can apply for the International Scholarship, the Union Plus Credit Card Scholarship, and some of our local lodges offer scholarships to dependents of their members, too. Scholarship applicants are evaluated according to academic ability, social awareness, and appreciation of the role of the labor movement.

To qualify for most federal, state, and college aid, an applicant must demonstrate need. Need is defined as the difference between the cost of college attendance and how much you can afford to pay based on your income and assets. A college will try to meet an applicant's needs

by creating a financial package from the aid programs available.

To find out how much aid you are eligible for, you must complete the college's financial aid form(s), and you must reapply for aid every year (as soon as possible after January 1 prior to the school year for which you will need funding).

### Applying for federal aid

YOU CAN APPLY for aid from the federal government by completing a Free Application for Federal Student Aid (FAFSA) form, and a Renewal FAFSA each subsequent year you apply. Call 800-4-FED-AID for application forms.

Uncle Sam provides 75 percent of all available student aid. Federal Pell Grants go to students demonstrating significant need. For many students, the Pell Grant is the foundation of financial aid, to which other aid may be added.

The program guarantees funds to every student who qualifies.

Campus-Based Programs are federally-funded aid programs administered by colleges. After a college determines if you will receive a Federal Pell Grant, the school then checks your eligibility for low-interest Federal Perkins Loans, Federal Supplemental Educational Opportunity Grants (FSEOGs), and the Federal Work-Study (FWS) program. Participating schools receive a set amount of funds per year for these programs. Even if you are eligible for these programs, you may lose out on funding if you do not apply promptly.

You may also qualify for a Federal Stafford Loan, a subsidized loan in which the government pays the interest while you're in school or in deferment. Repayment begins six months after you graduate, leave school, or drop below half-time status. Also, the government offers unsubsidized Federal Stafford Loans, which are awarded

Continued on page 14



# The more you make, the healthier you are

by Peter Montague

The environmental movement is missing the boat on the biggest public health issue of our time. Thirty years of scientific research have established that the most powerful predictor of human disease is economic inequality, but the environmental movement, for the most part, is not paying attention to economic issues. Of course some traditional "tree huggers" have never spent much time worrying about human health at all. But even the environmental justice movement – which definitely does care about people – is not yet fully focused on the growing gap between rich and poor as the main predictor of human illness. Most environmentalists still view jobs and the economy as foreign territory, so most environmentalists are focused on something besides the main public health problem of our time: growing inequality of income, wealth, and status.

As the *New York Times* reported June 1 in its weekly Science Section (and we reported in REHW #497 and #584), "Scientists have known for decades that poverty translates into higher rates of illness and mortality. But an explosion of research is demonstrating that social class – as measured not just by income but also by education and other markers of relative status – is one of the most powerful predictors of health, more powerful than genetics, exposure to carcinogens, even smoking. "What matters is not simply whether a person is rich or poor, college educated or not. Rather, risk for a wide variety of illnesses, including cardiovascular disease, diabetes, arthritis, infant mortality, many infectious diseases, and some types of cancer, varies with RELATIVE wealth or poverty: the higher the rung on the socioeconomic ladder, the lower the risk. (Emphasis in the original.)"

It isn't the absolute level of well-being that matters so much as the relative level. Even among the well-to-do, those higher on the social scale are healthier. As the *New York Times* put it, current research is showing that a mid-level executive in a three-bedroom home in Scarsdale, N.Y., is more vulnerable to illness than his boss who lives in a five-bedroom home a few blocks away.

No one is yet sure how all the components of this problem fit together. A sense of control of one's life is a key part of it. Stress is another. Social exclusion and residential segregation – especially by race but also by class – both have important negative impacts. A sense of opportunity, dignity, self-esteem, the respect of others – all these are important for health. Social cohesion – a sense of neighborliness – also plays a role: people live longer in places where they believe they can trust their neighbors.

As Harvard economist Juliet Schor says, "The reasons may not turn out to be so very complicated. Humans are social. We judge our own situations very much in comparison to others around us. It is not surprising that people experience less stress, more peace of mind, and feel happier in an environment with more social cohesion and more equality."

If relative standing in the community is what matters most in protecting public health, then the modern world has been headed in the wrong direction for at least 20 years. Inequality has been increasing for 20 years, and not by accident. Most households in the U.S. have lower net worth than they did in 1983, and the wealthy few are far wealthier than they were in 1983. Between 1983

and 1995, the inflation-adjusted net worth of the top one percent of Americans swelled by 17 percent while the bottom 40 percent of households lost 80 percent. In other words, the gap between the rich and the rest of us has widened. It is this widening gap that gives rise to disease, research shows.

This problem is not restricted to the U.S., though the U.S. suffers from greater inequality than any other industrialized nation. The United Nations' "Human Development Report 1998" points out that in 100 countries, incomes today are lower in real terms than they were a decade ago. And in many of these countries, inequality has grown as small elites have become fabulously wealthy. The report does not say so, but these are some of the fruits of economic "liberalization" policies and "free trade" agreements.

Within the U.S., the growing gap between rich and poor has not occurred by accident. It is the result of public policies and private corporate practices intended to benefit those who own assets at the expense of those who earn wages. Here is a short (and incomplete) list:

- **Shrinking wages.** Despite some growth in wages in 1996 and 1997, hourly workers in 1998 still earned 6.2 percent less per hour (adjusted for inflation) than they did in 1973 when Richard Nixon was president.

- **The minimum wage has become a poverty wage.** At \$5.15 per hour, the minimum wage today buys 19 percent less than it did in 1979, when it was worth \$6.39 per hour, adjusted for inflation.

- **The median income of young families with children was 33 percent lower in 1994 than it was in 1973.**

- **The average worker worked 148 more hours in 1996 (1868 hours) than in 1973 (1720 hours).** That's equivalent to nearly four weeks additional work each year, to make ends meet.

- **At a median weekly wage of \$659, union jobs pay much better than non-union (with a median of \$499).** But union jobs have been destroyed by downsizing, free trade policies, and plain old union busting. As *Business Week* summed it up in 1994, "Over the past dozen years, in fact, U.S. industry has conducted one of the most successful anti-union wars ever, illegally firing thousands of workers for exercising their right to organize." Fewer than 14 percent of workers are union members now, down from 35 percent in 1955.

- **For 20 years, companies have been withholding wages from workers and transferring that wealth to executives.** In 1980, the average CEO in *Business Week's* annual survey made 42 times as much as a factory worker. By 1997, the average CEO was making 326 times as much as a factory worker.

- **Pensions are slowly disappearing, and the quality of pension programs is rapidly declining.** Only 47 percent of workers are covered by pension plans (down from 51 percent in 1979). Furthermore, there has been a shift away from "defined benefits" pensions to "defined contribution" plans. Under the old-style plans, a worker received a lifetime pension of a certain amount based on years worked and wages earned. The new-style plan takes a chunk of a worker's pay check (which may or may not be supplemented by a contribution from the employer) and invests it. If the investment does well, the worker has money for retirement; if not, tough luck. Defined contribution plans accounted for 42 percent of all pension plans in 1997, up from 13 per-



cent in 1975. In addition, only 16 percent of low-wage workers are covered by pensions, vs. 73 percent among workers in the top fifth wage bracket, so pensions themselves contribute to inequality.

- **The federal government subsidizes home ownership through a tax deduction for interest paid on mortgages for owner-occupied first and second homes.** Unfortunately, this amounts to a subsidy for the well-off: the more you have to spend, the more your government subsidizes you. Tax subsidies for affluent homeowners have remained steady for 20 years while federal funding for low-income housing has been slashed 80 percent.

- **Savings are a thing of the past.** The U.S. personal savings rate has fallen from 8.6 percent in 1984 to 2.1 percent in 1997 and 0.5 percent in 1998. People are spending a larger portion of their incomes on health care, child care, housing, and college tuition. Even the cost of saving has risen as banks have steeply increased their service charges, especially on small accounts that don't meet the high minimums needed to avoid fees.

- **The U.S. Conference of Mayors reports that requests for emergency food increased an average of 14 percent during the period 1997-1998.** One out of five requests for food assistance went unmet. The *American Journal of Public Health* in 1998 reported that ten million Americans – including more than four million children – do not have enough to eat; a majority are members of families with at least one member working.

- **All members of Congress enjoy publicly financed health care, but they refuse to extend these same benefits to their constituents.** And the private sector is walking away: in 1985 nearly two thirds of all businesses with 100 or more employees paid the full cost of health care coverage. Today fewer than one-third still do.

- **Increasingly a college education is the key to decent wages, but since 1989 tuition and fees have increased 94 percent – three times as fast as inflation.**

- **Racism is a key factor in income inequality.** It is hard for blacks to find work and when they do, they are paid less than whites for equal performance. The *New York Times* May 23 said "Booming Job Market Draws Young Black Men Into Fold," reporting that the "booming" economy has created a tight labor market, resulting in blacks getting good jobs. But deep in the story, you learn that unemployment among black youth has dropped from its high

of 20 percent in the 1980s to 17 percent today – still twice as high as among white youths.

- **The income gap between blacks and whites is reflected in a serious "wealth gap" as well.** In 1995, the median black household had a net worth of \$7,400 – about 12 percent of the median wealth of white households (\$61,000). Median black financial wealth (net worth minus home equity) was just \$200 – a mere one percent of the \$18,000 median financial wealth of whites.

Hispanic households have even less than blacks. The median Hispanic household had a net worth of \$5,000 in 1995, just eight percent of the median net worth of white households. The median financial wealth of Hispanics in 1995 was zero.

- **Housing discrimination explains a good deal of this inequality.** According to a 1991 report on fair housing audits in 25 U.S. cities, published by the Department of Housing and Urban Development, blacks encountered discrimination more than half of the time.

- **In the past five years, 193 studies have been published on various aspects of socioeconomic status and health, according to the *New York Times*.** The National Institutes of Health last year declared the relationship between social status, race and health to be one of its top priorities. The John T. and Catherine D. MacArthur Foundation has established a Network on Socioeconomic Status and Health.

But to most environmentalists, the idea of pressing for a high-wage, "high road" economy – to counter the present "low road" rush toward low-paying, part-time jobs without benefits – still seems like a suggestion from another planet.

Luckily a coalition (called Sustainable America) has formed to advocate for all of the pieces we now know we need: a high-wage economy, clean production of needed goods and services, and a political democracy in which people can participate in the decisions that affect their lives. In sum, Sustainable America is taking on the whole ball of wax. It's about time someone did. □

Peter Montague is a member of the National Writers Union, UAW Local 1981, who wrote this article for *Rachel's Environmental & Health Weekly*, June 10, 1999. It is used with their permission. A comprehensive list of the reference sources for the article are available from Environmental Research Foundation, P.O. Box 5036, Annapolis, MD 21403-7036, (410) 263-1584, or from their web site: <http://www.rachel.org>

## Handle with Care!

### Stewards are a union's most valuable asset

IF THE POSITION of union shop stewards were filled through employment agencies, I doubt we'd get any takers. We expect so much of our stewards. I can just imagine what the ad would look like.

#### WANTED: Union Steward

- Must be able to:
- Interpret a contract like Malcolm Forbes
- Investigate grievance claims like Mickey Spillane
- Understand safety issues like Ralph Nader
- Represent grievants like Perry Mason
- Should have
- The hide of a rhinoceros
- The patience of Job
- The wisdom of Confucius

Can expect to be reviled by coworkers, scorned by management, neglected by nearly everyone, and pitied by anyone close enough to see what you are going through.

The most important work done by any union is accomplished on the shop

floor by a union steward. They hear the complaints of their coworkers. They hear the excuses from management. They keep the job going. They are the first to learn when something goes wrong and the last to hear when something goes right. Everyone tells them how to do their job, but no one wants to take their place.

Beginning with this issue of *the Reporter*, we are dedicating a page of each *Reporter* to the union steward. We will provide articles intended to help stewards do their job better, and we will recognize stewards who have earned the respect and appreciation of their coworkers.

These articles are intended to educate our members as well as our stewards. A steward needs to know a great deal to do a good job. But any member can help. The steward's job is infinitely easier if members know enough about union business, their contract, and grievances to be able to respond appropriately when the steward tries to help them. □

# The steward's duties

## The steward's position is three jobs in one

The steward has three main duties: 1) to enforce the contract, 2) to handle grievances, and 3) to represent the union. Often stewards think of their position entirely or mostly in terms of one of these aspects of the job, but in fact they are all equally important.

These jobs require many different types of knowledge and skills. No one can be expected to be an expert in all of them. The best stewards are those who work hard to make sure they can handle all three adequately and that they do not ignore any of the areas.

### The steward as contract enforcer

THE CONTRACT we negotiate with our employers is what separates union workers from nonunion. Simply put: Our contract gives us certain guarantees; nonunion workers have no guarantees and must take what management gives them.

To hold onto those guarantees, we must make sure that the company abides by the contract. The steward plays an important role in making sure the company does not stray from what they agreed to do when they signed the contract.

#### To enforce

the contract, you'll need to know what is in it. That means reading it and studying it, and it also means keeping a copy on hand for reference. No one can expect to remember every word of a two-page document, much less one that might run over a hundred pages and often employs technical or legal language that we don't use on a daily basis.

You'll need to know how to find answers to questions arising out of the contract. Know where to look in the contract itself, and don't be afraid to consult your union officers or other stewards

when in doubt. Keep current with how the contract is being interpreted in light of grievances and complaints.

You should also encourage your members to study the agreement. Often all people look at are the numbers – wages, holidays, vacation days. They need to understand all of the contract, so that if the company violates it, they will recognize the violation and be able to report it to you. An informed membership is also less likely to take up your time with unfounded complaints that are not supported by the language of the contract.

When a member comes to you with a complaint, look into it immediately. Don't let even the smallest violation go unnoticed. You may decide not to grieve it, but you can't ignore it. Be persistent in seeing that violations are corrected. You can't afford to establish a pattern in which you point out a violation, and the company promises to correct it, but nothing happens. Not only do you lose face with your coworkers, but you jeopardize the enforceability of the contract.

### The steward as grievance handler

TO HANDLE A grievance properly, you'll need to fully understand the grievance process under your contract. Study that section of the contract very thoroughly. Failure to follow the proper procedure can result in the grievance being thrown out – even if it is a legitimate complaint.

Listen sympathetically to any member who comes to you with a grievance. Don't prejudge any situation.

Always listen to the complaint, then check the facts. You don't want to process a grievance that is merely imaginary or a gripe, but you cannot afford to let a legitimate grievance slide by, either. So you'll need to get all the facts before deciding how to proceed.

## ★★★★ Star Stewards ★★★★★

### Local 455's Robert Thomas earns a plaque for his service as steward



Robert Thomas is Local 455's Star Steward.

THE MEMBERS OF Local 455, Sheffield, Ala., have honored Robert Thomas for his service as a job steward at the Cumberland City Fossil Plant in Cumberland City, Tenn., from March 1, 1985 through January 31, 1999. Thomas, a L-455 member since 1972, retired February 1, 1999.

Thomas is the first steward to be honored in this *Star Stewards* column. If you know stewards who are doing an exceptional job, let us know. We'd

like to include their name in our *Star Stewards* column.

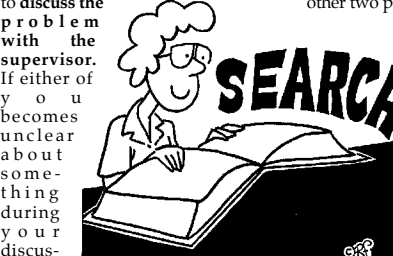
All you have to do is drop us a line with the name of the steward, the local, the company, and a few words about why you think this steward is so special. You don't have to say much. Just try to tell why this steward stands out in your eyes.

Also, if you have a photo of your favorite steward, send it in. We'd like to let the world see what a good steward looks like.

Send info to this address:

Star Stewards

The Boilermaker Reporter  
Boilermakers International  
753 State Ave, Suite 570  
Kansas City KS 66101



that go beyond the grievant and his complaint.

Write up the facts clearly and concisely before you speak to the supervisor. This is not merely the notes you took while investigating the complaint, but is an organized summary of all the facts you have collected.

Having the facts written down in front of you makes it easier for you to discuss the problem with the supervisor. If either of you becomes unclear about something during your discussion, you'll be able to refer to your written summary. In addition, if you must take the grievance past the first step, you'll be able to create your report on this written summary.

One advantage of the grievance process is that complaints are handled by a neutral third party – you – rather than by the complainant, who might be angry or hostile. Use your neutrality wisely. Approach the supervisor in a friendly, nonthreatening manner, but be firm. The supervisor must understand that you would not be processing a grievance with no substance. Be persistent in getting the grievance resolved.

Always remember that it is your job to protect the worker. Whether you like the person or not, you must do everything you can to ensure the grievance is resolved equitably and fairly and that the contract is not weakened. No grievance is easy to handle, but some are more complex than others. If you're unsure about how to proceed, get advice from lodge officers or other stewards. An improperly handled grievance can have lasting effects

FOR MOST WORKERS, the steward is their first contact with the union. For some, it is their only contact. To do the other two parts of your job well, you'll need to make sure that your coworkers understand the union, its policies, and their role in it.

Study your local lodge bylaws and the International constitution so you know where to find the answers to questions about them. Keep a copy of each of them handy for reference.

Know who to ask for help when you get asked a question you can't answer.

Keep up with what is going on in your union, both locally and at higher levels. Attend meetings and talk to other members. Read the *Boilermaker Reporter* for news about events and policy changes affecting the entire International union.

Approach new workers right away and welcome them to the job and to the union. If their first impression is a good one, they are more likely to become strong members who help the union accomplish its goals. Be ready to answer their questions and the questions of any members.

Get informed and stay informed about union programs such as our scholarship and Union Privilege money-saving programs. Learn the basic structure of the union, how dues are determined, and what assistance the International provides local lodges and individual members.

Remind members to attend meetings. Encourage them to get involved in your local's activities. But don't be a pest; respect the right of people to get involved at the level that is comfortable for them.

Always remember that in the eyes of the people you work with and of the company, you are the union. Make your members proud to have a representative that the company can respect. □



## New contract summaries

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

### S3 – Quincy, IL

INTL. REP. GARY MEYER SR. reports contract ratification, effective April 15, 1999 to April 14, 2002, for 14 members of Local S3, Quincy, Ill., who manufacture commercial cooking stoves at the **Comstock Castle Stove Co.**

### L-27 – St. Louis, MO

DONALD LINK, bus. mgr. and sec.-treas. of Local 27, St. Louis, Mo., reports contract ratification, effective April 15, 1999 to April 15, 2003, for 28 Local 27 members who work in the production and manufacturing of pipe at **Pro-Fab.**

### L-45 – Richmond, VA

M. FRANK HARTSOE, bus. mgr. and sec.-treas. of Local 45,

Richmond, Va., reports contract ratification, effective April 30, 1999 to May 1, 2000, for ten Local 45 members who produce and manufacture ASME tanks and vessels at **Capital City Ironworks, Inc.**

### L-72 – Portland, OR

DONELY CHANDLER, bus. mgr. and sec.-treas. of Local 72, Portland, Ore., reports contract ratification, effective November 17, 1998 to September 30, 2001, for 22 Local 72 members who fabricate pressure vessels, and build tanks and heat exchangers at the **C. H. Murphy/Clark Ulman, Inc. shop.**

### L-83 – Kansas City, MO

LARRY HORSEMAN, vice pres. of Local 83, Kansas City,

Mo., reports contract ratification, effective June 1, 1999 to June 1, 2002, for 19 Local 83 members who fabricate, produce, and maintain underground and surface gasoline and oil storage tanks at **WE-MAC Mfg.** in Atchison, Kan.

### L-146 – Edmonton

DEAN MILTON, bus. mgr. and sec.-treas. of Local 146, Edmonton, Alberta, Canada, reports contract ratification, effective April 1, 1999 to March 31, 2001, for three Local 146 members who work at **Porta-Test International, Inc.**

### L-182 – Salt Lake City

BRAD JOHN, bus. mgr. and sec.-treas. of Local 182, Salt Lake City, Utah, reports contract ratification, effective November 1, 1998 to April 30, 2000, for 24 Local 182 members who work with food and pharmaceutical tanks at **DCI of Utah.**

### D279 – Joplin, MO

CLGAW DIVISION DIRECTOR CHARLES HUNTBACH reports contract ratification, effective June 1, 1999 to May 31, 2002, for 17 members of Local D279, Joplin, Mo., who manufacture insulation products at **Fibrex, Inc.**

### D335 – Essexville, MI

INTL. REP. CAREY ALLEN reports contract ratification, effective May 1,

1999 to May 1, 2003, for 38 members of Local D335, Essexville, Mich., who produce Portland Cement at **Esroc Cement Corp.**

### L-480 – Jacksonville

INTL. REP. JAMES PRESSLEY reports contract ratification, effective May 22, 1999 to May 18, 2002, for 232 members of Local 480, Jacksonville, Ill., who work in the production and manufacturing of cooking food oils at the **A. C. Humko Corp.**

### L-693 – Pascagoula

WARREN FAIRLEY JR., bus. mgr. and sec.-treas. of Local 693, Pascagoula, Miss., reports contract ratification, effective June 7, 1999 to March 2, 2003, for 1,700 L-693 members who work in the production and manufacturing of naval and commercial ships and offshore products at **Ingalls Shipbuilding.**

### L-900 – Barberton, OH

RON LYON, Industrial Council rep., reports contract ratification, effective May 23, 1999 to May 24, 2004, for 335 members of Local 900, Barberton, Ohio, who work at **BWX Technologies, Inc.**

### L-1101 – Endicott, NY

INTL. REP. ROCCO DEROLLO reports contract ratification, effective May 17, 1999 to May 20, 2000, for members of Local 1101, Endicott, N.Y., who work at the **Endicott Forging and Mfg. Co.**



This impromptu discussion in 1997 about the Brotherhood's "Fight Back Solidarity Program" became Local 908's blueprint to secure a labor agreement at Technocast. L. to r., Don Brownsword, Rick Keel, Intl. Pres. Charles Jones, Doug Brigham, and Vernon Persons.

### L-908 ratifies contract at Technocast

**Uses solidarity program as blueprint to secure labor agreement**

IN THE SUMMER of 1997, while visiting the headquarters of the Buckeye Industrial Council in Canton, Ohio, International President Charles W. Jones was asked by Bus. Rep. Ron Lyon to explain the Brotherhood's "Fight Back Solidarity Program" to members of the Local 908 (Wadsworth, Ohio) bargaining committee, who were at the office preparing for their upcoming negotiations. Little did anyone know that it would take 19 months for Local 908 to reach an agreement with **Technocast, Inc.**, or that this impromptu discussion

with President Jones would become the blueprint for the local's fight to secure a labor agreement.

But, using the techniques outlined by President Jones, the Local 908 bargaining committee was able to secure a contract through February 23, 2002, and negotiate a three percent yearly increase in wages, an additional holiday (birthday), a 20 percent decrease in health care deductibles, an additional week's vacation for members with 14 or more years of seniority, and increases in life insurance and safety and accident benefits, and safety shoe and glass allowances.

Editor's note: This settlement was included in the May/June 1999 summary contract analysis.

### L-1239 – Aurora, IL

INTL. REP. HOWARD COLE reports contract ratification, effective April 1, 1999 to March 31, 2002,

for 39 members of Local 1239, Aurora, Ill., who work in the production of office furniture at **Bentson Industries.**

## 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 14 agreements outlined above is based on information provided in the Contract Summary and Transmittal Report forms, and covers approximately 3,604 employees.

#### Wage Increases

ELEVEN FACILITIES received pay increases in 1999, averaging \$0.42 per hour or 3.41 percent. In 2000, 11 facilities will receive pay increases averaging \$0.33 per hour or 3.35 percent. Ten facilities will receive pay increases in 2001, averaging \$0.33 per hour or 3.00 percent. Four facilities will receive pay increases in 2002 and 2003 combined, averaging 3.00 percent.

#### Pension

ALL FACILITIES participate in some type of pension program. Two facilities participate in the Boilermaker-Blacksmith National Pension Trust; nine facilities offer a 401(k); six have company-sponsored plans;

one has a profit sharing plan; one participates in the Registered Retirement Savings Plan (RRSP) in Canada, which is similar to the IRAs found in the United States.

#### Shift Differential

THIRTEEN AGREEMENTS provide for a second shift premium, of which ten report a cents-per-hour premium that ranges from \$0.10 to \$1.00. The average is \$0.40 per hour.

Ten agreements provide for a third-shift premium, of which nine provide a cents-per-hour premium that ranges from \$0.10 to \$1.00. The average is \$0.40. The remaining agreements pay on a percentage basis (ranging from five to eight percent).

#### Sickness & Accident

ELEVEN AGREEMENTS provide weekly sickness and accident indemnity. Of these, nine pay a set dollar amount ranging from \$170 to \$384 per week. Average rates are: first year – \$261; second year – \$264; third year – \$266. The remaining agreements provide a percentage of the employee's earnings. The

length of time off ranges from 26 to 52 weeks. The most common is 26 weeks found in eight agreements.

#### Life Insurance/AD&D

THIRTEEN AGREEMENTS provide life insurance. In 11 of the agreements, there is a set dollar amount ranging from \$10,000 to \$25,000. The average benefit for the first year is \$19,273. The remaining agreements multiply one and one-half or two times the employee's annual earnings for the benefit amount.

Ten agreements provide **Accidental Death and Dismemberment** (AD&D) insurance. In nine of the agreements, there is a set dollar amount ranging from \$10,000 to \$50,000. The average is \$21,333. The remaining agreement multiplies the employee's annual earnings by one and one-half.

#### Vacation

THIRTEEN AGREEMENTS provide a one-week vacation (six months to one year of service required). All agreements provide a two-week vacation (one to six years of

service required). Thirteen agreements provide a three-week vacation (six to 13 years of service required). Ten agreements provide a four-week vacation (ten to 20 years of service required) and six agreements provide a five-week vacation (20 to 25 years of service required).

#### Paid Holidays

ALL OF THE agreements provide for paid holidays. The number of paid holidays ranges from nine to 12. The average is 11.

#### Other Provisions

THIRTEEN AGREEMENTS provide **funeral leave**. Paid leave for **jury duty** is found in 11 agreements. **Union leave** language is found in seven agreements.

Seven agreements provide all or partial reimbursement for the purchase of **safety shoes**. Five agreements provide paid leave for those persons who spend two weeks at **military encampment** each year. Four provide a **two-tier wage structure**. One provides a **severance payment package**, and none has a **Cost of Living Adjustment** (COLA) clause.

## Former International Representative and NTL Secretary-Treasurer Mike Turnbaugh passes away

C. M. "MIKE" TURNBAUGH, 69, who served as secretary-treasurer for the National Transient Lodge from its charter date in 1985 until 1994, passed away May 20, 1999.

A union member since 1954, Turnbaugh had worked for nearly all of the National Transient contractors in the

Great Lakes area as either a foreman, pusher, layer out, mechanic, or welder. He was hired as an International representative in 1974, a position he held until his December 31, 1993 retirement.

Turnbaugh first serviced the transient members in the Great Lakes area. In 1987, his terri-

tory changed to Michigan, Indiana, Ohio, and Kentucky, and in 1988, expanded to include the states of North and South Dakota, Minnesota, and Wisconsin.

He is survived by his wife of 25 years, LaWanda; five children; six step-children; and 22 grandchildren. □



## Danny Stamper, former L-83 member and WSI superintendent, passes away

DANNY R. STAMPER, 45, who worked for WSI, a Boilermaker contractor, passed away June 15, 1999, following a long battle with cancer.

A former member of Local 83, Kansas City, Mo., Stamper worked in field construction before taking a superintendent's job with WSI, where he played a key role in securing man-hours for Boilermaker members.

Stamper guided the development of the Unifuse auto-

matic weld overlay, used to keep a large majority of the waste-to-energy boilers and coal-fired power boilers in the U.S. running more reliably.

WSI credits Stamper's early experience as a field construction Boilermaker and his professional drive for his success in marketing the automatic applied weld overlay in boiler systems and expanding the market for the repair and upgrade of pressure vessels in heavy industry. □

## Greg Streblow, Western States Apprentice Board chairman, dies

GREG STREBLOW, 46, manager of industrial maintenance services for the Dillingham Construction Company, passed away April 18, 1999. For the last 15 years, he directed and coordinated construction operations at petroleum refineries, breweries, power plants, material handling facilities, and other industrial and commercial projects in California, working closely with members of Local 549, Pittsburg, Calif.

Streblow, a member of the National Association of Construction Boilermaker Employers, also served as



chairman of the Western States Joint Apprenticeship committee, and was a member of the Boilermakers National Apprenticeship Board and numerous other committees. □

## Local 480's William Strubbe retires after 40 years on the job

Strubbe served 22 years as L-480's secretary-treasurer

WILLIAM M. STRUBBE SR., secretary-treasurer of Local 480, Jacksonville, Ill., since 1977, has retired after 40 years employment at the AC Humko Corporation. He started in margarine clean-up, moved up to labeler and operator, and worked 25 years in the lab.

Strubbe joined Local 483 in 1970 and transferred his membership to Local 480 when it was chartered in 1976. One year later, he became the local's secretary-treasurer, a position he has been re-elected to ever since.

Strubbe has been an active committeeman, serving on the Quarter Century Club, United Way, Christmas Party, Chiffon Employee Involvement, and the Credit Union Board. He's been just as active in his com-



munity, serving his church, coaching Little League, and being a school booster.

He and his wife of 45 years, Carolotta, enjoy camping and plan to travel now that they are retired. Together they raised five children: Veronica, Crystal, Robin, Vickie, and Bill Jr., and have nine grandchildren, and one great-grandchild. □

## We want to hear from you!

### Boilermaker songs . . .

GREGORY D. MUCIN, a 17-year member of Local 128, Toronto, Ontario, Canada, and a multi-talented boilermaker, singer, songwriter, and musician, would like to produce a recording of songs written and performed by Boilermakers. He will pay all recording and production costs. Profits will go to the songwriter's charity of choice. Entries can be any type of music. Send lyric sheets and cassette tapes to Mucin at Two Regina Blvd., Wasaga Beach, Ontario, Canada, L0L 2P0, or contact him through his web site: [www.gregmucin.com](http://www.gregmucin.com).

### . . . and Boilermaker news

*The Boilermaker Reporter* is always looking for news stories for and about members of our union. We don't know what your local lodge is doing unless you tell us about it.

Stories don't have to be professionally written. Just put the basic facts on paper and send it to us. We'll turn it into a story. Include photos if you have them or your phone number in case we have questions. □

#### The Boilermaker Reporter

753 State Ave. Suite 570  
Kansas City KS 66101  
FAX: (913) 281-8104  
E-mail: [dcaswell@boilermakers.org](mailto:dcaswell@boilermakers.org)  
or [cdillon@boilermakers.org](mailto:cdillon@boilermakers.org)

## Honors

### Pins awarded for 40+ years of continuous membership

INTL. SECRETARY-TREASURER Jerry Z. Willburn reports that the following members earned their pins for 40 or more years of membership, March 9 to June 25, 1999:

| 65 Years            |       |
|---------------------|-------|
| Carl Padavich Jr.   | L-744 |
| 60 Years            |       |
| Dominic Aiello      | L-83  |
| Jasper N. Davis Jr. | L-83  |
| 55 Years            |       |
| Richard Boswell     | L-83  |
| Robert E. Heugel    | L-667 |
| Jasper Johnson      | L-433 |
| Delbert E. Grove    | L-667 |
| Otto F. Linnell     | L-83  |
| George Luna         | L-582 |
| Nick Petralia       | L-1   |
| Kester K. Tennant   | L-667 |

| 50 Years              |       |
|-----------------------|-------|
| Leonard R. Adams      | L-667 |
| Richard C. Ballantine | L-154 |
| Dale Bonnell          | L-169 |
| Odbert E. Edwards     | L-667 |
| John A. Grodek        | L-744 |
| H. Page Groton        | L-802 |
| James F. Hayes        | L-667 |
| William Heaberlin     | L-667 |
| Charles H. Inman      | L-83  |
| Robert H. Kampe       | L-83  |
| Joseph H. Kennedy     | L-483 |
| Henry R. Lambert      | L-37  |
| Oney McDavid          | L-667 |
| Stanley M. Ryglewicz  | L-744 |
| Hugh D. Sage          | L-83  |
| Lewis A. Wagoner      | L-744 |

| 45 Years             |       |
|----------------------|-------|
| George J. Atwood     | L-744 |
| Harless H. Boone     | L-667 |
| Charles E. Bowles    | L-744 |
| Donald L. Cheuvront  | L-667 |
| Daniel J. Considine  | L-1   |
| Patrick Davitt       | L-744 |
| Caswell E. DeShon    | L-83  |
| Herbert J. Kujawski  | L-7   |
| Oliver Littles       | L-108 |
| James H. Mulholland  | L-154 |
| Charles L. Park      | L-667 |
| Benny Peveto         | L-NTL |
| R. D. Thornton       | L-74  |
| William H. VanValien | L-744 |
| C. A. Vosberg        | L-83  |

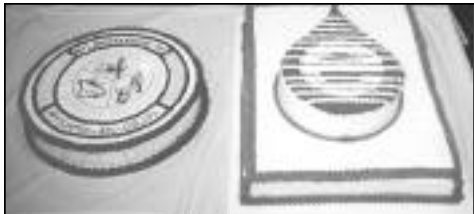
| 40 Years            |       |
|---------------------|-------|
| Walter G. Adams     | L-744 |
| Lloyd L. Betcher    | L-650 |
| Leo R. Blattner     | L-650 |
| Larry G. Daugherty  | L-83  |
| Kenneth F. Easterly | L-74  |
| John Eckert         | L-37  |
| Robert F. Eddy      | L-502 |
| Robert J. Ennes     | L-502 |
| F. J. Fisher        | L-128 |
| William D. Hammons  | L-582 |
| John C. Harman      | L-667 |
| Richard L. Ice      | L-83  |
| John L. Kemp        | L-667 |
| Donald A. Kriett    | L-650 |
| Robert R. Lambert   | L-1   |
| K. C. Longdon       | L-83  |
| Jimmie J. Magee     | L-83  |
| F. F. Paukert       | L-132 |
| Lester F. Ruch      | L-27  |



L-455 member Allen Phillips has designed several T-shirts promoting unionism and the "Made in the USA" label; however, some of his designs include a little humor, too.

ALLEN PHILLIPS, an 18-year member of Local 455, Sheffield, Ala., is also the proud owner of Creative Designs and State of the Union Sportswear. He produces designs on American-made T-shirts to promote unionism, patriotism, and safety. For more information, contact Phillips at 256-767-4098. □

## Having your cake and eating it, too



WENDELL BELL, president and chief operating officer for Enerfab, Inc. in Cincinnati, Ohio, submitted this photo of cakes made by the wife of four-year

Local 106 member Kevin Smith. Not only were the cakes delicious, but Bell writes that the "logo cakes were very detailed and quite impressive." □



## Union Plus offers big savings with Dental & Vision and Health Savings Programs

Members can save 30 percent on dental, 10 to 50 percent with new vision care benefits

IF YOU'RE LOOKING to save money on your family's dental and vision out-of-pocket costs, look no further than the Union Plus Dental & Vision Program. This new union-members-only benefit combines the savings offered by the existing Union Plus Dental Program with new vision care benefits. Which means that more of your money goes back in your pocket where it belongs.

Even if you already have dental or vision insurance, Union Plus Dental & Vision is a worthwhile investment, because the program's specially negotiated discounts help lower your out-of-pocket expenses even more. With the new vision-care benefit, you save between 10 and 50 percent on such items as eye exams, frames, lenses, and refractive surgery fees from a nationwide network of providers at over 8,000 locations.\* Participating retailers include LensCrafters, Sterling Optical, Eye Care Centers of America, For Eyes Optical, Vista Eyecare Network, among others.

With the program's dental benefit, you and your family can choose from a list of participating dentists in your area\*\* – and receive instant discounts with every visit. Among the program's dental advantages for members:

- No charge on routine oral exams or bitewing x-rays.\*\*\*
- Up to one-third off on routine teeth cleaning.
- 30 percent instant discounts on average, on every dental visit. (Discounts apply to fillings, root canal therapy, crowns, caps, and dentures – 170 different dental procedures in all – including braces.)
- A network of more than 10,000 qualified dental professionals.
- No exclusion of pre-existing conditions.
- A 100 percent money-back guarantee within the first year of membership.



The dental benefit is not an insurance plan; instead it offers predetermined fees for dental services and procedures that have been agreed upon by a panel of participating dentists. These fees are much

lower than the national average charged by dentists and are automatically applied. For example, program members pay only \$210 on a dental bill that would otherwise total \$300.

With savings like this, it pays to join the new Union Plus Dental & Vision Program. The program's annual membership fee is only \$49.95 and comes with a 12-month money-back guarantee. Also, if you wish to enroll in only the dental or the vision portion of the program, you may do so for \$34.95 per year.

To enroll today, call 1-800-257-8352.

\*Refractive surgery not available in California.

\*\* The dental benefit is not available to members living in Alaska, Idaho, Maine, Mississippi, New Hampshire, North Dakota, South Dakota, Vermont, Wyoming, Puerto Rico, the Virgin Islands, and Guam.

\*\*\* Members in Colorado are required to pay a \$1.00 fee for oral exams and bitewing x-rays.

### Union Plus Health Savings Program offers prescription and vision-care discounts

Savings of up to 40 percent – for the whole family

IF YOU'RE LOOKING for a way to save on prescriptions, vision care, and more, look no further than the new

Union Plus Health Savings Program. By taking advantage of this money-saving, members-only benefit, you may save up to 40 percent on prescriptions at over 24,000 pharmacies nationwide, including Rite Aid, Thrifty-Payless, and Walgreen's chains. Or you may choose to have convenient, money-saving mail-order prescriptions delivered right to your door.

But that's not all. The program also offers vision care discounts of up to 40 percent (for an average savings of \$80 to \$100) on selected frames, eyeglasses, and contact lenses at over 9,000 optometrists nationwide. And program members receive exclusive access to the program's 24-hour, toll-free Nurse Helpline staffed by trained nurses with extensive clinical backgrounds.

The Union Plus Health Savings Program's annual membership fee for you and your family is only \$29.95. (You must submit a credit card or debit card number for payment and tracking purposes upon enrolling in the program.) All memberships come with a 30-day free trial period.

Other Union Plus Health

Savings Program highlights include a quarterly summary of purchases and savings and tracking of all purchases to assure the discount is provided. To take advantage of the program's discounted retail prices, you need only present your Union Plus Health Savings identification card to the participating pharmacist or vision-care provider and the charges will automatically be billed to your program-registered credit or debit card.

To find out more about the new Union Plus Health Savings Program, call 1-800-228-3523. □



## 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 & VISION

Offers predetermined discount fees for dental and vision 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 Budget & Avis 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.

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           |    |                    |      |                      |      |
|------------------------|----|--------------------|------|----------------------|------|
| NTL Brown, Harold S.   | 27 | Casson, Bennie L.  | 83   | Pruitt, Vance J.     | 122  |
| NTL Campbell, Robert   | 28 | Tedder, Hobert W.  | 83   | Reavis, Eugene H.    | 126  |
| NTL Estelle, Irving J. | 28 | Bondy Jr., Joseph  | 83   | Snell Sr., George    | 128  |
| NTL Hays, Samuel E.    | 29 | McLean, Gerard     | 92   | Brown, Thomas E.     | 132  |
| NTL Kilby, Smith R.    | 37 | Arsenault, Walter  | 92   | Dalluge, William     | 142  |
| NTL Mobley, Connie     | 37 | Mullen, John E.    | 92   | Elgin, Emmett R.     | 154  |
| NTL Turnbull, Acie V.  | 40 | Rottmann, Arthur   | 92   | Freyre, Santiag      | 154  |
| NTL Ward Jr., William  | 40 | Davis, Jack R.     | 92   | Henderson, C. R.     | 154  |
| NTL Wesley, Guy E.     | 40 | Lindsey, Willard   | 92   | Mossoletti, Frank    | 154  |
| NTL Wright, Leland C.  | 45 | Moore, Cebert P.   | 92   | Obele, Burdette G.   | 158  |
| 1 Peters, Speros       | 45 | Barlow, Russell T. | 92   | Wilkinson, R. A.     | 169  |
| 1 Wonder, Anthony      | 45 | Flint, William L.  | 96   | Tunnell, Monroe      | 182  |
| M2 Wiktorowski, W.     | 51 | Morgan, James W.   | 101  | Swank, Everett H.    | 193  |
| 5 Connolly, John J.    | 66 | Merlene, Eugene    | 104  | Barnhardt, Gary J.   | 237  |
| 5 Kee, Walter L.       | 69 | Burns, Harry D.    | 104  | Bjerkager, Arnold    | 237  |
| 5 May, Frank           | 72 | Garrett, Gary      | 104  | Carriere, Paul       | 237  |
| 5 Meier, August        | 72 | Bell, Charles      | 104  | Gallimore, Arthur    | 242  |
| 6 Brandis, Homer L.    | 72 | Bray, Lewis M.     | 104  | Jones, James W.      | 271  |
| 6 Krasiefski, Frank    | 72 | Campbell, E. M.    | 104  | Losnegaard, L. S. J. | 290  |
| 6 Smith, Albert C.     | 72 | Frolof, Alex W.    | 104  | Nargard, Bruce R.    | 297  |
| 7 Aguilar, Leo J.      | 72 | Huntley, Alva E.   | 104  | Parsons, Edward      | 300  |
| 13 Chermak, Joseph     | 74 | Ryan, Larry G.     | 104  | Whittle, Charles     | 305  |
| 13 Fink, Alson A.      | 74 | Bailey, James J.   | 104  | Wilson, William      | 317  |
| 13 Manning, Charles    | 74 | French, Roy L.     | 105  | Moore, Otto          | 329  |
| 13 Murray, John T.     | 74 | Goolsby, Calvin B. | 105  | Stephens, Charles    | 347  |
| 13 Nowak, Bernard      | 74 | Johnson, McElvin   | S105 | Carlock, Katherine   | 347  |
| 13 Wilson, Harry L.    | 79 | Quave, Clarence    | S105 | Olson, Kristine M.   | 363  |
| 26 Brunson, Charles    | 83 | Litton, James W.   | 110  | Lumpkin, William     | 363  |
|                        |    | McKee, Lloyd W.    | 112  | Forehand, Doris E.   | D366 |

## 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    |            |                         |          |                           |          |
|--------------------------|------------|-------------------------|----------|---------------------------|----------|
| NTL Absher, Vancel R.    | \$3,000.00 | 72 Harris, Clifford W.  | 3,000.00 | 154 Aletto, Joseph J.     | 3,000.00 |
| NTL Aliff, Elijah C.     | 3,000.00   | 72 Jackson, Forrest A.  | 3,000.00 | 154 Bloom Jr., Leonard G. | 3,000.00 |
| NTL Carter, Malcolm      | 3,000.00   | 72 Marquez, Fred        | 3,000.00 | 154 Boschele, Charles W.  | 3,000.00 |
| NTL Edgar, James         | 3,000.00   | 72 Newport, Forrest H.  | 3,000.00 | 154 Byrne, Thomas J.      | 3,000.00 |
| NTL Henschen, Ronald W.  | 3,000.00   | 72 Randall, Owen R.     | 3,000.00 | 154 Kozar, James P.       | 3,000.00 |
| NTL Stanfill, Donald W.  | 2,381.08   | 74 Lokey, Jefferson W.  | 3,000.00 | 175 Totten, Leonard W.    | 3,000.00 |
| NTL Wesley, Guy E.       | 3,000.00   | 74 Quave, Clarence L.   | 3,000.00 | 177 Smith, Erwin          | 3,000.00 |
| NTL Wise, Leon A.        | 3,000.00   | 79 Burr, Walter L.      | 3,000.00 | 193 Cross, Robert L.      | 3,000.00 |
| 1 Maciarz, Joseph J.     | 3,000.00   | 79 Smith, Harry L.      | 3,000.00 | 193 Moyer, Wayne A.       | 3,000.00 |
| 1 Sagorsky, William      | 3,000.00   | 83 Vincent, Abel E.     | 3,000.00 | 199 Melton, John R.       | 3,000.00 |
| 5 Bishop, Joseph V.      | 3,000.00   | 83 Barker, Clarence E.  | 3,000.00 | 199 Sharpe, Gary Lee      | 3,000.00 |
| 5 Keraga, Frank          | 3,000.00   | 83 Moore, Richard       | 3,000.00 | 204 Barro, Aurelio        | 1,500.00 |
| 5 Meier, August          | 3,000.00   | 83 Puritt, Vance J.     | 3,000.00 | 204 Emmsley, Walter H.    | 3,000.00 |
| 6 Grajeda, Clifford      | 3,000.00   | 83 Reavis, Eugene       | 3,000.00 | 237 Burness, Richard P.   | 3,000.00 |
| 6 Johnson, Fred L.       | 3,000.00   | 85 Martinez, Jose R.    | 3,000.00 | 237 Dupuis, Louis E.      | 3,000.00 |
| 6 LaBean, Douglas K.     | 3,000.00   | 92 Austin, Richard E.   | 3,000.00 | 237 Sadowski, Peter       | 3,000.00 |
| 6 Maia, Silvina          | 3,000.00   | 92 Hedrick, Donald R.   | 3,000.00 | 263 Pannell, James Henry  | 3,000.00 |
| 6 Ramirez, Robert        | 3,000.00   | 92 Lopez, Manuel B.     | 3,000.00 | 263 Qualls, Robert D.     | 3,000.00 |
| 6 Reith, E. W.           | 3,000.00   | 92 Robinson, William L. | 3,000.00 | 263 Simmons, George W.    | 3,000.00 |
| 6 Santana, Frank         | 3,000.00   | 92 Winans, Robert L.    | 3,000.00 | 305 Miltsead, Woodrow W.  | 3,000.00 |
| 6 Thomas, Spencer        | 3,000.00   | 101 Raines, Carl        | 3,000.00 | 363 Jones, Paul R.        | 3,000.00 |
| 6 Wafford, Herman Z.     | 3,000.00   | 104 Abbey Jr., Woodbury | 1,500.00 | 363 Speedy, James E.      | 3,000.00 |
| 7 Aguilar, Leonard J.    | 3,000.00   | 104 Baumann, Thomas V.  | 1,500.00 | 374 Lash, Michael         | 3,000.00 |
| 7 Locke, Robert          | 3,000.00   | 104 Cass, Theodore      | 3,000.00 | 397 Christman, Joseph T.  | 3,000.00 |
| 11 Dascher, Eugene P.    | 6,000.00   | 104 Donaldson, James S. | 3,000.00 | 433 Kirkland, Willie H.   | 3,000.00 |
| 13 Fink, Alson A.        | 3,000.00   | 104 Gunter, George E.   | 3,000.00 | 433 Shoemake, Charles H.  | 3,000.00 |
| 13 Gargol, John S.       | 3,000.00   | 104 Hayden, Charles T.  | 3,000.00 | 433 Watson, Leamon        | 2,400.00 |
| 13 Holton, Merv          | 308.00     | 104 Smith, Angus D.     | 3,000.00 | 449 Christianson, John    | 3,000.00 |
| 13 Napoli, Fred          | 3,000.00   | 104 Welch, Earl D.      | 3,000.00 | 453 Smith, James H.       | 3,000.00 |
| 13 Ramie, Charles G.     | 3,000.00   | 104 Wolf, Kurt          | 3,000.00 | 483 Miller, Lewis B.      | 2,978.74 |
| 26 Baucom, Thomas B.     | 1,776.65   | 105 Castle, Howard L.   | 3,000.00 | 487 Moeller, Chester W.   | 3,000.00 |
| 26 Dinkins Sr., Ernest   | 3,000.00   | 105 Clark, Harry W.     | 3,000.00 | 531 Phillips, Walter Boyd | 3,000.00 |
| 27 Jamison, Melvin T.    | 3,000.00   | 105 Kissick, Russell P. | 3,000.00 | 549 Aweeka, George A.     | 2,400.00 |
| 27 Nelson, John J.       | 3,000.00   | 105 Meeks, Jessie D.    | 3,000.00 | 549 Barton, Benjamin      | 3,000.00 |
| 28 Bonner, Charles J.    | 8,000.00   | 107 McMahon, Roy        | 3,000.00 | 549 James, Sylvester      | 3,000.00 |
| 29 Aalto, Fred W.        | 3,000.00   | 108 Mask, Moody         | 3,000.00 | 549 Luckey, Henry H.      | 3,000.00 |
| 29 Benjamin, George F.   | 3,000.00   | 109 Wood, Louis W.      | 3,000.00 | 549 Mejaski, Anthony      | 3,000.00 |
| 29 Fay, John F.          | 3,000.00   | 110 Green, Shackford O. | 3,000.00 | 549 Spruill, Daniel L.    | 6,000.00 |
| 29 Noyes, Earl H.        | 3,000.00   | 110 Lumpkin, William Q. | 3,000.00 | 568 Weaver, Paul H.       | 3,000.00 |
| 29 Stallings, Dewitt T.  | 3,000.00   | 112 Anderson, George W. | 3,000.00 | 577 Kirchman, James       | 3,000.00 |
| 30 Seibert, Fred Rodgers | 3,000.00   | 112 Freeman, Thomas C.  | 3,000.00 | 577 Land, Ece H.          | 2,000.00 |
| 30 Slay, John M.         | 3,000.00   | 112 Hamilton, Fred C.   | 3,000.00 | 577 Lange, Barney R.      | 3,000.00 |
| 35 Ridgeway Sr., Roland  | 3,000.00   | 132 Amato, Joseph T.    | 3,000.00 | 577 McManus, George T.    | 3,000.00 |
| 37 Boxington, Vernon V.  | 3,000.00   |                         |          |                           |          |
| 37 Jordan, Louis J.      | 4,940.50   |                         |          |                           |          |
| 37 Lubrano, Victor       | 3,000.00   |                         |          |                           |          |
| 37 Raggio, William M.    | 3,000.00   |                         |          |                           |          |
| 37 Rottmann, Arthur J.   | 3,000.00   |                         |          |                           |          |
| 37 Walters, Fred         | 3,000.00   |                         |          |                           |          |
| 40 Taylor, Albert J.     | 3,000.00   |                         |          |                           |          |
| 45 Faircloth, Wilbert    | 3,000.00   |                         |          |                           |          |
| 45 Van Wyck, Gary W.     | 4,000.00   |                         |          |                           |          |
| 60 Anderson, Chester W.  | 3,000.00   |                         |          |                           |          |
| 60 Bridges, Howard N.    | 3,000.00   |                         |          |                           |          |
| 60 Neubaum, Calvin       | 3,000.00   |                         |          |                           |          |
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 (Also please notify the secretary of your local lodge.)

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**753 State Avenue, Suite 565**

**Kansas City, KS 66101**

(Allow five weeks for change of address.)

## Need help with college tuition? Whether reapplying for aid or applying for the first time, don't overlook these sources!

Continued from page 9



regardless of need. With these loans, you're responsible for the interest while in school and during deferment periods. Parents can now borrow up to the total cost of their child's education, including tuition, room and board, books, travel, and administrative fees, with a no collateral, variable interest rate loan that is capped at nine percent, through the Federal PLUS Loan Program. For more information, contact the PLUS hotline at 1-800-480-0392.

### Aid from states and colleges

STATES AND COLLEGES also use the financial information from the FAFSA or Renewal application to decide if you are eligible for their aid programs. Contact your state higher education agency and ask to receive all literature on scholarship, grant, work-study, and loan programs.

Colleges offer a variety of funding from their own financial resources,

including grants and scholarships, student job programs, and low-interest loans. Many of the grants and loans that colleges offer are not need-based and must be applied for on a separate form. They are often awarded to students who are outstanding academically or have a special talent.

Some colleges offer a practical money-earning plan known as cooperative education, in which students divide their time between on-campus learning and off-campus earning. Often, students work at a job related to their field of study and earn credit as well as a salary, typically between \$6,000 and \$14,000 a year.

### Aid from private sources

Corporations, associations, unions, religious organizations, and other private sources also award scholarships to a variety of students – the economically disadvantaged, the artistic, the athletic, the scientifically oriented, and the specially talented. Finding out about private scholarships for which you may qualify can be a daunting task. For a fee, scholarship search firms will review their data banks for awards that match your abilities. Also, several books list private scholarships.

### Private loans, and tax credits

IF YOU STILL lack funds after applying to the four major aid sources, you may want to check into nongovernment education loans that many lenders offer. Also, a stop at a campus job center may uncover the ideal part-time job to fit your schedule. Uncle Sam also offers two types of tax breaks for college education – the Hope credit and the Lifetime learning credit.

Students in the first two years of higher education – in college or vocational school – and working toward a degree are eligible for an annual "Hope" credit of up to \$1,500 against their own tax liability or that of their parents. The credit – effective for expenses in 1998 and later – is for 100 percent of the first \$1,000 of tuition and for half of the next \$1,000. Parents can take a credit for each child for whom they pay tuition, so two kids in school could mean a \$3,000 tax reduction.

The Lifetime learning credit is not limited to students in the first two years of post-secondary school and is for 20 percent of the first \$5,000 of tuition – a maximum tax cut of \$1,000 a year – for expenses after June 30, 1998.

Source: U.S. News & World Report and MasterCard Privacy Initiatives □



## Will big bucks buy the White House?

THE GEORGE BUSH for President Committee made an amazing announcement on June 30 of this year. They reported having raised a record \$28.3 million in contributions during the second quarter of 1999, making his total for the year well over \$36 million.

And election day is still nearly a year-and-a-half away!

This is a staggering amount of money. By comparison, Bob Dole raised \$13.58 million in the first six months of 1995 – barely over one-third of what Bush has raised. And when Bob Dole raised that amount, he set a record.

Needless to say, Bush was pleased with his success. His campaign managers say he intends to spend \$70-75 million on his bid for the presidency, and he’s now halfway to raising that amount. The war chests of other candidates are not all that far behind. Gore has nearly \$20 million. Whoever wins in 2000 will spend a lot of money to get into the White House.

Where is all that money coming from? Campaign finance reformers often talk about limiting political action committees (PACs), but Bush didn’t need PAC money to set his record. He got over 99 percent of this money from 75,000 individuals who donated an average of \$480 each. According to the Center for Responsive politics, Al Gore gets about 85 percent of his money from individuals donating over \$200.

Federal campaign finance law requires candidates to file information on individuals who give over \$200, so we can track what industries these donors come from. The industry most represented in the individual contributions to both of these candidates is the legal profession, followed by those who describe themselves as retired, working in real estate, and working in securities and investment.

According to news reports, major individual donors to Bush’s campaign

are mainly old friends. These old-guard Republicans also recruit donations from people in their companies, people like Edward O. Gaylord of EOTT Energy Partners, Edgar Bronfman of Joseph E. Seagram & Sons, and Carl Lindner of American Financial Group. **You may remember Lindner. He was one of the masterminds and financiers of last year’s ballot attempts to keep unions from being involved in politics.**

Many Bush supporters have long-standing family ties, such as Thomas Marinis, a partner at the Houston-based law firm of Vinson & Elkins which accounted for more than \$172,000. Others are folks who claim to be making their first go-round in big-time politics – people like Robert Herbold, executive vice president and chief operating officer of Microsoft Corp., which is being sued by the current administration for monopolistic restraint of trade.

How much did he bring in for Bush? “From the standpoint of what’s been reported [\$36 million] . . . the answer is a fair amount,” Herbold told reporters.

A fair question to ask is why these people do it? What do they expect for their efforts and their money? The Clinton administration has been accused of letting big money donors spend a night in the White House. That seems pretty harmless compared to what Ken Silverstein reported in a story to The Nation (“My Life as an Undercover PAC,” May 5, 1997).

Posing as someone from the (fictitious) United Broadcasting Corporation, he visited numerous fund-raising events of both major parties. The offers he got were surprisingly candid. At one, Anne Ekern of the

National Republican Senatorial Committee (NRSC) told him that for \$5,000 in PAC money, United Broadcasting could join the Republican Senate Council and send a representative to a monthly luncheon where a Republican senator would brief participants on “legislation or anything else that might be going through” Congress. If United Broadcasting preferred to give \$25,000 in soft money, it could join the Chairman’s Foundation, an outfit “catered to the CEO,” allowing him to attend “four or five small dinners annually . . . featuring senators and senior committee staff from key committees.”

The Democratic Party was no different. For money, you get access, they explained. The more you give, the better the access. One Democratic Party official once summed up the situation to him this way: “It’s like flying,” she said. “Some sit in first class and some sit in coach.”

Promise of direct access like this is how candidates are able to raise millions at a single fund-raising dinner, like the \$25,000-a-plate swordfish dinner for the Democratic National Committee. This February, Republican Party donors of \$100,000 and up played golf and relaxed with party leaders during a weekend at a Palm Beach resort.

Candidates are raising more money than ever before. It is no secret what they’ll do with all that money. They’ll bombard us with television ads, direct mail campaigns, and sophisticated public relations tactics to try to get the public debate on topics they feel will get them elected. They’ll use that money to distract us from the issues



Charles W. Jones  
International President

that matter most – jobs, health care, schools, Social Security – and get us arguing among ourselves about issues that are far less important.

The questions we need to ask are who is donating that money and what will they get for their donations?

And we have to ask where that leaves the rest of us. The ones who can’t afford \$25,000 dinners. The ones who don’t have 20 friends we can talk into donating \$5,000 each to someone’s political action committee.

Will we get a voice in the next administration? Will the next president listen to our views?

Or will the people with Big Bucks buy their way into the Oval Office and shut the rest of us out?

Workers had better learn all we can about the issues – the real issues, not the false ones candidates will use to distract us. We’d better vote wisely and we’d better vote in solidarity.

Because we don’t have the cash to buy our way into the White House. All we have are our votes. ☐

### LETTERS TO THE EDITOR

#### L-1’s Lisby yearns for contact from his Boilermaker family

I HAVE HAD much bad luck lately. I lost my leg above my knee and would appreciate hearing from all who remember me. My best regards to everyone.

E. J. “OLD MAN JACK” LISBY  
Local One Retiree  
The Masonic Home of Florida  
3201 1st St. NE  
St. Petersburg, FL 33704

#### Grisco: NAFTA threatens our jobs, health, and environment

LAST MARCH, 160 Michigan school children and teachers contracted Hepatitis A from strawberries, grown in Mexico and purchased by the federal government for the school lunch program. According to federal law, all foods funded by school lunch programs are supposed to be grown in America. However, under the North American Free Trade Agreement (NAFTA), it is difficult to determine where products are produced. Mexican farmers use “night soil” (raw sewage) to fertilize their crops. This is Mexico’s form of recycling human excrement – the classic transmitter of Hepatitis A. Perhaps NAFTA stands for

*Nightsoil Allowed on Food To America!* NAFTA could also stand for *Now Assassinating Flipper for Tuna Accumulation*. In 1995, Congress passed a bill to prevent the slaughter of millions of dolphins by allowing a

“dolphin safe” label on tuna caught using methods other than the encirclement method – a method known to destroy dolphins. Under NAFTA, Mexican fisherman can use the dolphin safe label even if they catch tuna with the encirclement method.

GERALD GRISCO, L-1 retiree  
Chicago, Ill.

#### L-433’s Taxacher wants to increase death benefits

THE BOILERMAKERS National Health and Welfare Fund should consider raising the Boilermaker Death Benefit from \$3,000 to \$30 or \$40 thousand.

Boilermaking is one of the most consistently dangerous occupations in the U.S. Raising the Boilermaker Death Benefit will help us recruit and retain the best and brightest young Boilermakers.

JAMES TAXACHER, L-433  
Ft. Pierce, Fla.

#### Fund administrator responds

THE POST RETIREMENT death benefit of \$3,000 is not paid by the Boilermakers National Health & Welfare Fund’s insurance provisions, but rather is a supplemental benefit paid by the Boilermaker-Blacksmith National Pension Trust. This benefit, which was added to assist families of deceased participants, has never been a substitute for life insurance. The death benefit, which first became payable in 1981 at \$1,000, has been increased several times by the Board of Trustees to its

current \$3,000 limit. Improvements in this benefit, as well as other suggested changes, are certainly evaluated by the Board of Trustees when determining what, if any, benefit improvements can be made. It should be noted that any improvement in the Pension Death Benefits would reduce the assets available to provide monthly benefits to living pensioners and beneficiaries.

The Boilermakers National Health & Welfare Fund provides a basic \$5,000 Life and Accidental Death Benefit under its active plan. Many field construction bargaining units, however, have negotiated an additional \$0.10 per hour contribution to provide a further \$14,500 coverage. Both Life and Accidental Death Benefits are only available, with no self-pay contribution, to eligible active participants. Upon loss of active eligibility, an individual may elect to convert their coverage to an individual policy without the necessity of a medical examination.

KEITH REED, executive administrator

#### Insurance is eating up retiree’s pension

I RETIRED IN 1984 with over 30 years service. My pension was \$400 and the insurance was free for me and my wife. Now my pension is \$611 a month and insurance now costs \$355 a month. That leaves me \$256, which is \$144 less a month than when I retired in 1984.

Something needs to be done. I suggest that when you make a change in the way the pension is figured, that you

make it retroactive so that old folks would have money to pay this ridiculously high insurance cost. The solution will have to be left up to the active members, and I want to remind them that they will be retired members soon.

JOHN RASH, NTL retiree  
Lumberton, Texas

#### L-592’s Tucker doesn’t want the past to repeat itself

THE FRONT RUNNER for the Republican nomination appears to be another Bush . . . another clone from the former Reagan administration, George W. Bush, son of former President George H. W. Bush of “Read my lips” fame. Together, Reagan and Bush formed an unprecedented national debt on all Americans. If you vote Republican, you are voting against your union, and your family’s well being. You are voting for job losses, unemployment, the food off your table, the clothes off you and your children’s backs. Support your union, your family, and your job by voting straight Democrat.

DOUG TUCKER SR., L-592 retiree  
Spavinaw, Okla.

**Tell your fellow members what you think!**

SEND LETTERS TO THE EDITOR TO :

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