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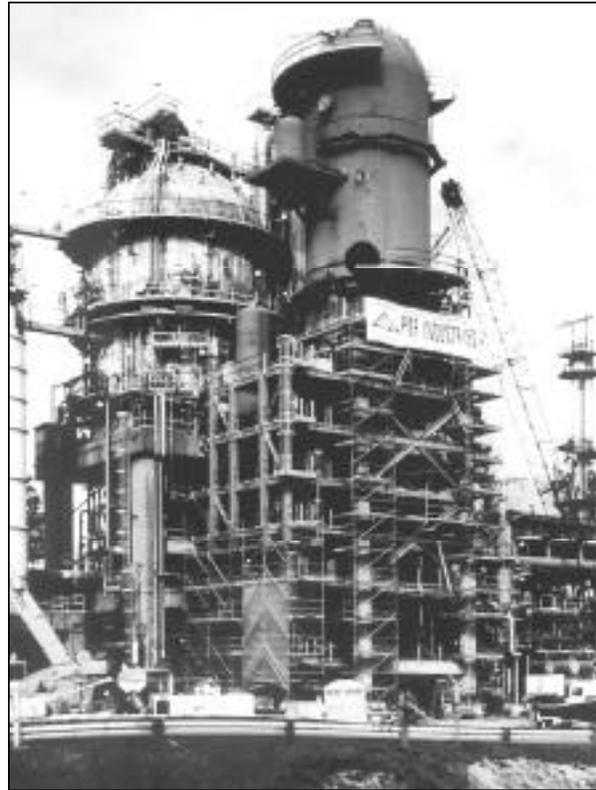
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Locals 104 and 502 fabricate, erect FCC reactor

Job completed with zero weld defects, zero accidents

THE EXCELLENT craftsmanship of members from Local 104, Seattle, and Local 502, Tacoma, has earned "kudos" from PSF Industries President Stanley R. Miller, for their fabrication and erection work on a 25 foot by 107 foot OAH Reactor. Miller reports: "Welders from both L-104 and L-502 performed with zero weld defects. And local members completed this job without a single recordable or lost time accident."

Local 104 members completed the reactor in subassemblies at PSF's Seattle shop – the stripper section (12 feet by 34 feet, fabricated complete); the bottom cone and knuckle, with the bottom shell course in half-can sections; and the shell and hemi-head, with the top shell course attached, both in half-can sections. As parts were completed, they were shipped to the field, where Local 502 members erected a customer-furnished structural steel support for the reactor and then assembled the reactor in three sub-assemblies within crane radius of the foundation. The top head was assembled on the support structure, which allowed installation of the plenum and cyclones at ground elevation. Platforms were installed on the subassemblies, and when the field assembly was complete, the main lift crane was mobilized. The stripper section was then shipped to the site and set in the support structure. The other subassemblies were set, fit-up, and welded. When completed, the reactor was hydro-tested and transfer lines were installed, meeting all inspection requirements for the ASME Code Reactor, including Spot RT. □



Local 104 and 502 members earned "kudos" from PSF Industries President Stanley Miller for their zero weld defects and zero accident performance on this FCC reactor job in Washington.

Brotherhood sponsors educational programs

Local lodge leaders attend educational programs in U.S., Canada

EDUCATION IS KEY to good leadership, and something the Boilermakers union strongly endorses. That's why so many educational programs are sponsored each year, especially this summer when newly-elected local lodge officers begin their duties.

Some lodges send their officers and stewards to the annual summer institutes at the University of Wisconsin School for Workers for training. Here the attendees study the principles of collective bargaining, contract administration and grievance handling, labor history, occupational safety and health, communications, public relations, and political action.

In the Construction Division, 15 local lodges sent their newly-elected business managers to Kansas City for a week-long leadership program. This program was designed specifically for construction lodge leaders and addressed such issues as referral rules, time management, and construction agreements.

In Eastern Canada, International Vice President Alexander C. "Sandy" MacDonald invited representatives



Neil DeClerq, a University of Wisconsin staff member, teaches a class at the Boilermakers' Basic Institute. Local lodge officers and stewards study the principles of collective bargaining, contract administration, and a host of other topics at the annual week-long program.

from 11 lodges in his area to attend a three-day leadership conference at the Inverary Resort in Nova Scotia. Their stories follow.

Local leaders attend week-long courses at University of Wisconsin School for Workers

THE INTERNATIONAL Brotherhood sponsored its 42nd annual summer training institutes at the University of

Wisconsin School for Workers in Madison, Wis., August 15-20. Fifty-six members participated in the Basic Institute; ten members attended the Advanced Institute.

Each year, the Basic Institute offers a course of study on the principles of collective bargaining, contract administration and grievance handling, labor history, occupational safety and health, communications, public relations, and political action.

Continued on page 3

PCMTDC elects another Boilermaker as its president

Tom Kendall elected to succeed Jack Sloan

THOMAS L. KENDALL, International representative and deputy general organizer, has been elected by the board of the Pacific Coast Metal Trades District Council (PCMTDC) to serve as president. He succeeds Jack Sloan, International vice president of the Western Section, who has retired as PCMTDC president.

Kendall, a member of Local 6, Oakland, Calif., joined the Boilermakers union in 1970. He worked as a boilermaker for Southern Pacific Railroad and served six years as local chairman prior to his 1994 appointment as a deputy general organizer. He has been on temporary assignment to the PCMTDC as an organizer for the Puget Sound, Portland, and Bay Cities Metal Trades Councils, and was recently awarded the Clarence Briggs Award for his outstanding work as a Metal Trades organizer.

Sloan, who has served as PCMTDC president since 1990, joined Local 104, Seattle, Wash., in 1960, where he served as business manager. He became an assistant to the International president in 1978, with duties primarily in the Metal Trades industry sector. He has



Jack Sloan (l) congratulates Tom Kendall, the new president of the Pacific Coast Metal Trades District Council (PCMTDC).

served as International vice president since his 1980 appointment, and was union chairman of the Western States Articles of Agreement, Secretary of the Western States Joint Apprenticeship Committee, and trustee of the Boilermaker Vacation Trust. □

Avondale workers join APRI delegates in protest march



IVP Jim Hickenbotham, L-37 Pres. Lyle Grimes, and Avondale Shipyard stewards attend a rally to support workers struggling for recognition at the St. Louis Hotel in New Orleans.

Boilermakers and stewards from Avondale Shipyard show their support for hotel workers at a protest march and rally sponsored by the APRI in New Orleans, La.

ON AUGUST 21, 1999, stewards from Avondale Shipyard joined delegates from the A. Philip Randolph Institute's (APRI) 30th annual national education conference in a protest march and rally against the St. Louis Hotel on Canal Street in New Orleans. The activists were protesting the hotel employer's decision to not recognize the Service Employees International Union as the hotel employee's bargaining agent.

Intl. Vice President Jim Hickenbotham, who was representing the Boilermakers at the annual APRI conference, addressed the rally of more than 300 participants. Local 37 Pres. Lyle Grimes, who is one of two full-time organizers working for the Metal Trades campaign at the Avondale Shipyard, joined several shipyard stewards at the rally. (The Boilermakers union is the largest of the 11 unions involved in the Avondale campaign, where workers are in their sixth year of trying to gain recognition and a labor contract from the nation's largest nonunion shipyard.)



Intl. Vice President Jim Hickenbotham addresses labor activists at a protest rally in New Orleans.

The APRI was formed in 1965, by labor activist and civil rights pioneer A. Philip Randolph (1889-1979) and Bayard Rustin (1912-1987). It is an organization of trade unionists committed to racial and economic justice, who are working as a bridge between labor and the African-American community. □

Boilermakers meet with Blue Circle reps. in London

INTL. VICE PRES. Jim Hickenbotham and Research Director Len Beauchamp travelled to London, England, to meet with representatives of the Blue Circle Cement Company and the International Federation of Chemical, Energy, Mine, and General Workers Union (ICEM). They met June 7-8, 1999, to develop a more positive working relationship between Blue Circle and its North American employees. The Boilermakers represent 200 Blue Circle employees in the U.S. and Canada.

Pictured, l. to r., are Hickenbotham, Beauchamp (in front), ICEM's North



American Regional Coordinator Ken Zinn, Allan Black of the General Municipal and Boilermakers' Union, and Don Langford, vice president of PACE - the Paper, Allied-Industrial, Chemical and Energy Workers Intl. Union. □

Local 154 members earn praise for superior work ethic

I AM WRITING this letter to acknowledge the outstanding performance by your Boilermakers (members of Local 154, Pittsburgh, Pa.) on our dephenolization tower replacement. When we entered into this performance contracting agreement, we had a lot of trust in both of our companies [Shenango Inc. and American Boiler & Chimney (A B & C) Tank Services] working productively to make this project a success. After this job was finished, it was evident that this trust was not without cause. Both Shenango and A B & C have benefitted by the superior work ethic put forth by the Boilermakers on this project. I cannot thank you enough for providing Shenango with such a superior work force. We at Shenango are looking for-



Members of Local 154, Pittsburgh, Pa., earned praise from Shenango Inc. for their work with American Boiler & Chimney on this dephenolization tower replacement.

ward to a long lasting, mutually beneficial working relationship as a result of your efforts.

DON HUTCHISON, P.E.
Shenango Inc.

EDITOR'S NOTE: American Boiler & Chimney is owned by Jerry Kaelin, a Local 154 graduate apprentice. The project referred to above involved the removal of a 200-plus ton tower.

the Boilermaker Reporter

Sep • Oct 1999

Vol. 38 • No. 5

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

POSTMASTER: Send address changes to:

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

Printed in the USA

A prize-winning newspaper

Brotherhood sponsors educational programs

Continued from page 1

The Advanced Institute is for those individuals who have previously attended a Basic Institute, or who have received approval to attend by Len Beauchamp, director of Research and Collective Bargaining Services. This week-long course covers arbitration preparation and presentation, topics in collective bargaining, labor law, and political action.

Instructors include professors from the School for Workers, International Brotherhood staff members, and representatives from the national funds office. Classes are held at the Friedrick Center on the shore of Lake Mendota at the University of Wisconsin. Attendees listen to lectures, view training films, participate in class discussions, and role-play various parts of the grievance and arbitration procedures.

Those attending the Advanced Institute included Scott Setchell of Lodge D81, Dixon, Ill.; George Powell of Lodge 88, Essington, Pa.; Allen Pick of Lodge 374, Hammond, Ind.; Robert Levart of Lodge 482, Wood River, Ill.; Tim Kite of Lodge 599, Billings, Mont.; Sammie L. Cole Sr. of Lodge 693, Pascagoula, Miss.; Dave McMahon and Louis Nielio of Lodge 696, Marinette, Wisc.; Roger Reading of Lodge 1509, Cudahy, Wisc.; and Michael Zordani, International Representative-PEP.

The following locals sent members to the Basic Institute:

Lodge M2, Toledo, Ohio – Raymond Loss, James McCormack, Charles Turner, and Ron Shadler Jr.

Lodge 26, Savannah, Ga. – Vernon John Baxter and Charles N. Evans

Lodge 83, Kansas City, Mo. – James VanZuuk

Lodge 87, West Chester, Pa. – John Becker and David Piatt

Lodge 146, Edmonton, Alberta – James Johnson and Myles Morgensen

Lodge D206, Port Clinton, Ohio – Lafayette Hopkins and Anthony Rogers

Lodge M300 of Aurora, Ind. – Stephen Auxier and Douglas Beam

Lodge 374, Hammond, Ind. – Joseph Esparza and Douglas J. Ewell II

Lodge 482, Wood River, Ill. – Jimmy McKee and John Roach

Lodge 487, Kewaunee, Wisc. – Chad Kieckbusch, Regina Prudhomme, Madonna VandenAvond, Michael Vincent, and Patrick Wessell

Lodge D533, Hagerstown, Md. – Ken Garnett Jr., Dennis Hose, Roger Murphy, Jeffrey Short Sr., and Shirley Weller

Lodge 599, Billings, Mont. – Roy Ladd

Lodge 696, Marinette, Wisc. – Frank Ludgood Jr., Arnold Antonson, Lawrence Christenson, Dave Dehne, and Steve Petrosky

Lodge S699, Menominee, Mich. – Mitchell Beardsley, Ellen Hayes, and David Holman

Lodge 905, Wilmington, N.C. – Steven Godwin and Fleet Spell

Lodge 1012, St. Louis, Mo. – Kenneth Brock and David B. Holman

Lodge 1032, Cumberland, Md. – William Sauermlch III and Drayton Showell

Lodge 1162, Milwaukee, Wisc. – Joseph Schmidt

Lodge 1234, Chicago, Ill. – Jovan Djordjic and Donald Franks

Lodge 1255, Chicago, Ill. – Juan Hernandez, Oscar Orellana, Mynor Urrutia, and Edward Wilson

Lodge 1600, St. Charles, Ill. – Steven Kramer and Jesus Fernandez

Lodge 1603, Alliance, Ohio – Richard Layman Jr. and Mike Good

Lodge S1978, Rock Springs, Wyo. – James Persinger.



Above, attendees of the Basic Institute, University of Wisconsin School for Workers.

New business managers attend program

FIFTEEN NEW Construction Division business managers attended a week-long educational program in Kansas City, August 22-27, 1999.

Designed specifically for the construction lodge leaders, the program included a review of the Brotherhood's history, structure, service, policies, and procedures, and provided an in-depth look at the Construction Division; the National Maintenance and Project Agreements; the MOST Program; the National Apprenticeship Program; the pension, annuity, and health & welfare funds; the MARS computer system; referral rules; financial reporting; marketing; collective bargaining; organizing; communications; and time management and strategic planning.

Those attending included Leland Yazzie of Local 4, Page, Ariz.; Gerald Connolly of Local 5, New York City, N.Y.; Don Jones of Local 69, Little Rock, Ark.; Kent Oliver of Local 73, Halifax, Nova Scotia, Canada; Wilber Granger of Local 79, Lake Charles, La.; Roger Erickson of Local 83, Kansas City, Mo.; Henry McCoy of Local 101, Denver, Colo.; Van Stephens of Local 105, Chillicothe, Ohio; Danny Phillips of Local 112, Mobile, Ala.; Dean Milton of Local 146, Edmonton, Alberta; Ernest Dorsey of Local 193, Baltimore, Md.; Gerald Couser of Local 197, Albany, N.Y.; Marlin McCurdy of Local 242, Spokane, Wash.; Carl Ellsworth of Local 359, Vancouver, British Columbia; and George Pinkerman Jr. of Local 667, Charleston, W.Va.

Boilermakers attend Eastern Canadian Leadership Conference

LOCAL LODGE representatives from 11 lodges in Eastern Canada gathered at the Inverary Resort in Baddeck, N.S., for a three-day leadership conference, August 3-5.

International officers and staff covered such essential topics as the duties of officers, how to run a meeting, amending and approving by-laws, handling grievances, keeping accurate records and making financial reports, and collective bargaining strategies and techniques.

Terry D. Boudreau from Equal Partnerships gave a workshop on strategic planning for the future. He showed how local lodge leaders can be *proactive*, rather than just being *reactive* to company plans. Strategic planning involves analyzing the local lodge's situation, developing long-term goals, and then working out specific steps to get there and creating a plan that can not only be



Above, attendees of the Advanced Institute, University of Wisconsin School for Workers.



Attendees of the New Business Managers Program tour the Boilermakers National Apprenticeship Training Center while in Kansas City for a week-long training course.



At right, IVP Sandy MacDonald addresses delegates (above) to the 1999 Eastern Canadian Leadership Conference. Seated at his right is Intl. Pres. Charles W. Jones.

followed, but can also be used to measure the local's success.

Local lodge leaders attending included Jean Guy Allain, Kim Blyth, Jean Guy Godin, Leslie Linco, Everett Mauer, Gary Morris, Kent Oliver, Gerald Robichaud, and Charles Saulnier from L-73 in Halifax; John Cormier, Aubrey Cox, Ed Frerotte, Ron Groulx, Marc Guay, Vince McNeil, Don Peer, Ed Power, Matt Thomson, Jim Tinney, and Reg White from L-128 in Toronto; Tom Walsh from L-203 in St. John's, Guy Villemure from L-271 in Montreal; Paul Wilson from L-D406 in St. John; Ron Andrews and Ross King from L-D454 in Brookfield; Denise



Bolton and Dale Levere from L-D488 in Acton; Kevin Biggs, Tony Skokum, and Stan Young from L-D494 in Burlington; Raymond Black from L-D579 in Lantz; Chris Scott and George White from L-580 in Halifax; and Ed Baker, David Brown, Earl Craig, Michel Latour, Kevin McKinnon, Doug Nickerson, Rick Pain, Michael Simons, and John Wiebe from L-680 in St. Catharines. □

Northeast, Great Lakes areas sponsor joint contest

FOR THE THIRD time, the Northeast and Great Lakes areas have combined resources for a joint apprenticeship contest. Their results follow.

L-7's Paul Hendershot wins Northeast contest

PAUL HENDERSHOT, representing Local 7, Buffalo, N.Y., won the Northeast Area apprentice competition, earning the right to compete at the Boilermakers National Apprentice Program's (BNAP) competition in September.

Also competing, May 16-18, at Local 237's training facilities in Hartford, Conn., were James DiCicco of Local 28, Newark, N.J.; Adam Hanlon of Local 29, Boston, Mass.; Jason Henderson of Local 175, Oswego, N.Y.; Mark Johnson of Local 154, Pittsburgh, Pa.; David Krysztopik of Local 237; and William Oesterwind of Local 13, Philadelphia, Pa.

Union judges included Francis Duggan, business manager of Local 193, Baltimore, Md.; Paul Meade, president of Local 29; and Jack Multerer, retired business manager of Local 7.

Company judges included John Carey Sr. of Boiler Erection & Repair Co. and Don Mason of Nicholson & Hall Corp.

A banquet to announce the winners was held in Lake George, N.Y., on July 15.

L-169's John Vardon wins Great Lakes contest

JOHN VARDON, representing Local 169, Detroit, Mich., won the Great Lakes Area apprentice competition, earning the chance to represent this area at the national contest in Kansas City.

Vardon won the award, named for Robert J. McDonough, John S. Nooter,



Robert J. McDonough addresses the apprentices at the annual banquet of the Great Lakes Area apprentice contest.

and John H. Mooney, along with a \$1,000 U.S. savings bond, by participating in a skills competition held with the Northeast Area in Hartford, Conn., at Local 237's training facilities.

Also competing were Joe Fisher of Local 744, Cleveland, Ohio; Michael Funston of Local 647, Minneapolis, Minn.; Keith Nickelson of Local 27, St. Louis, Mo.; Bob Segiet of Local 1, Chicago, Ill.; Donald Waltermier Jr. of Local 85, Toledo, Ohio; and Kevin Young of Local 374, Hammond, Ind.

Union judges included Anthony Jacobs, L-169 ABM; Dennis Lark, L-85 training director; Paul Maday, L-374 ABM; James McManamon, L-744 ABM; Intl. Rep. Clayton Plummer; and Robert Schwartz, L-1 ABM. Company judges included Paul Jewel, Stevens Paint superintendent, and Richard Lester of Construction Philip Services Corp.

At the awards banquet, Local One's Robert McDonough was honored for his many years of service to the International and the Great Lakes Area. □



Contestants to the Great Lakes apprentice contest attended a banquet in Chicago where the winner, John Vardon, pictured in the center, was announced.



Contestants to the 1999 Northeast Area Apprentice competition receive their awards, l. to r., David Krysztopik of Local 237; Jason Henderson of Local 175; first-place winner Paul Hendershot of Local 7; Adam Hanlon of Local 29; James DiCicco of Local 28; William Oesterwind of Local 13; and Mark Johnson of Local 154.

L-146's Lance Millar wins Canadian apprentice contest

Five candidates compete at sixth annual event

LANCE MILLAR, representing Local 146, Edmonton, Alberta, Canada, has won the sixth annual Canadian Boilermaker Apprenticeship Competition. Held June 20 to 23, 1999, the contest was hosted by Local 555 and the Red River College in Winnipeg, Manitoba.

Also competing were Curtis Fraser of Local 73, Halifax, Nova Scotia; Steve Sicard of Local 128, Toronto, Ontario; Chris Weaver of Local 359, Vancouver, British Columbia; and Richard Delaurier of Local 555.

National Coordinator Bruce Ashton began the rigorous testing schedule with written exams on Sunday, June 20. On Monday, the contestants began three days of hands-on testing on their knowledge of safety, rigging, exchanger tube repair, welding, layout, fitting, and signaling.

Joining Ashton as test coordinators and judges were Roy Billet, Frank Boudreau, Jack Brochu, Art Christie, Warren Fraleigh, Ron Groulx, Dwight Harris, George Henry, Ed Hoffmann, Grant Jacobs, Joe Kiwiior, Harold Lilliees, Richard MacIntosh, Frank Nolan, Norm Ross, and John Rowe.

The 1999 award was named for Donald G. Whan and Henry Gusse. It was presented to Millar at a banquet the evening of June 23.

Whan, who passed away in October 1996, began his Boilermaker career as a welder in 1951, and worked his way up through the ranks retiring as International Secretary-Treasurer in 1989. He was instrumental in the estab-



Front row, l. to r., contestants Curtis Fraser of L-73, Lance Millar of L-146, Richard Delaurier of L-555, Steve Sicard of L-128, and Chris Weaver of L-359. Back row, l. to r., test coordinators and judges Richard MacIntosh, John Rowe, Grant Jacobs, Roy Billet, Warren Fraleigh, George Henry, Joe Kiwiior, Dwight Harris, Jack Brochu, Art Christie, Norm Ross, Frank Boudreau, Frank Nolan, Harold Lilliees, Ed Hoffmann, Ron Groulx, and Bruce Ashton.

lishment of apprenticeship training and journeyman upgrading in Canada.

Gusse, who has been a Local 146 member for 43 years, is the owner and president of the Edmonton Exchanger Group of Companies. These companies are active in Western Canada in shop fabrication, and repair and maintenance. They employ only union members and supply vessel components worldwide. □



Intl. Vice Pres. Rick Albright (r.) with Henry Gusse. The 1999 Boilermaker Apprentice Award is named for Gusse and former Intl. Sec.-Treas. Don Whan.



Lance Millar (l.) is the winner of the 1999 Canadian Boilermaker Apprentice Contest. At right is L-146 BM-ST Dean Milton.

AFL-CIO state bodies sponsor labor school

Classes to be held in Houston, November 14-17

THIRTEEN AFL-CIO southern state federations are sponsoring the 1999 Advanced Southern Labor School, November 14-17, 1999, at the Houston Hobby Airport Hilton in Houston, Texas.

The training will give unionists in the South the opportunity to meet and discuss current labor issues; compare strategies for organizing, political, and legislative action and community involvement; and establish broader networks for communicating. Participating states include Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina, Oklahoma, Tennessee, Texas, and Virginia.

For more information, call the Tennessee AFL-CIO Labor Council at 615 269-7111. □

U.S. has highest drug prices

AMERICANS PAY MORE for drugs than citizens of any other industrialized country – even for drugs made in the U.S.A.

Congressman Bernard Sanders (Ind.-VT) led a group of senior citizens on a drug-buying trip from Vermont to Montreal to illustrate the disparity in prices. In Canada, their prescription drugs cost less – far less, in many cases.

Methylprednisone, a drug for severe asthma and rheumatoid arthritis, costs 32 percent more in Vermont than in Montreal. A month's supply of Tamoxifen, a drug used to treat breast cancer, costs only \$12.80 in Montreal. In Vermont, it costs \$156.42 – more than 12 times as much!

The reason, Sanders explained, is that Canada, like every industrialized nation except the U.S., has a national health care plan that negotiates drug prices.

Sanders has introduced legislation intended to lower drug prices in the United States. □

Stop the Big Business bailout

TODAY'S MOST COSTLY welfare recipients are Fortune 500 companies. *Time* magazine recently estimated that Congress spends \$125 billion in federal funds each year to subsidize corporations through low interest loans, cheap insurance, price supports, tax breaks, and undervaluation of taxpayer-owned resources.

Proponents argue that business subsidies create jobs. Yet from 1990 to 1994, the Advanced Technology Program, a federal subsidy for high-tech research, gave more than \$250 million to AT&T, GE, GM, IBM, and other companies. The companies reduced their workforce by 329,000 during that period.

In 1996, Congress told poor families that welfare should not be a way of life when they passed the welfare reform act. That ought to be a good principle for business, too.

Source: *Taxpayers for Common Sense*

L-110's Gibson wins Wedge Award

Nine apprentices vie for Southeastern Area prize

ROBERT LEE GIBSON, a graduate apprentice representing Local 110, Hattiesburg, Miss., earned first place in an annual competition sponsored by the Boilermakers Southeastern Area Joint Apprenticeship Committee. As recipient of the Paul D. Wedge Award, Gibson received a \$1,000 check, a Paul D. Wedge Award watch, certificate, and plaque, plus the chance to represent the Southeastern Area at the Boilermakers National Apprentice Program's (BNAP) competition in September.

Also competing for the Southeastern Area at Local 433's training facility in Tampa, Fla., June 21-22, were Mark W. Bartrug of Local 667, Charleston, W. Va.; Arthur S. Brock Jr. of Local 37, New Orleans, La.; Richard D. Clark of Local 40, Elizabethtown, Ky.; Austin Dale Dunham of Local 531, Amarillo, Texas; Jimmy F. Hammett of Local 108, Birmingham, Ala.; Robert B. Sheffield of Local 112, Mobile, Ala.; William A. Simmons III of Local 45, Richmond, Va.; and Arlin J. Thody of Local 83, Kansas City, Mo.

The nine candidates were tested on the following subjects: related studies; union and craft; blueprint and mechanical drawings; knot tying, rope splicing, and reeving; hand signaling; tool identification; tube rolling; use of equipment; reeving and rigging; and welding.

Union judges included International Representatives Glenn D. Fagen, Mike

Peterson, William Elrod, and Barry Edwards, retired International Representatives Lou Novak and Gene Lofley, and Rick Silberman.

Company representatives included Tom Bode of ABB-CE Services, Inc.; Michael Brown and Randall James of Babcock & Wilcox; Bill Kunkell of Common Arc; and Preston Taylor of Central Maintenance and Welding, Inc.

A banquet was held June 24 at the Radisson Bay Harbor. □

RIGHT: Robert Lee Gibson displays the Paul D. Wedge Award he won in the Southeastern Area apprentice contest.



Competitors included, in back, l. to r., Arthur S. Brock Jr., Local 37, New Orleans, La.; Arlin J. Thody, Local 83, Kansas City, Mo.; Robert Lee Gibson, Local 110, Hattiesburg, Miss.; Austin Dale Dunham, Local 531, Amarillo, Texas; and Richard D. Clark of Local 40, Elizabethtown, Ky. In front, l. to r., Robert B. Sheffield, Local 112, Mobile, Ala.; Jimmy F. Hammett, Local 108, Birmingham, Ala.; Mark W. Bartrug, Local 667, Charleston, W. Va.; and William A. Simmons III, Local 45, Richmond, Va.

L-502's Svensson wins Precht award

L-500 hosts Western States Area Apprenticeship contest and banquet

JOHN SVENSSON, representing Local 502 of Tacoma, Wash., has won the 12th annual James F. Precht Competition for Outstanding Graduate Apprentice of the Western States Area. Barry Hovet of Local 549, Pittsburg, Calif., earned second place; Jerald Thorp of Local 500, headquartered in Portland, Ore., placed third.

As winner of the Western States competition, Svensson received a \$700 check, watch, plaque, and other gifts, plus the chance to represent his area at the national competition in September. As second place winner, Hovet received \$350; Thorp received \$200 for third-place.

Also competing were David Gleason of Local 92, Los Angeles, Calif.; Giles MacMurchie of Local 242, Spokane, Wash.; John Nichols of Local 627, Phoenix, Ariz.; Paul Rose of Local 101, Denver, Colo.; and Pete Smalley of Local 182, Salt Lake City, Utah.

Area Coordinator Darrell Hickman Sr. said "each candidate's performance was extraordinary and they have all



Participants in the 12th annual James F. Precht Competition include, front row, l. to r., David Gleason of L-92, Pete Smalley of L-182, John Svensson of L-502, John Nichols of L-627, W. States Coord. Darrell Hickman Sr., Barry Hovet of L-549, Giles MacMurchie of L-242, Jerald Thorp of L-500, and Paul Rose of L-101. Standing are judges and helpers.

achieved a great accomplishment by participating in this competition."

Hosted by Local 500 on July 25-29, the competition tested the skills of the graduate apprentice in 12 areas, including blueprint reading, tube rolling, welding, burning, and rigging.

Serving as union judges were Local 500 retired members Charles Hebert, Robert Matherly, and Robert Grimmet.

Representing employers as contest judges were Clyde Colliflower of ABB-CE Services, Mike Olson of J H Kelly, and Mike Bradley of CH Murphy/Clark. □

Boilermaker scholar graduates with honors

A BOILERMAKER SCHOLARSHIP got her started in college in 1995, but the rest was up to Jacquelyn Casazza Rivera, daughter of Local D12 member John Casazza. This year, she showed the scholarship committee had picked the right person when she graduated with honors from Judson College in Elgin, Ill., earning a Bachelor of Arts degree in English with a minor in History. She plans to pursue an advanced degree in American History. □

Local 79 graduates apprentice

NORMAN JOHNSON, center, receives his apprentice graduation certificate from Wilber Granger, Business-Manager / Secretary-Treasurer of Local 79, Lake Charles, La. (on left). To Johnson's left is former Local 79 business manager, James Landers. □



L-193/802 members keep injuries to a minimum when boom collapses



Even a simple job – like blowing a horn – is important when it saves lives

HEROES. THAT'S HOW the workers at Sparrows Point, Md., describe Doug Sandhufer and Earl Burns. But Sandhufer and Burns disagree. They say they were only doing their job. But because they did their job well, injuries were held to a minimum when a boom collapsed in an area where 20 to 30 craftsmen were working.

On June 9, foreman Burns (a L-193 member since 1973) and his Local 193 crew were working on the 15.4 ton raw gas main valve at "L" Furnace Reline, when a crane boom collapsed.

Burns' crew was about to swing the valve over the steel and lower it to the ground. Sandhufer's job was to alert the 20 to 30 craftsmen working 165-feet below to stand clear.

Sandhufer, who has been a member of Local 802 since 1989, blew an air horn to clear the area. Once all the workers were out of the way, Burns signaled the rig to swing the load.

Sandhufer was still sounding the air horn to keep the area clear when the boom gave way, bringing down the 15.4 ton structure and the crane. On its way down, the collapsed boom hit a



When this boom collapsed (top left photo), the 15.4 ton raw gas main valve pictured above fell 165 feet.

hydraulic crane, causing \$4.6 million damage to both rigs.

Nine people were hurt, but injuries were limited to cuts and scrapes caused by falling debris and workers running from the accident site. Sandhufer's face was cut and his knee banged up when the boom hit a steel beam behind him, causing a scaffold to ram into him and throw him about five feet.

D. Dennis Seabolt, a 26-year L-193 member and a union representative for "L" Furnace Reline, said: "If Doug would not have done his job properly or if Earl Burns would have been in a hurry, many more people would have been hurt or killed. This shows that no matter what job we do, it's important that it be done the right and safe way. In my opinion, Doug Sandhufer and Earl Burns are heroes. Others on the job that day would agree." □

L-37 sponsors safety courses



ABOVE: Local 37 members participate in an OSHA 500 safety course. AT RIGHT: L-37 safety instructors Charles "Tommy" Hebert Jr. and Dennis Burke.

LOCAL 37, NEW ORLEANS, LA., is nearing its goal of 100 percent participation in its OSHA 500 safety courses. So far, the local has sponsored over 20 classes and nearly 400 members and permit workers have attended. The classes are taught by Local 37 members Charles "Tommy" Hebert Jr. and Dennis Burke, who have each received favorable evaluations from the attendees. □



MAKE IT SAFE

Hazard Alert – Dangerous Dust

Silica in sandblasting and rock drilling can be hazardous to your health

BEWARE. THAT DUST lying around could be hazardous to your health, especially if someone recently sandblasted in or near your work area. Silica is the same as quartz, and crystalline silica is one of the most dangerous kinds of dust you can breathe. Silica sand is used for sandblasting, and you also get silica dust when you drill in most kinds of rock.

The hazards

IN THE LUNGS, silica scars air sacs and keeps oxygen from getting in the blood. Silica can cause shortness of breath. And it increases your chance of getting tuberculosis. Silica also causes silicosis, which can kill you. (Many industrial countries have banned the use of silica sand for sandblasting.)

You can get silicosis after five to ten years of working around silica dust without using breathing protection. (You can be in danger even if you do not see dust.) Or you can get silicosis after a few weeks if you work in thick clouds of crystalline silica and you are not protected. (This happened to tunnel workers who cut through hard rock and were not protected.) Silicosis can get worse even years after you are away from the dust.

What you can do

- **Wet down dry materials and surfaces before you work with them** or before you sweep them. This will reduce some dust.
- **Do not use disposable dust masks if the dust has any silica.** Disposable masks do not protect you from silica. They do not form a snug seal with your face.
- **For abrasive blasting, replace silica sand with safer materials.** The U.S. government's National Institute for Occupational Safety and Health (NIOSH) says do not

use sand or any abrasive with more than one percent crystalline silica in it. Garnet, slags, steel grit, and shot may be good substitutes.

- **When sandblasting with any material that may contain silica, you need to use a CE abrasive blasting respirator** (positive pressure/pressure demand, with an APF of 1,000 or 2,000). This respirator provides air from outside the blasting area. **Respirators must not be the main way you reduce exposures.**

- **When drilling in rock that may contain silica, you may need a respirator.** The type of respirator you need will depend on the silica concentration levels.

- **OSHA says you must have a full respiratory protection program** if respirators are used. This means proper selection and fitting of respirators, medical screening of workers for fitness to wear a respirator, and worker training to use the respirators. The MOST respirator fit and training program meets all OSHA requirements.

- **Do not eat, drink, or smoke near silica.** After work, wash your hands before you eat, drink, or smoke.

- **Change out of your work clothes before you go home.** This will lower the level of dust contact for you and your family.

- **OSHA has rules about levels of silica** (and other dusts). If you have any questions, call the Center to Protect Workers' Rights (202 962-8490), the National Institute for Occupational Safety and Health (1-800-35-NIOSH), or OSHA.

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



Sample warning sign for silica work area requiring respirators.

L-7 erects first B&W-selective catalytic reduction system in U.S.



Workers strive for zero accident rate, despite cold weather conditions

MEMBERS OF LOCAL 7, Buffalo, N.Y., and the Babcock & Wilcox Construction Co. (B&W) said, "No to NOx emissions" at the AES Somerset Steam Station on Lake Ontario. Through a collective effort, Local 7 and B&W fabricated and erected the first B&W-engineered selective catalytic reduction (SCR) system in the U.S.

Local 7 Recording Secretary Martin Spencer Jr. reports that many obstacles had to be overcome from the very start. "The project was designed, engineered, and erected on a fast-track schedule. AES Somerset awarded the contract to B&W in mid-September 1998.

Engineering started right away and the first pre-fabricated pieces began arriving on site the second week of January 1999. Assembly and erection started almost immediately," said Spencer.

He said safety was of paramount concern for all. Every effort was made for a zero accident rate and extensive safety job site audits were conducted by OSHA during high peaks of construction.

"Despite the treacherous New York weather - snow and especially the high winds - the rank and file members pitched in with their ideas, hard work, and perseverance to successfully complete this project," reports Spencer. He said, "Everyone wins with projects like this one. Electricity is produced for the public, pollution is contained, and jobs are created which insures a well-trained workforce for the future." □



At far left are members of Local 7, Buffalo, N.Y., who completed the first B&W-SCR system in the U.S. Here, they use a crane to lower ductwork into place. Below, is the new hopper.



PSF and L-104 earn fabricated product of the year award

MEMBERS OF LOCAL 104, Seattle, Wash., and PSF Industries, Inc., have earned the Steel Plate Fabricators Association's 1998 Fabricated Product of the Year award for their work on a vacuum tower ordered from ARCO Products Company.

The tower, measuring 23 feet by 107 feet, was fabricated in PSF's Seattle shop by Local 104 members led by Marty Jensen, Wade Anderson, and

Larry Gingrich. The tower's design and fabrication was complex, with L-104 members fabricating and installing 14 vacuum rings, 52 nozzles, numerous internal trays, and an ARCO-supplied vapor horn. The completed tower, fabricated with zero accidents and zero weld defects, weighed 323,608 pounds and was shipped by barge to the ARCO refinery in Blaine, Wash. □



Local 104 and PSF Industries earned the "Fabricated Product of the Year" award for their work on this vacuum tower from the ARCO Products Company.

L-5 members meet and exceed the challenge

New York Yankee Organization pleased with L-5's workmanship

MEMBERS OF LOCAL 5, New York City, N.Y., have earned kudos for retrofitting a stack (shaped like a baseball bat) at Yankee Stadium. They received the following letter from William P. Nolan of the International Chimney Corporation:

"I would like to commend Local 5 for the professionalism shown by your Boilermakers during the emergency outage at Yankee Stadium.

"In an extremely difficult project and with no margin for error, the Local 5 boilermakers were able to meet and even exceed the challenge by completing the work ahead of schedule. The New York Yankees Organization, Lehrer McGovern Bovis, and International Chimney Corporation are more than pleased with the workmanship.

"It has been a pleasure working with you and your professionals and I look forward to working with you again in the future." □



Clockwise, beginning above: Local 5 members, New York City, N.Y., lift a stack section (shaped like a baseball bat) into place. At left: Another view of the baseball-shaped stack during erection at Yankee Stadium. Top left: Day shift workers include, kneeling in front, Chris Campbell, Tony Bego, Larry Bernoco, and John Donovan. Back row, Tom Borgersen, Bob Zuzzolo, and Charles Nicolich.

Class war, American style: The tax war workers lost

The tax bill for working people keeps going up, while it is going down for the wealthy

DURING DEBATE ON the 1993 tax bill, the first tax bill intended to increase taxes for wealthy Americans in nearly 50 years, many congressmen complained that President Clinton was waging "class warfare" on the most successful members of our society.

His simple statement that the rich should pay more taxes was met with an avalanche of criticism from politicians who protect the rich. Speeches by Rep. Bob Dornan (R-CA) and Senators Alphonse D'Amato (R-NY), William S. Cohen (R-ME), and Bob Dole (R-KS) made it seem that the wealthy were under siege. Representative Gerald B.H. Solomon (R-NY) even went so far as to suggest that any talk of raising taxes on the wealthy is "Marx-Leninesque rhetoric."

They were right about one thing. Since the middle 1940s, America has been engaged in a class war waged through taxes. But the rich are not the ones who should be complaining. Workers have been the big losers in the class tax war.

Let's look at some of the losses workers have suffered in this secret war.

Income tax rates have risen for workers, dropped for rich

THE INCOME TAX was created early in this century because the government was unable to raise enough money through tariffs and excise taxes. While the country was small, these sources had been sufficient, but growing responsibilities changed all of that.

In addition, reformers realized that tariffs and excise taxes, which work much like our present-day sales taxes, put the same burden on poor people as on the rich. The seven-year-old girl working 14-hour days in a sweatshop paid taxes at the same rate as John D. Rockefeller. During a period when the inequities of our class structure were being openly debated, the income tax provided a relatively painless way to raise additional revenue.

The income tax was the first attempt by our Congress to create a "progressive" tax. A progressive tax is one in which your tax rate rises as your ability to pay rises. Under a progressive tax, billionaires are expected to pay taxes at a higher rate than workers earning the minimum wage.

The first income tax was very progressive. Only the wealthiest two percent paid it. Single taxpayers were given a \$3,000 exemption, while married couples got a \$4,000 exemption. Converted into 1993 dollars, a \$4,000 exemption would mean that only those wage earners making over \$58,000 would have to file, and they would only pay taxes on the amount in excess of \$58,000.

It is easy to see that the people paying income taxes in 1913 were not poor. Even so, the taxes they paid were progressive — one percent for the first \$20,000 above \$58,000, with the rate gradually increasing to seven percent for income above \$500,000. Because it was progressive, the extremely wealthy paid higher rates than those who were simply upper middle class.

That happy time was short. When the U.S. entered World War I, the government broadened the income tax. They

reduced the exemption, raised the top rate for income tax to 67 percent on all income over \$2 million, and created a tax on excess profits. The income tax quickly became the federal government's main source of income. Yet even at this point, 95 percent of Americans paid no income tax.

Mellon introduces trickle-down economics

DURING THE 1920s, Andrew W. Mellon became secretary of the Treasury and began a campaign to lower tax rates for the wealthy. The arguments he used came to be known as "trickle-down" economics and, under President Reagan, "supply-side" economics.

Mellon made the extraordinary claim that lowering tax rates on the wealthy would yield more revenue than keeping them high. He argued that high tax rates cause people to avoid paying them; therefore, lowering the tax rates would reduce tax avoidance, raise revenue, and create jobs.

Mellon was able to convince Congress to adopt his trickle-down theory. The top tax rate was 73 percent in 1922. He succeeded in reducing it to 56 percent in 1924, 46 percent in 1925, and finally 25 percent in 1926. America's wealthiest made out like bandits. Mellon himself saved \$800,000 in taxes that first year, Ford saved \$1.1 million, and John D. Rockefeller saved \$2.8 million, or about \$54,000 a week in new spending money.

The number of millionaires expanded rapidly, as did the number of people who were almost rich. This extra money fueled the speculation in stocks that led to the stock market crash of 1929. Unfortunately for American workers, nothing trickled down to them. Workers were no better off in the 1920s than they had been in the 1910s.

And when the Depression hit, they were much worse off than ever before.

Roosevelt returns the nation to a progressive income tax

FACED WITH MILLIONS of unemployed workers, Congress was forced to raise taxes on the wealthy in order to pay the bills during the 1930s. The top bracket rose to 63 percent in 1932, 79 percent in 1936, and reached 88 percent by 1944 at the peak of World War II.

But the war effort cost so much that rates went up for workers as well. The personal exemption was cut in half, the bottom tax bracket rose from four percent to 19 percent, and in 1943, the federal government instituted withholding.

Income tax revenue increased by a factor of nearly 20, and total government revenue rose from \$4.8 billion in 1939 to \$40.5 billion in 1944, the largest tax increase in U.S. history.

We hear complaints about high taxes nowadays, but taxes now are nothing like they were during World War II. In fact, if the U.S. government were to tax

its citizens at the same rates used in 1944, we would collect enough money in a single year to pay off the entire \$5.61 trillion federal debt.

When the war was over, the rich wanted to return to the Mellon of low taxes for the rich. Fortunately for America's workers, Congress kept taxes on the wealthy relatively high and those for workers relatively low.

While Mellon's trickle-down taxation in the 1920s gave America more millionaires and an overpriced stock market, the low tax rates on workers during the 1950s allowed the creation of the world's largest middle class.

Workers' wage raises outpaced inflation. Home-ownership rose by nearly 50 percent, automobile registrations rose from 27 million to 62 million, and the number of households with telephones more than doubled.

The rich were not happy, though. Their taxes were still high. During the 1950s, all income over \$400,000 was taxed at the rate of 91 percent. Persons making over \$1 million paid an average of \$1.2 million in taxes. They continued to lobby for lower tax rates, and in the early 1960s, they found an unlikely ally.

Workers pay the same marginal rate as billionaires

JOHN F. KENNEDY is known as a president who looked after working people. But his 1963 tax cut started a taxation trend that 30 years later had working people paying at the same marginal tax rate as billionaires.

The argument against tax cuts has always been that they reduce revenue, leading to deficit spending or to cuts in popular programs.

Kennedy came up with a way to beat that opposition, reducing taxes for the group paying the highest rates while not seriously cutting overall tax revenue. He simply expanded the number of people who pay the top rate.

Kennedy's tax plan of 1963 reduced the rate that the richest taxpayers pay from 91 percent to 70 percent, but it also lowered the income needed to qualify for the highest tax rate. He cut it in half, from \$400,000 to \$200,000. So the richest Americans got a tax cut, while those making not quite as much actually got a tax increase, and the total amount of money coming into the federal treasury didn't change much.

Presidents and legislators noticed how well this sleight of hand worked, and they latched onto it. Through the 1970s and 1980s, every tax cut for the richest Americans was accompanied by an expansion of the number of people paying that top rate. By the early 1990s, when the Reagan-Bush tax laws were in full effect, the top bracket was so large that factory workers, schoolteachers, and small business owners were in the same tax bracket as the country's wealthiest individuals — people like Bill Gates and Warren Buffett.



When President Clinton proposed a tax law that would end this trend in 1993, he was accused of "class warfare" — pitting the wealthy against the poor and working people. Clinton's tax bill of 1993 reversed a 30-year trend. It raised taxes on the top bracket, and it also raised the income necessary to qualify for that top bracket.

Is progressive taxation fair?

MANY PEOPLE BELIEVE that progressive taxes are unfair. You often hear people arguing that progressive taxes penalize people for success. They claim that rich people should pay no more than poor people, and that progressive taxes are merely an attempt to redistribute income.

These people have missed the boat. All tax laws redistribute income. The issue is, in which direction?

In the 1920s, tax cuts for the wealthy distributed income up the ladder, making instant millionaires, fueling stock speculation, and creating the economic gap that contributed to the Great Depression. In the 1950s, tax cuts for workers brought some of that money back down the ladder, leading to widespread prosperity and the growth of the world's largest middle class.

From 1963 through 1993, more tax cuts for the wealthy moved wealth up the ladder again, resulting in many instant millionaires, but also two decades of high unemployment and declining wages for workers. Income disparity reached its worst point in history. In 1951, it took the wages of two million median-income families to equal the earnings of the top one percent. By 1991, it took six million.

Clinton's tax bill of 1993 at least temporarily reversed that trend, and workers have seen a slight easing of the damage done by the tax policies of Reagan and Bush. But Congress still promotes the welfare of the rich at the expense of workers.

The most recent tax bill passed by Congress (and vetoed by President Clinton) gives enormous tax advantages to wealthy taxpayers, but only very modest cuts to workers. According to Citizens for Tax Justice, more than two-thirds of the tax cuts go to the top ten percent of Americans by income, with the bottom 90 percent sharing the final third. The average tax cut for households with income below \$38,000 will be less than \$15 a month, while the top one percent will see an average tax cut of \$301,000 — or about \$15 every 25 minutes.

And they get their tax cuts before you do. The capital gains tax cut, which mainly benefits the wealthy, is retroactive to January 1, 1999. Income tax cuts, the biggest tax cut for workers, are phased in from January 1, 2001 to January 1, 2008.

By that time, Congress will have had plenty of time to rewrite the tax laws so that you might not see a tax cut at all.

Class war? Yes. And workers are losing this one big-time. □

Next issue: *Why you pay more*

STEWARDS' NOTEBOOK: Grounds for Grievances

IN OUR LAST column, we discussed the three duties of the steward: to enforce the contract, to handle grievances, and to represent the union.

These three duties are equally important, but grievance handling is the most visible work for stewards. And for good reason. The grievance procedure serves five purposes:

- It protects workers' democratic rights on the job
- It establishes a mechanism for enforcing the contract
- It provides for orderly and fair settlement of disputes
- It maintains healthful, safe, and agreeable working conditions, and
- It gives the worker the support of the whole union when he or she has a dispute with management.

This last purpose is an important one. Nonunion workers are on their own in disputes with management. It should come as no surprise that many people consider the grievance procedure to be the most important part of the contract.

However, not every complaint constitutes a proper grievance. The steward's first action when presented with a complaint is to determine whether it qualifies as a grievance.

Generally, five areas provide grounds for grievances: 1) the contract, 2) state and federal laws, 3) company rules and regulations, 4) well-established practices, and 5) workers' rights.

Determining whether a complaint in one of these areas is a proper grievance is not always simple. You'll need to get all the facts you can before you make your determination. Here are some things to look for and think about.

1) The contract. Any time the employer violates a specific provision in the contract, their action constitutes a grievance. For example, let's say a clause in your contract states, "The shift shall begin at 6:00 a.m." If your new supervisor says that his crew will report at 5:45 a.m., you have grounds for a grievance. He is contradicting specific language in the contract.

A grievance can also arise from a violation of the *intent* of a part of the contract. Let's say that another clause of your contract states, "The company shall provide appropriate safety equipment to employees." To cut costs, the company stops supplying work gloves, pointing out that gloves are clothing, not equipment. You may have a grievance if the intent of this clause in the contract was to ensure that the company would provide all kinds of safety equipment, including gloves.

To show the intent of a clause in your contract, you will need to refer to the notes kept by your bargaining committee during negotiations. Supporting grievance handling is just one reason your collective bargaining committees should keep good notes during their negotiations and should file them when negotiations are completed.

A third way grievances arise from the contract is when an action violates an agreed-to interpretation of a provision of the contract. For example, let's say that your contract gives you "five days" following an extended absence to submit written proof that it was medically necessary, but it does not specify whether these are calendar days or working days. The union and the company get together and agree to interpret

this as work days, that is, Monday through Friday. If the company later tries to revert to calendar days, you have grounds for a grievance.

Agreed-to interpretations of the contract arise from all sorts of causes - new procedures, new technology, or simply ambiguous language. They are a necessary part of enforcing the contract. Mutually agreed-to interpretations are legally binding for both sides, so it is important that all members, and especially all stewards and lodge officers, understand the new interpretation.

2) State and federal laws protect workers from discrimination and unfair treatment on the job. If an employer action violates a law, the union may handle the grievance either by contacting the appropriate government agency or by using the grievance process to seek compliance.

Before you initiate any action based on a violation of the law, be sure that you understand what you are getting into. State and federal laws are complex and often confusing. We all know "front-porch" lawyers who think they understand the law, but reading a few statutes in the library or on the internet does not make a person an expert. When you suspect that a member has a grievance based on a law violation, consult an expert who can guide you.

Your International representative can help. The Department of Collective Bargaining Services can advise you in many areas. Call them at 913-371-2640. If the legal problem involves safety or health laws, you may wish to contact the Brotherhood's Safety and Health expert, Milan Racic, at 414-332-8122.

3) Company rules and regulations generate grievances in two ways.

First, if management disregards its own rules or applies them unequally, harming one or more workers, there is grounds for a grievance. For example, a company rule may state that employees out sick more than three days in a month must show proof that they have visited a doctor. One of your members had a bad case of the flu that put her out for a week, but didn't go to the doctor, leading to a disciplinary action. She comes to you complaining that the supervisor's hunting buddy called in sick eight days last month and was not disciplined, even though he showed off the deer he killed while "out sick." This unequal treatment could be grounds for a grievance.

Second, a grievance can arise if a company rule is unreasonable or unreasonably vague. A rule that says "proper dress must be worn at all times" may be unreasonably vague unless the company provides guidelines as to what is "proper."

In some cases, a rule may be unreasonable or unreasonably applied. For example, the company may have a rule that says, "Where it is safe to do so, smoking is permitted in the plant, except in designated no-smoking areas." If the new manager orders no-smoking signs to be erected everywhere, so that smoking is, in effect, banned throughout the plant, the rule is being unreasonably applied.

Generally, companies have a lot of leeway in the work rules they make. The union cannot challenge every new rule, nor should they. But sometimes companies will attempt to use workplace rules to get what they could not get through negotiation. If a rule conflicts with the contract, you must

★★ Star Steward ★★



Johnny C. Hayes, center, is Local 455's Star Steward. He is pictured here with L-455 ABM Ed Vance, left, and L-455 Pres. Mark Vandiver.

L-455's Johnny Hayes earns a plaque for his nearly 15 years of service as an exceptional steward

THE MEMBERS OF Local 455, Sheffield, Ala., have honored Johnny C. Hayes for his service as a job steward at the Colbert Steam Plant, from January 1, 1985 through April 1, 1999. Hayes, a L-455 member since 1976, retired April 1, 1999.

L-455 ABM Ed Vance says, Hayes is "a dedicated member of Local 455 and

his tenure as job steward earned him great respect from the members he represented, as well as with TVA personnel. He did his job with great integrity, honesty, and with the Boilermakers' best interest always a priority. We highly recommend Brother Hayes as a Star Steward."

Do you know a star steward?

WE'D LIKE TO include their name in our *Star Stewards* column. Just 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. Send a photo if you have one. We'd like 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

enforce the contract. If a rule is unfair or is being applied in an unfair manner, you must take action to protect your members from harm.

4) Well-established practices can only be changed by mutual consent. Discontinuing or changing a well-established practice without input from the union may result in a grievance.

For example, say that for years workers have been stopping work 15 minutes before the end of their shift so they can wash up before leaving. A new supervisor comes in and says they have to start washing up on their own time. These workers may have grounds for a grievance.

But merely allowing something to occur a few times may not be enough to make it grounds for a grievance. Keep in mind, too, that established practices can change over time. Just because the company did something a certain way five years ago doesn't mean you have grounds for a grievance if they do it differently now. Likewise, the company may discontinue even long-term established practices that are illegal or which become recognized as being unsafe.

5) Workers' rights also provide grounds for grievances. If an action of management violates basic fair treatment of a worker, that worker may have a grievance even if the contract does not say anything about the subject. Discrimination and workers' rights cover a broad range of incidents and practices. However, discrimination is very difficult to prove.

Choose the best grounds for winning the grievance

IF A WORKER'S COMPLAINT falls into one of the areas named above, you probably have good grounds for a grievance. In some cases, you may even have grounds in more than one area. In all cases, you should find the argument that is most likely to win the grievance.

For example, if the company's action violates a provision of the contract as well as basic workers' rights, you will want to use the contract to support your grievance. Making an argument based on workers' rights is far more dif-

ficult than showing how an action violates specific language in the contract.

In other cases your choice may not be as clear. Think long and hard before you choose the argument you will take forward. The first argument that comes to mind is not necessarily the best one.

For example, let's say Jane has been a steward for three years and has won many grievances against the company, including several against her boss, Joe. As might be expected, she and Joe don't get along well. One Monday morning, Joe sends her home on a crisis suspension, claiming he smelled alcohol on her breath and that she was slurring her words. Janice, another steward, files a grievance, charging that Joe was retaliating for Jane's union activity.

Is this the best argument to make? Retaliation for union activity is illegal, but it is also very difficult to prove.

A stronger argument might be to question Joe's decision, not his motive for the decision. Does Joe have the expertise to make a determination of intoxication based on nothing more than visual observation and smell? Did anyone give Jane a blood alcohol test? How has this problem been handled in the past? Does the contract provide for this situation? Is there a company rule? Was it followed?

Even if Janice is right and Joe has been looking for an excuse to discipline Jane for years, she has probably chosen the wrong argument. The steward's obligation is to win the grievance. It is easier to call into question a person's decision than it is to prove what the person was thinking when he or she made the decision. □

Former AFL-CIO President Lane Kirkland dies

Medal of Freedom winner played key role in uniting unions, sustaining Solidarnosc in Poland

LANE KIRKLAND, who united the major U.S. unions and played a pivotal role in sustaining Solidarnosc in Poland as president of the AFL-CIO from 1979 to 1995, died August 14, 1999. He was 77.

When Kirkland was elected to succeed George Meany as AFL-CIO president in 1979, he vowed to get the nation's largest and best-known unions to reaffiliate. He achieved his goal, uniting the Auto Workers, Teamsters, West Coast Longshoremans, Chemical Workers, Mine Workers, and Locomotive Engineers.

When martial law struck the Polish Solidarity movement, Kirkland got the Reagan administration to quit assisting the Jaruzelski regime with loans and credits, and smuggled some \$6 million worth of aid into Poland, largely in the form of printing equipment. Polish Solidarity leader Lech Walesa has said that the movement survived martial law in 1981 only because of the moral strength of the Pope and the material and political aid of the AFL-CIO.

In 1993, Kirkland was awarded the nation's highest honor, the U.S. Medal of Freedom.

He became well known for his efforts to eliminate all forms of discrimination, and was respected by dissidents and freedom-fighters the world over for his



LANE KIRKLAND
AFL-CIO President, 1979-1995

aid to oppressed workers in countries ruled by dictatorships.

Kirkland first joined the Masters, Mates, and Pilots union as an 18-year-old Merchant Marine Academy cadet in June 1940. After WWII, he attended night school at Georgetown University. He became a speech writer for Sen. Alben Barkley in the 1948 vice-presidential campaign, and Kirkland's skills caught the attention of then AFL-CIO Sec.-Treas. Meany. Meany was impressed by Kirkland's ability to "hold all the details in his mind," even on the most complex of issues. Kirkland became Meany's executive assistant in 1961, and was elected AFL-CIO sec.-treas. in 1969. He resigned as AFL-CIO president in August 1995.

He is survived by his wife, Irene; five daughters from a previous marriage; five grandchildren; and two great-grandchildren. □

Intl. Rep. E. W. Smith passes away

ERNEST W. SMITH, a retired International representative who serviced members of the National Transient Division, passed away on July 27, 1999. Smith, who joined the Boilermakers union as a mechanic in 1942, was appointed an NTM District Representative in 1957. Making his home in Cleveland, Tenn., he retired on March 1, 1983. □



Foundation offers assistance to families of deceased railworkers

Thomson Foundation Trust now includes female employees

THE JOHN EDGAR Thomson Foundation, established in 1882 and endowed by the will of Mr. Thomson, third president of the Pennsylvania Railroad, offers limited financial aid to daughters of a deceased parent. The parent must have been in the active employ of any railroad in the United States at the time of death, although the cause need not be work-related. Whatever grant is awarded, usually services to benefit all members of the family.

The monthly allowance made under the grant may cover the period from infancy to age 18; under certain circumstances to age 22, to assist grantees who are pursuing higher educational goals. The foundation also offers special health care benefits.

Funding for the work of the foundation is completely independent of any railroad. It neither solicits nor receives funds from the public. Further information and applications may be obtained by writing to Sheila Cohen, director of the John Edgar Thomson Foundation, 201 S. 18th St., Suite 318, Philadelphia, PA 19103, or by calling 1-800-888-1278. □

Locals to determine membership pin eligibility

THE INTERNATIONAL Executive Council has adopted the following policy: The office of the International Secretary-Treasurer will no longer determine or record membership pin eligibility. This will now be handled at the local lodge level. The Honors Column of the *Boilermaker Reporter* (a listing of those members receiving membership pins of 40+ years) will no longer be published as this information had been provided to the *Reporter* by the office of the International Secretary-Treasurer. However, local lodges can submit information and photos regarding membership pin presentations for publication by mailing the information to the *Boilermaker Reporter*, 753 State Ave., Suite 570, Kansas City, KS 66101. □

Lone Star/CLGAW meet in KC



A LABOR MANAGEMENT meeting between representatives of the Boilermakers union and Lone Star Industries, was held August 26, 1999, at the Adam's Mark Hotel in Kansas City. This is the second year for the annual meeting established by Lone Star to improve labor relations.

Several Lone Star company representatives attended. Union representatives

included IVP Jim Hickenbotham, Intl. Reps. Nick Adams and Carey Allen, Richard Pellican and Douglas Veronda of Lodge D12 (Oglesby, IL), Steve Neese and Rick York of Lodge D39 (Greencastle, IN), L. D. Smith Jr., and Phillip Newell of Lodge D414 (Pryor, OK), and Ted Reed, of the National Cement Lodge (representing the plant in Bonner Springs, Kan.). □

NTL officers give to CAF



OFFICERS OF THE NATIONAL Transient Lodge (NTL) present a check for the Campaign Assistance Fund to International President Charles W. Jones, center, following their swearing-in ceremony. L. to r., NTL Trustees Shon Almond and Matt Dixon, President Ronny Vanscoy, and Vice President and Chrmn. of Trustees Gary Scott. Not pictured is Sec.-Treas. and Rec. Sec. Wil Hinojosa. □

Hip & Dee contribute to CAF

HIP & DEE WELDING CAPS have made a contribution to the Campaign Assistance Fund, under the Boilermakers Legislative Education-Action Program (LEAP). Owned by Local 30 member P. Bruce (Hip) Edwards and his wife, Dee, the company recently sent a check for \$144 to Local 30 BM-ST Richard Chilton, along with the following letter:

"LEAP is very important to get our point across to senators and representatives of our government of the importance of organized labor in every day life. So with this in mind, my wife,

Dee, and myself are proud to present to LEAP a contribution in our company's name, Hip & Dee Welding Caps. This was made possible through the sale of both shirts and caps on the Plymouth, N.C., outage. We like to thank our members for their support in making this a possibility."

Chilton reports that Edwards, a seven-year member, sells the shirts and caps his wife makes at various job sites. So far, Edwards has sold to members of Local 30 (Greensboro, N.C.), Local 45 (Richmond, Va.), and Local 108 (Birmingham, Ala.). □

Take out an insurance policy
for your future . . .

Contribute to CAF

The Boilermakers' Campaign Assistance Fund

What is CAF?

THE BOILERMAKERS Campaign Assistance Fund (CAF) is made up entirely from money voluntarily donated by members, staff, and the families of members. We use this fund to make donations to the campaigns of candidates who support the Boilermakers union on issues important to our members.

Federal law prohibits unions from using dues money to help finance the campaigns of candidates for office. Unions must create a special fund called a PAC. CAF is the Boilermakers PAC.

Candidates who support workers rarely have as much money for their campaigns as candidates who support large corporations. Businesses routinely outspend labor unions. Every penny we put into the campaign of a candidate who supports our agenda is a penny well spent. And the only way our union can make these contributions is if our members donate money to and raise money for CAF.

CAF monies are used to support political action to help Boilermakers.

Send checks to CAF - International Brotherhood of Boilermakers
753 State Avenue, Suite 570
Kansas City, KS 66101

Contributions to the Campaign Assistance Fund are not deductible as charitable contributions on your income tax return.



L-679's Billy Davidson retires

BILLY J. DAVIDSON, a 38-year member out of Local 679, Chattanooga, Tenn., has retired after working 37 and one-half years at the Lucey Boiler Company. An active member, Davidson served several years on the negotiating committee and is now looking forward to enjoying his Boilermaker pension. He is pictured here, second from left, with, l. to r., Lucey President A. J. "Bud" Troxler, Intl. Rep. Clyde Caldwell (who retired 6/1/99), and Don Neal, another long-time negotiating committee member. □



L-582's Luna earns 55-year pin

GEORGE LUNA, center, receives his 55-year membership pin from, l. to r., retired president Jessie Carlisle and BM-ST John Simoneaux. Luna joined Local 582, Baton Rouge, La., in 1943, and he says at 82 years of age he "can still give a contractor a good day's work!" □



L-582 Retirees Club meets

EACH QUARTER, retired members of Local 582, Baton Rouge, La., get together for a luncheon and to discuss old times and new business. It's a great time to reminisce and the food's not bad either! L-582 BM-ST John Simoneaux says, "This is a great function for retirees and I recommend all locals look into establishing a Retirees Club." □



Local 582 holds annual picnic

LAISSEZ ROULER les bons temps (French for "let the good times roll") is how BM-ST John Simoneaux describes Local 582 members when they get together. Active and retired members of the Baton Rouge, La., local and their guests attended their annual social function on July 10. There was lots of good barbecue, music, refreshments, door prizes, and numerous rides and amusements for the children. The photos above depict just some of the good times enjoyed by those in attendance. □

Locals announce officer elections/retirements



L-73, Halifax, elects officers

MEMBERS OF LOCAL 73, Halifax, Nova Scotia, Canada, have elected new officers. Pictured, l. to r., are Chrmn. of Trustees Kim Blyth, English Recording Secretary Everette Mauger, Vice President Leslie Linco, Bus. Mgr./Sec.-Treas. Kent Oliver, Trustee Jean-Guy Godin, Nova Scotia Bus. Rep. Gary Morris, and New Brunswick Bus. Rep. Charles Saulnier. Not pictured are President Kevin Chaisson, Trustee Gerald Robichaud, and Inspector Gilles Surette.



Local 79 elects officers

Former Bus. Mgr./Sec.-Treas. James C. Landers, at left, swears in the newly-elected officers of Local 79, Lake Charles, La. Front row, l. to r., President Jonathan Anderson, Chrmn. of Trustees Janet Wainwright, Bus. Mgr./Sec.-Treas. Wilber Granger, Trustee George Gibbons, Vice Pres. Donald Walker, and Trustee Darren Myers. Back row, l. to r., Rec. Sec. Danny Sharp and Inspector Lale Henry.



Local 29 reelects MacAdams

FORMER LOCAL 29 President Paul Meade, at right, congratulates Larry MacAdams upon re-election to his third term as business manager and secretary-treasurer of the Boston, Mass., local. Not pictured are Local 29 officers President Kevin Noyes, Vice Pres. Robert Murphy Jr., Rec. Sec. Gerald Williams, Chrmn. of Trustees Joseph Birolini, Trustees Timothy O'Leary and Russell Grafton, and Inspector Edward Goodhart.

Local 5's Tony Filipas retires

ANTHONY "TONY" FILIPAS, a 39-year member of Local 5, New York City, N.Y., has retired effective August 1, 1999. Initiated into Local 21 in 1960, Filipas has served as business manager of Local Five since 1980.



New contract summaries

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

Natl. Cement Lodge

CHARLES HUNTBACK, CLGAW division director, reports contract ratification, effective June 16, 1999 to June 16, 2002, for four members of the National Cement Lodge, headquartered in St. Louis, Mo., who produce Portland Cement at **Continental Cement** in Hannibal.

M6—Chicago, IL

INTL. REP. SCOTT ENGE reports contract ratification, effective May 1, 1999 to May 1, 2002, for six members of Local M6, Chicago, Ill., who produce various plated metals at **James Precious Metals**.

M13—St. Louis, MO

EARNEST GOODLOW, bus. mgr. and fin. sec. of Local M13, St. Louis, Mo., reports contract ratification, effective June 1, 1999 to June 1, 2002, for seven Local M13 members who work at **Missouri Equipment Company**; and effective June 30, 1999 to June 30, 2003, for four M13 members who work at **Servo Company**. At both locations, the members produce stainless steel zincs, hot tables, and other miscellaneous steel products.

M24—Kokomo, IN

INTL. REP. JERRY HUNT reports contract ratification, effective June

21, 1999 to June 20, 2003, for 55 members of Local M24, Kokomo, Ind., who work in the production and manufacturing of prepared foods at **Olympic Food Products, Inc.**

D66—Fort Dodge, IA

CHARLES HUNTBACK, CLGAW division director, reports contract ratification, effective June 16, 1999 to June 16, 2002, for 56 members of Local D66, Fort Dodge, Iowa, who produce wallboard and plaster products at **National Gypsum**.

S82—Batavia, NY

INTL. REP. ROCCO DEROLLO reports contract ratification, effective June 1, 1999 to May 31, 2002, for members of Local S82, Batavia, N.Y., who work at **RE Chapin Mfg. Inc.**

L-83—Kansas City, MO

GLEN TUBBS, bus. mgr. and sec.-treas. of L-83, Kansas City, Mo., reports contract ratification, effective June 1, 1999 to May 31, 2000, for Local 83 members who work in the shop and repair low pressure boilers for the **C. G. Johnson Boiler Company** in Council Bluffs, Iowa.

L-92—Los Angeles, CA

DAN PIRAINO, business rep. for Local 92, Los Angeles, Calif., reports contract ratification, effective July 1, 1999 to June 30, 2003, for 38

members of Local 92 who manufacture tank heads and bottoms at **Orange County Metal Works**.

D132—Lee, MA

INTL. REP. ROBERT SIMMONS reports contract ratification, effective June 1, 1999 to May 31, 2004, for 33 members of Local D132, Lee, Mass., who produce stone and lime products for **Southdown, Inc.**

L-182—Salt Lake City

BRAD JOHN, business manager and secretary-treasurer of Local 182, Salt Lake City, Utah, reports contract ratification, effective May 1, 1999 to May 1, 2000, for eight Local 182 members who work with structural steel at **Western Steel Manufacturing**.

M194—Jersey City, NJ

STANLEY WIERZCHOWICZ, pres. and sec.-treas. of Local M194, Jersey City, N.J., reports contract ratification, effective June 1, 1999 to May 31, 2002, for two Local M194 members who manufacture stainless steel kitchen equipment (dish tables, counters, etc.) at the **Hudson Food Service Equipment Corporation**.

D342—Plattsburgh, NY

INTL. REP. ROBERT SIMMONS reports contract ratification, effective May 1, 1999 to April 30, 2002, for 22 members of Local D342,

Plattsburgh, N.Y., who produce stone and concrete products at **Graystone Materials** (Plattsburgh Quarries).

L-344—Ridgecrest, CA

MIKE SYDERS, president of Local 344, Ridgecrest, Calif., reports contract ratification, effective May 1, 1999 to April 30, 2002, for 119 Local 344 members who perform military aircraft maintenance for **Kay and Associates** at the NWTCS China Lake Naval base.

D513—Edmonton

ROB LAUZON, BM-ST of Cement District Lodge D11, reports contract ratification, effective June 27, 1999 to September 30, 2003, for 45 members of Local D513, Edmonton, Alberta, Canada, who make gypsum wallboard for **Georgia-Pacific Canada**.

D595—Kosmosdale, KY

INTL. REP. J. C. TODD reports contract ratification, effective May 1, 1999 to April 30, 2004, for 105 members of Local D595, Kosmosdale, Ky., who make cement at the **Kosmos Cement Co.** in Louisville.

L-613—Wilmington, NC

INTL. REP. STEVE BEAL reports contract ratification, effective November 1, 1998 to October 31, 1999, for 14 members of Local 613,

Wilmington, N.C., who work in the production of metal recycling at **Southern Metals Recycling, Inc.**

L-679—Chattanooga

INTL. REP. MIKE WILSON reports contract ratification, effective May 25, 1999 to May 25, 2001, for 16 members of Local 679, Chattanooga, Tenn., who work in the production and manufacturing of boilers at the **Lucy Boiler Company**.

L-744—Cleveland, OH

PAT GALLAGHER, business

manager and secretary-treasurer of Local 744, Cleveland, Ohio, reports contract ratification, effective March 1999 to March 2000, for Local 744 members at **Dover Tank & Plate Company**.

L-1610—Wheeling, WV

INTL. REP. ROCCO DEROLLO reports contract ratification, effective July 1, 1999 to June 30, 2002, for members of Local 1610, Wheeling, W. Va., who work at the **Warwood Tool Company**.

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 20 agreements outlined above is based on information provided in the Contract Summary and Transmittal Report forms, and covers approximately 860 employees.

Wage Increases

SEVENTEEN facilities received pay increases in 1999, averaging \$0.35 per hour or 2.97 percent. Fourteen facilities will receive pay increases in 2000, averaging \$0.34 per hour or 3.08 percent. Thirteen facilities will receive pay increases in 2001, averaging \$0.33 per hour or 2.67 percent. Five facilities will receive pay increases in 2002, averaging \$0.28 per hour or 2.00 percent.

Pension

SEVENTEEN facilities participate in some type of pension program. There are five facilities which participate in the Boilermaker-Blacksmith National Pension Trust. Their contributions range from \$0.35 to \$1.45 per hour. Average contributions are \$0.93 for the first, second, and third years, and \$0.96 in the fourth year. Six facilities offer a 401(k), six also have company-sponsored plans, three have a profit sharing plan, one offers an Employee Stock Option Plan (ESOP), and one participates in the Boilermakers National Annuity Trust.

Shift Differential

SIXTEEN agreements provide for a second shift premium, of which 13 report a cents-per-hour premium that ranges from \$0.05 to \$0.75. The average is \$0.34 per hour.

Thirteen agreements provide for a third-shift premium, of which 11 provide a cents-per-hour premium that ranges from \$0.17 to \$0.75. The average is \$0.49 per hour.

The remaining agreements pay on a percentage basis (ranging from five to ten percent) or provide full pay for a reduced shift.

Sickness & Accident

THIRTEEN agreements provide weekly sickness and accident indemnity. Of these, ten pay a set dollar amount

ranging from \$100 to \$300 per week. Average rates are: first year - \$202; second year - \$204; third year - \$207. The remaining agreements provide a percentage of the employee's earnings. The length of time off ranges from 13 to 52 weeks. The most common is 26 weeks found in five agreements.

Life Insurance/AD&D

FIFTEEN agreements provide life insurance. In 12 of the agreements there is a set dollar amount ranging from \$7,500 to \$60,000. The average benefit for the first year is \$22,333. The remaining agreements multiply wages by 2080 hours, for the benefit amount.

Thirteen agreements provide **Accidental Death and Dismemberment** (AD&D) insurance. In 11 of the agreements there is a set dollar amount ranging from \$10,000 to \$60,000. The average is \$24,818. Of the remaining agreements one multiplies wages by 2080 hours, and the other takes this amount and multiplies by two, for the benefit amount.

Vacation

NINETEEN agreements provide a one-week vacation. Nineteen agreements provide a two-week vacation. Eighteen agreements provide a three-week vacation. Seventeen agreements provide a four-week vacation. Six agreements provide a five-week vacation. Three agreements provide a six-week vacation, and one provides a seven-week vacation.

Paid Holidays

ALL OF THE agreements provide for paid holidays. The number of paid holidays ranges from eight to 13. The average is ten.

Other Provisions

EIGHTEEN agreements provide **funeral leave**. Paid leave for **jury duty** is found in 16 agreements. **Union leave** language is found in nine agreements. Seven agreements provide all or partial reimbursement for the purchase of **safety shoes**. Six agreements provide paid leave for those persons who spend two weeks at **military encampment** each year. Two provide a **severance payment** package, and three have **gain sharing**.

Local D513 ratifies agreement with Georgia Pacific

Local Lodge 146 offers support to members locked out since 1998

MEMBERS OF LOCAL D513, Edmonton, Alberta, Canada, have ratified a six-year agreement with Georgia-Pacific Canada, which includes double-time on Sunday, 100 percent coverage on all health and welfare, \$1,000 a year on AD&D, a \$1,250 signing bonus, and a two percent increase per year.

In addition to defeating the company's concession demands, the union successfully negotiated job protection and solid severance arrangements, and a guarantee of union certification at a new plant the company plans to build in southern Alberta or British Columbia in three years, with first pick at the jobs.

But it didn't come easy. Negotiations began in November 1997, one month after Georgia Pacific bought the plant from Domtar, and agreed to honor the collective bargaining agreement. But then Georgia Pacific began demanding higher premiums for health benefits; a compressed work schedule; user fees (80-20 split) for health, welfare, and prescriptions; and a Sunday overtime pay of \$1.75 above the hourly rate of pay.

For a year the two sides tried to negotiate. "Even with a mediator, the company tried to dictate and not negotiate," said D513 President Jeff Wood. On December 19, 1998, the company locked out the employees. The Alberta Labour Board ruled the lock-out illegal, and ordered the company to pay lost wages to those affected. But the company just turned around and applied for a 72-hour lock-out notice (which they received), forcing the members to take a strike vote.



Local 146 members, Edmonton, join the striking members of Local D513 on the picket line at Georgia-Pacific Canada.

"D513 legally went on strike on December 23. Throughout the course of six months, the company dragged us to the Labour Board and Court. Georgia Pacific was trying to break the local," said Wood. "This was David versus Goliath - a small local against a multi-national company. But this David had a strong labour force behind him, with people like the members of Local 146."

Local 146 members not only made financial contributions to the striking members, but they walked the line for them, too, joining them for picket duty. Local 146, also located in Edmonton, offered its facilities as strike headquarters. The D513 members also got to use one of the International's mobile offices - a motorhome adorned with Boilermaker insignias.

Wood thanks everyone for their support and said they should know that this is their victory, too. "The loss of premium time would have had a domino affect throughout the industries. We stopped this with our show of solidarity," said Wood. "We must remain strong in solidarity to protect what we have fought so hard to get."

Aren't you rich yet?

EVERYBODY'S GETTING RICH. That's what the media keep telling us anyway. The rising economic tide is lifting all boats. The numbers tell a different story.

- CEOs now make an average of 420 times what their workers make – the greatest wage difference multiple in U.S. history.
- Most Americans have a lower net worth than they did 15 years ago, when the stock market boom began.
- The bottom 40 percent of the nation have lost 80 percent of their wealth since the boom began.
- The number of Americans without health insurance has doubled since 1989. □

Time for a minimum wage increase

AN ADDITIONAL \$200 a month or less in income would make it possible for 68 percent of the nation's working poor to meet their families' financial needs, according to findings drawn from "The Work Trends Survey," performed by the John L. Heldrich Center for Workforce Development at Rutgers University and the Center for Survey Research and Analysis at the University of Connecticut. The Center recommends raising the minimum wage to \$6.15 from its current \$5.15. □

Labor Department to tell who uses child and slave labor

THE U.S. LABOR Department's Bureau of International Labor Affairs plans to publish a list of products made with forced or indentured child labor. The list, which will appear in the "Federal Register" by Oct. 10, is the result of an executive order designed to crack down on child labor signed by President Clinton June 12. The agency is charged with identifying specific goods produced with forced or indentured child labor by their country of origin. □

Allies in odd places

WORKERS AND THEIR unions have long known about the sometimes sleazy and often illegal tactics many companies use to beat down and intimidate workers who seek to join a union. But it's unusual to see our case pleaded in a business journal. Here are excerpts from a July 19 *Business Week* column, "All's Not Fair in Labor Wars":

"How is it that more and more workers are saying they want to join unions, while at the same time the percentage of unionized employees . . . is declining? . . . Some 40 million workers say they want a union today, compared with only 19 million in 1984. Management argues that whatever these workers tell pollsters, they end up changing their minds when an actual union vote occurs. But can so many people change their minds so consistently? . . . What's the probable cause? The increasing use of anti-union tactics by private employers . . . The U.S. would not tolerate companies that intimidated employees who supported a politician management disliked. The standard of fairness should be no less democratic for workplace elections." □

Pension board announces benefit improvements

Benefits increase 6%, factor now 50%, no penalty for early retirement at 59 with 30 years service

THE BOARD OF Trustees of the Boilermaker-Blacksmith National Pension Trust announces the following benefit modifications:

Benefits increase for pensioners and beneficiaries

MONTHLY PENSION payments for pensioners and beneficiaries who are entitled to benefits as of September 30, 1999, will be increased by six percent retroactive to January 1, 1999, or the date monthly benefits first became payable in 1999. This increase will be paid as soon after September 30, 1999 as is administratively feasible.

Change in benefit factor

FOR PENSIONS EFFECTIVE on or after October 1, 1999, the factor used in calculating the basic pension is increased from 48.25 percent to 50 percent of total contributions made on behalf of a participant since the most recent permanent break in covered employment, if any.

Unreduced early retirement pension at age 59

FOR PENSIONS EFFECTIVE on or after October 1, 1999, participants with 30 or more years of pension credit may retire at age 59 (formerly age 60) with no reduction in the amount of their early retirement pension.

Pension plan offers credit for military service

Trustees recommend participants contact Fund Office before and after military service

THE BOARD OF Trustees of the Boilermaker-Blacksmith National Pension Trust announces adoption of the following modification of the pension plan for military service:

Participants of the Boilermaker-Blacksmith National Pension Trust who satisfy conditions imposed by the Uniformed Services Employment and Re-employment Rights Act of 1994 (USERRA), are now entitled to have their period of military service count for purposes of vesting, benefit accrual, and avoiding a break in covered employment of pension benefits.

To receive pension credit, a participant's absence from covered employment must be due to service in the military. To qualify for vesting credit and benefit accrual, a participant must have worked at least 1,000 hours in covered employment before entering military service, may not have incurred a one-year break in covered employment at that time, and must return to covered employment when military service ends.

Benefit entitlement for military service depends on compliance with legal requirements of the USERRA, including the following:

- You must notify your employer, before you leave and after you return to covered employment, that your absence from employment is because of military service.

Increase in early retirement pension

FOR PENSIONS EFFECTIVE on or after October 1, 1999, a participant who retires prior to reaching age 59 with at least 30 years, but less than 35 years (see next paragraph for 35+ years), of pension credit, will receive an early retirement pension reduced by six percent for each year (or one half of one percent for each month) younger than age 59 (formerly age 60).

For pensions effective on or after October 1, 1999, a participant who retires prior to reaching age 59 with 35 years or more of pension credit will receive an early retirement pension reduced by three percent for each year (or one-fourth of one percent of each month) younger than age 59 (formerly age 60).

50% husband-and-wife pension without reduction

FOR PENSIONS EFFECTIVE on or after October 1, 1999, participants retiring at age 59 (formerly age 60) or older with at least 30 (formerly 35) years of pension credit may receive the 50 percent husband-and-wife pension without any reduction.

This change does not apply to participants electing an optional 75 or 100 percent husband-and-wife pension, or participants retiring prior to age 59 with less than 30 years of pension credit. □



Flying high

Son of Local 154's Stefaniak captures national title

BRANDON STEFANIAK, son of 19-year Local 154 member Ron Stefaniak, Apollo, Pa., has earned the Pommel Horse Collegiate Championship, and, for the second consecutive year, All American honors.

A 1996 graduate of Apollo-Ridge High, Brandon drew encouragement from the movie "Rudy" (about a boy's persistence to play football). When a scholarship was not available, Brandon tried out for the Division I team as a "walk on," and earned a position on the Penn State University's Nittany Lions gymnastic squad.

During the national championships in Lincoln, Neb., Brandon was the last of eight finalists to compete. He scored a 9.775 to capture the national title for Penn State. His win moved Penn State into first place in the NCAA career list for the number of "individual champions" with 43, edging out Illinois with 42.

Brandon also scores high academically. Majoring in Civil Engineering, Brandon has been named to the academic "All Big Ten" Conference Team. □

Son of L-1652 member becomes Eagle Scout

PETER J. L. KRAAK, 16-year old son of Local 1652 member Gary R. Kraak, has earned the rank of Eagle Scout. Peter has earned 45 merit badges and several other awards since joining the scouts in 1994, at the age of 11 years.

Gary, who has been a member of the Kenosha, Wis., local since 1974, is proud of his son's accomplishment and says Peter plans to remain active in the scouting program. □



Hotel Royal Plaza offers \$79 per day discount rate to union members

Provides complimentary transportation to all Disney theme parks, preferred status at Disney's golf courses

THE UNIONIZED Hotel Royal Plaza, located in the heart of Walt Disney World Village, is offering a reduced members-only union leisure-rate of \$79 per day, effective through Dec. 23, 1999.

This special rate is for a standard room, accommodating from one to five guests. Reservations are subject to availability and only apply to leisure travel (not for business travel or conferences).

To obtain the discount, call the hotel's reservations department at 1-800-248-7890, ask for the union rate when you make your reservation, and show your union card when you check in. (For

details regarding hotel accommodations, amenities, or nearby attractions, check out the hotel's web site at <http://www.royalplaza.com>.)

Hotel Royal Plaza offers complimentary transportation to all Disney theme parks – including The Magic Kingdom, EPCOT Center, Disney-MGM Studios Theme Park, and Typhoon Lagoon – as well as preferred status at Disney's five championship golf courses. The hotel is within walking distance of the Disney Village Marketplace and Pleasure Island. Other nearby attractions in the area include Universal Studios Florida,

Sea World, Wet 'n' Wild, and Animal Kingdom. In addition, Kennedy Space Center, Busch Gardens, and Cypress Gardens are within an easy drive.

When renting a car, use Avis or Budget and receive a union-members-only discount. To receive the Avis discount, call Avis reservations at 1-800-698-5685 and present the union identification number B723700. For discounts with Budget, call 1-800-455-2848 and present the union identification number V816100.

The Walt Disney World Hotel Leisure-Travel Discount – another money-saving benefit brought to you exclusively through Union Family Savers. □

How to apply for Boilermaker/Union Plus Credit Card scholarships

Get applications for a Boilermaker scholarship from your local lodge after December 15



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.

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.

Apply now for Union Plus Credit Card Scholarship

Application address has changed to P O Box 34800, Washington, DC 20043-4800

APPLICATIONS FOR THE May 2000 awards will be available in 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. The deadline to apply for next year's program is January 31, 2000; award recipients will be announced May 31, 2000.

Award recipients will be sent congratulatory letters. However, because thousands of entries are anticipated (there were nearly 5,700 applicants for the 1999 awards), non-recipients will not be notified.

A notice to employees subject to union security clauses

EMPLOYEES WORKING UNDER collective bargaining agreements containing union security clauses are required, as a condition of employment, to pay either monthly dues or fees to the union. This is their only obligation to the union, regardless of the wording of the clauses. Individuals who are members of the Boilermakers pay monthly dues. Individuals who are not members pay fees.

These dues and fees, which are authorized by law, represent your fair share of sustaining the broad range of programs offered by the Boilermakers in support of you and your fellow workers. The most important job right you can have is the right to collective bargaining. The working conditions of all bargaining unit employees are improved immeasurably when the union gains higher wages, better health care and pensions, fairness in the disciplinary system, overtime pay, vacations, and many other improvements in working conditions at the bargaining table. Because they negotiate together, through their union, employees who are represented by a union typically receive higher wages and better benefits than nonunion workers doing similar jobs in the same industry. Strength in numbers is what makes this possible. The stronger your union, the better your contract. We urge all

employees to participate and become part of your labor organization.

An objecting nonmember who is subject to a union security clause has a legal right to file objections to funding expenditures which are not germane to the collective bargaining process. Fee-paying nonmembers who choose to file such objections should advise the International Brotherhood of Boilermakers in writing, in the form of a letter, signed by the objector, and sent to the International Secretary-Treasurer of the International Brotherhood of Boilermakers, 753 State Ave., Suite 570, Kansas City, KS 66101. The letter must contain the objector's home address and local lodge number, if known. Upon receipt of the objection, the International secretary-treasurer shall provide a description of the procedures to be followed. This objection must be filed every year during the month of November, or within the first 30 days in which the objector is required to pay dues or fees to the union, or within 30 days after the objector becomes a nonmember.

Examples of expenditures germane to the collective bargaining process are those made for the negotiation, enforcement, and administration of collective bargaining agreements, meetings with employer and union representatives, proceedings on behalf of workers

under the grievance procedure, arbitration proceedings, servicing the bargaining units that we represent, internal union administration, and matters related to these activities. Examples of expenditures not germane to the collective bargaining process are those made for political purposes, for general community service, for charitable activities, for non-worker related legislative activities, for members-only benefits, and for certain affiliation costs.

In considering these matters, you should be aware that **only members have the following rights:**

- to vote on the terms of your collective bargaining agreement
- to participate in the development of contract proposals
- to nominate and vote for officers of the local union
- to attend the International Convention as a delegate
- to participate in strike votes
- to numerous other benefits available only to members, such as those described elsewhere on this page.

It is clearly to your advantage to continue to be a full, active member of the International Brotherhood of Boilermakers.

Only through unity and solidarity can we better our working conditions and reap benefits for ourselves and our families.

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.

IN MEMORIAM

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

LODGE & NAME

NTL	Harriman III, C.A.	69	Andrews, Cecil	101	Sylvester, Frank
NTL	Hart, Harold G.	72	Garvin Jr., L.	104	Adams, Robert
NTL	Leverett, Charles	72	Persinger, Elden	104	Crawford, Lloyd
NTL	Lutz, David	72	Russell, Henry	105	Rae, Donald M.
NTL	Meeks, Harris	73	Graham, Melvin	S105	Skidmore, Delmer
NTL	Mellinger, George	74	Cobb, Billy S.	S105	Bartles, Cecil H.
NTL	Turnbaugh, Cecil	74	Wittge, Roy R.	112	Titus, Jessie S.
1	Funk, Chester C.	83	Caldwell, Garrett	112	Easley, Melvin H.
1	Kavanaugh, G. P.	83	Huff, Vaudy H.	112	Graham, James L.
1	Whalen, Richard	83	Nicholson, Roger	126	Thompson Sr., H.
6	Loucks, George	83	Reagles, Keith V.	128	Cook, George W.
10	Pfiffner, August	85	Cindell, Floyd	128	Macintosh, Robert
13	Atkins, Melvin	92	Carlson, Gordon	128	Niemanis, Olafs
13	Gregory, Oscar	92	Chalker, Brad	132	Whiteman, C. B.
13	Lutz, Walter J.	92	Deul, Eugene D.	140	Hempel, Mason
27	Stewart, C. S.	92	Erickson, Kenneth	146	Krook, Alex S.
37	Chanove, Thomas	92	Hill, Kenneth A.	146	Guenther, John
37	Etheridge, Joseph	92	Lucero, Joseph L.	146	Kotek, Stanley J.
37	Herrmann, Joseph	92	Lucio, Arthur M.	154	Nelson, Raymond
51	Butcher, Joseph	92	St. Denis, Jack	154	Bleech, Peter
		92	Wagner, Gilbert J.	158	Judy, George M.
					Smith, Frederick,

169	Januszek, Edward	453	Bacon, Carl	656	Vittetoe, William
169	Jenerou, Thomas	482	Barnard, Joseph	667	Conaway, W. E.
177	Smith, Roman	484	Shaw, Ralph A.	667	Fisher, James S.
182	Panek, Herbert E.	487	Grimm, John E.	667	Love, Howard
182	Partridge, Dan	502	Porter, Arthur G.	667	Lyons, Thomas D.
193	Darby, John W.	524	Larson, Donald J.	680	Holcombe, T. F.
195	Warren Jr., W. R.	531	Simpkins Jr., F. E.	687	Snitker, Orlan G.
199	Quarterman, J. D.	549	Brett, Clarence L.	749	Berardinelle, T. R.
242	Johnson, Otto L.	549	Walter, Matthew	890	Warrick Sr., James
242	Slawter, Larry	568	Gibbons, Fred A.	900	Cummins, Jerry L.
263	Eldridge, Larry	568	Matesa, Frank A.	903	Barton, William J.
271	Gendron, Huhues	582	DeBenedetto, C.	1232	McCoy, Carl E.
359	Eckman, Allan	582	Martin, Valmin J.	1393	Rassier, Parnell B.
359	Harper, Dick J.	582	Simmons, Izer	1420	Carlson, Paul R.
363	Connolly, Byron	587	Bowman, Lonnie	1509	Marciniak, F. M.
363	Turneus, George	587	Burgess, Willie S.	1509	Rybacki, Gerald
397	Dippre, Theodore	614	Crawford, C. W.	1509	Insero, John C.
D411	Hempel, Donald	647	Bunnell, Patrick	1570	Kondravy, Joseph
433	Hemby, Hollis W.	647	Frits, William O.	1592	Johnson, Leslie E.
433	Ray, James L.	647	Johnson, Leslie E.	1592	Superko, Francis
433	Roark, John	647	Tyler, Byron D.	1618	Sells, Russell H.
433	Watson, Leamon	647	Weeks, Gilbert T.	1667	Evans, James S.
D437	Claxton, Richard	650	Angell, Curtis		
443	Roeding, Adolph	650	Christenson, R. L.		
453	Adams, Ralph H.	656	Tinker, William K.		

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

74	Cobb, Billy S.	3,000.00
74	Wittge, Roy R.	3,000.00
83	Caldwell, Garrett D.	3,000.00
83	Cron Jr., William M.	3,000.00
83	Huff, Vaudy	3,000.00
83	Snell Sr., George W.	3,000.00
84	Hennigh, Edward K.	3,000.00
85	Bradley Jr., Harold B.	3,000.00
85	Cindle, Floyd T.	3,000.00
85	Firsdon, Joseph E.	3,000.00
85	Frazier, Rocky E.	2,523.00
85	Hutton, Donald I.	3,000.00
92	Carlson, Gordon	3,000.00
92	Chalker, Brad	3,000.00
92	Chase, Neale A.	3,000.00
92	Hill, Kenneth A.	3,000.00
92	Johnson, Gerald W.	3,000.00
92	Lucero, Joseph L.	3,000.00
92	Lucio, Arthur M.	3,000.00
92	Shipley, Paul D.	3,000.00
92	Wagner, Gilbert J.	3,000.00
92	Wilkinson, Raymond	3,000.00
101	Sylvester, Frank W.	3,000.00
104	Adams, Robert	3,000.00
104	Crawford, Lloyd T.	3,000.00
104	Fleming, William C.	3,000.00
104	Houba Jr., Charles	3,000.00
104	James Jr., Cephas	3,000.00
104	Jones, James W.	3,456.60
104	Krook, Axel S.	3,000.00
104	McIntyre, Bernard E.	3,000.00
104	Norgaard, Bruce R.	3,000.00
104	Rae, Donald M.	3,000.00
104	Transtrom, Victor E.	3,000.00
105	Ellis, Marvin L.	1,500.00
105	Skidmore, Delmer L.	3,000.00
107	Faber, Russell J.	3,000.00
112	Easley, Melvin H.	3,000.00
112	Forehand, Doris E.	3,000.00
112	Graham, James L.	3,000.00
112	Lassitter, Comer L.	3,000.00
113	Buffington, Ruthie L.	3,000.00
117	Mangseth, Lief	3,000.00
117	Solem, Arne M.	3,000.00
124	Pawlak, Konstantyn	3,000.00
132	Duncan, Newton C.	3,000.00
132	Glass, O. V.	3,000.00
154	Cantner, Carl B.	3,000.00
154	Colonna, Joseph	3,000.00
154	Davis, George W.	3,000.00
154	Dignan, William	3,000.00
154	Herd Jr., Robert J.	3,000.00
154	Johnston, Lloyd T.	3,000.00
154	Judy, George M.	3,000.00
154	Polite, Bennie A.	3,000.00
154	Quinn, James P.	3,000.00
154	Thevenin, Charles J.	3,000.00
169	DeGeer, Jeffrey E.	328.61
169	Drake, John E.	365.80
169	Januszek, Edward M.	3,000.00
169	Jenerou, Thomas C.	3,000.00
169	Stevenson, Carl C.	3,000.00
169	Vore Jr., Fred	3,000.00
177	Smith, Roman J.	3,000.00
182	Partridge, Melvin D.	3,000.00
199	Quarterman, James D.	3,000.00
242	Johnson, Otto L.	3,000.00
242	Slawter, Iis L.	3,000.00
300	Grant, Leroy	3,000.00
300	Kohler, John J.	3,000.00
305	Fuselier, Alfred L.	3,000.00
363	Connolly, Bryon F.	3,000.00
374	Feltner, E. Ralph	3,000.00
374	Lindsay, Muriel E.	3,000.00
374	Raney, Larry W.	6,000.00
374	Stanley, Ray J.	3,000.00
374	Stout, Clarence C.	3,000.00
397	Dippre, Theodore J.	3,000.00
433	Hemby, Hollis W.	3,000.00
433	Medders, Vernon H.	3,000.00
433	Ray, James L.	3,000.00
433	Watson, Leamon E.	600.00
453	Adams, Ralph H.	3,000.00
453	Bacon, Carl	3,000.00
453	Guice, Edward R.	3,000.00
455	Hill Jr., Thomas F.	3,000.00
487	Grimm, John E.	3,000.00
502	Porter, Arthur G.	3,000.00
518	Peterman Sr., Claude	3,000.00
531	Simpkins Jr., Francis	1,500.00
549	Brett, Clarence L.	3,000.00
549	Hammond, Charles B.	3,000.00
549	Hunt, Marlon K.	3,000.00
549	Middleton, Ralph	3,000.00
549	Petrioli, Americo J.	3,000.00
568	Brown, Samuel T.	3,000.00
568	Gibbons, Fred Austin	3,000.00
568	Jackson, John R.	6,000.00
568	Malm, Oscar K.	3,000.00
568	Matesa, Frank A.	3,000.00
582	DeBenedetto, Charlie	3,000.00
582	Martin, V. J.	3,000.00
582	Reames, Bevie W.	3,000.00
582	Sanchez, Roy A.	3,000.00
582	Simmons Jr., Izer	3,000.00
582	Sullivan, John L.	3,000.00
582	Tidwell, Dennis W.	225.00
584	Davis, U. L.	3,000.00
587	Gore, Elbert E.	3,000.00
587	Myers, Johnny H.	3,000.00
587	Nunez, Lucie J.	3,000.00
592	Hilderbrand, Matthew	3,000.00
592	Logan, Paul E.	3,000.00
592	Matlock, James W.	3,000.00
627	Derryberry, Bill R.	3,000.00
627	Navel, Francis G.	3,000.00
627	Wade, Gus A.	3,000.00
647	Bunnell, Patrick A.	3,000.00
647	Fox, Frederick A.	3,000.00
647	Frits, William O.	3,000.00
647	Johnson, Leslie E.	3,000.00
647	Lewis, James W.	3,000.00
647	Tyler, Byron D.	3,000.00
647	Weeks, Gilbert T.	3,000.00
647	Wingen, Lawrence A.	3,000.00
667	Day, Ennis R.	3,000.00
667	Forshee, Frank M.	3,000.00
673	Rother, Frederick Wm.	3,000.00
697	Guenther, Clarence F.	3,000.00
752	Cianciolo, Joseph A.	3,000.00
801	Cucich, Rudolph B.	3,000.00
807	Daniel, Willie J.	3,000.00
807	Dowd, Charles F.	3,000.00
890	Warrick, James J.	3,000.00
891	Blackburn, Harold R.	3,000.00
893	Westfall, Carl	3,000.00
1086	Kaminski, Walter J.	3,000.00
1086	Myers Jr., John	3,000.00
1212	Smith, James B.	3,000.00
1240	Munoz, Anselmo G.	3,000.00
1247	Stojak, Walter	3,000.00
1509	Carlson, Paul R.	3,000.00
1509	Turner, Freddie	3,000.00
1592	Peischl, Raymond A.	3,000.00
1592	Stryker Jr., Girard A.	3,000.00
1592	Superko, Francis J.	3,000.00
1600	Cluchey, Clinton M.	3,000.00
1670	Broughman, Manuel	3,000.00
1670	McKinney, L. C.	3,000.00
2000	Woodward, Kenneth L.	159.26

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

Moving? Tell us where...

Mail form to:

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

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

Publications Department
753 State Avenue, Suite 565
Kansas City, KS 66101
 (Allow five weeks for change of address.)

Obscure tax law unfairly limits retiree benefits

Section 415 of the Internal Revenue Code unfairly reduces pension benefits for many Boilermaker retirees

IMAGINE THIS SCENARIO: You open a savings account and put money into it from every paycheck so you'll have something for your retirement. Every time you get a raise, you increase the amount you save. Pretty soon you've got a nice little nest egg, but you keep working hard and saving money because you want to retire earlier than most people do. You work at a dangerous, physically demanding job that takes its toll on your body, sometimes putting in 60 to 80 hours a week, and you can't keep working that hard into your late 60s when Social Security becomes available.

At 60, you decide to retire. You've been working for more than 40 years, and you deserve to relax for a change and live off the savings your hard work made possible. You've figured it out. Based on living an average lifetime and the current earning rate for your savings account, you can withdraw enough each month to live comfortably the rest of your life.

But when you go to your bank, you get a shock. The banker tells you that the Internal Revenue Service has a rule for people who retire before 65. They won't let you take out as much as you want to take out each month. You'll have to live on a smaller amount.

"But that's my money," you say. "I worked hard for it, and any actuary in the country will tell you that what I want per month is a reasonable amount, based on how much I have in the bank."

"Sorry," the banker tells you. "Section 415 of the federal tax code sets the limit regardless of how much is in your account."

Does this scenario seem far-fetched? It isn't. Section 415 doesn't affect bank account withdrawals, but it may limit your pension benefits. This law

puts a cap on the amount a retiree can draw from a multiple-employer pension plan, such as the Boilermaker-Blacksmith National Pension Trust.

Under Section 415, the amount you can collect in pension benefits may be limited by the average of your three highest-paid years. Benefits may also be reduced if you want to retire before the Social Security retirement age or if you are collecting from another pension.

These limits apply regardless of how much money the plan says you should get. They apply regardless of how much money has been paid into the Boilermaker-Blacksmith pension on your behalf.

Not all Boilermaker retirees are affected by this rule. But if you have accumulated a lot of money in your pension fund or if you plan to retire early, it may affect you.

Under Section 415, your retirement benefits cannot exceed the average of your three highest-paid years. If you've been working as a Boilermaker for a long time, you

probably have quite a bit of money in your pension account, even if you have had some years without much work. We intentionally negotiate high hourly pension payments in our contracts because we know that construction work is not always available.

But under Section 415, you might not be able to collect all you are entitled to, because the average of your three highest-paid years is low.

Section 415 may also affect you if you retire early. Our pension board just

announced an improvement that allows you to retire at 59 with full benefits if you have 30 or more years of service. With 25 years, you can retire with full benefits at 62. That is only fair. Boilermaker work takes a toll on your body.

But Section 415 reduces pension benefits for many people who retire before the Social Security retirement age. Retiring earlier not only reduces your Social Security benefits, but it may also reduce your Boilermaker pension because of Section 415. That is just plain unfair to workers who have put in many years in a difficult, dangerous trade.

Likewise, if you had other jobs long enough to collect a pension from them, Section 415 may limit your income. Section 415 doesn't save the federal government money; it governs private pension plans. It doesn't protect pension funds. Our fund doesn't need protecting; it is in excellent shape. All it does is reduce your retirement income.

As bad as it is, Section 415 was not created to punish workers. It was intended to limit some of the questionable "golden parachute" schemes that corporate executives were giving each other. But regardless of its intent, it is now a bad law that unfairly deprives

workers of retirement money they earned through hard work.

Fortunately, bad laws can be fixed. Earlier this year, with strong urging from the Boilermakers and other Building and Construction

Trades unions, U.S. Representative Robert Portman (R-OH) sponsored a bill to revise Section 415. More than 115 representatives cosponsored the bill. In the Senate, Frank H. Murkowski (R-AK) sponsored a similar bill.

Neither bill has passed, but both the Senate and House have incorporated

We need to make sure that the tax law now being debated in Washington contains language revising Section 415.



Charles W. Jones
International President

the language from these bills into their tax bills. In some form, that tax bill will pass and be signed by the president. As soon as the president and Congress can agree on the details, that bill will become law. We need to make sure that the language revising Section 415 doesn't get cut out of this bill during their negotiations.

We have a lot of support on this bill, from both Republicans and Democrats. People who usually oppose us, like John Boehner, Cass Ballenger, and even Dick Armey, are with us, alongside many of our long-term friends, such as Jim Traficant, Marcy Kaptur, and David Bonior.

The time is right. We can get this injustice straightened out.

But we must be vocal. We need to make phone calls and write letters. Contact both of your state's senators as well as your congressman and let them know we want to see Section 415 reform this year.

Section 415 is unfair to workers. We must change it. □

LETTERS TO THE EDITOR

L-193's Kafka on physicals

WHEN THE MOST program started the mandatory physicals, a lot of Boilermakers took exception to it. Being forced to take a physical to get a job was a ridiculous idea to some, but some thought it was a great opportunity to get a "free" physical.

Why would MOST dump a program that was so beneficial to our membership? Early diagnosis of a potential medical problem could result in averting a serious problem. Early detection is what doctors recommend to avoid lengthy treatments. The amount of money we could save our health insurance and welfare fund would more than offset any expenses incurred.

PAUL KAFKA, L-193 rec. sec.
Baltimore, Md.

L-667's Deem on 'Helpers'

I WAS A LITTLE appalled by reading what IP Jones and JST Willburn said in the *Reporter* about focusing on recruiting new members other than apprentices. I wouldn't think that it would be feasible to start overloading the locals because then we're going to get right back into the same situation that Jones and Willburn were talking about during the 1960s and 1970s of over permitting, even though there are some good Boilermakers who came out of that time era. If more manpower is needed, why can't we reinstate the Helper's program? This should be a fair way of manning the work. It would give

workers an incentive to become a Boilermaker journeyman, and possibly cut down on the number of people in the nonunion sector.

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

L-154's Schrinier on unions

AFTER 30 YEARS in the trade, I notice that many of the younger Boilermakers and apprentices do not know why or how unions were formed. I am fortunate to have grown up around people, including my father and grandfathers, who were around when the unions had to fight the corporations that controlled the coal mines, the steel mills, and the railroads - corporations that wanted no part of organized labor. I sometimes thought my family was exaggerating about labor's struggle. But when I started working and heard the same story line from many people, I had to believe them.

There was a movie made called *Matewan* that shows what happened when the miners tried to organize. I think every Boilermaker should see this movie. It is fiction based on fact and should be shown to apprentices during their training. I am also sure that "big money" would like us to think that things like that never happened. I also think they would like to return to the period before organized labor was formed.

LYLE "RED" SCHRINIER, L-154 retiree
Aliquippa, Pa.

L-374's Sumrall on limits

ALL MEMBERS SHOULD read the pension book, paying particular attention to Section 8(a)(2). The Employee Retirement Income Security Act allows the trustees to invoke a ban on work in the entire construction industry to preserve the fund. However, our trustees have claimed jurisdiction over the entire construction industry for no other reason than to exert control over our lives until we die or reach 70 and one-half years of age. Our fund has more than five billion dollars and is growing by large amounts each year. There can be no credible reason to keep this rule that oppresses our retirees and threatens our unions very existence.

Other unions allow their members to retire with dignity and work any industry they wish in any capacity not covered by their working agreement. Our future members will be taking orders from Ironworker and Pipefitter superintendents because our members are forbidden to have any influence in the construction industry after they retire. Our trustees' adoption and enforcement of this rule prevents our retirees from making a living for their families and themselves by depriving them of representation in the decision-making levels of construction companies.

Construction companies could use the experience and knowledge of our retired members to help during peak periods and be more competitive against nonunion.

Our pension trustees' continuing support for this rule is without justification. Please research my statements. If you agree, write to the pension board to express your opinion.

JAMES K. SUMRALL, L-374
Evansville, Ind.

L-13's Zegestowsky on pension

TRADITIONALLY, employment slows down to a trickle in the summer months. Fortunately, work has been abundant in most of the other trades, and many boilermakers have been hired to fill that void. However, pension benefits from these other trades are not credited to our boilermaker pension accounts, as ours are not credited to theirs.

When we come together in the spirit of "brotherhood" to help each other out in times of manpower shortages, we must cooperate with each other by crediting pension accounts when working "out-of-trade." Our leaders need to recognize this and negotiate a "pension cross over."

TERRY ZEGESTOWSKY, Local 13
Jenkintown, Pa.

Tell your fellow members what you think!

SEND LETTERS TO THE EDITOR TO:

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E-mail: dcaswell@boilermakers.org
or cdillon@boilermakers.org