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L-169's Vardon wins national apprenticeship competition

Moceri and Hine receive national recognition awards

JOHN VARDON, A MEMBER of Local 169, Detroit, Mich., has won the Boilermakers 12th annual national outstanding apprenticeship award competition, held in Kansas City, September 12-16. He represents the Great Lakes Area.

At an awards banquet September 16, Vardon accepted the award as his proud father, Barrie Vardon, a 25-year member of Local 169 watched. "I want to thank everyone who helped me get here," Vardon said, "but I especially want to thank my wife and every wife who puts up with being married to a Boilermaker."

Amid the laughter and applause, Vardon went on to acknowledge the support he feels as a member of this union. "I know others before me may have said it better, but I just want everyone to know how proud I am to be part of this great union and how much I appreciate the opportunities I have as a Boilermaker."

Dan Everett, coordinator for the Boilermakers National Apprenticeship Program (BNAP), hosted the annual banquet, which followed four days of grueling competition. He called each of this year's four contestants a winner, having earned the right to compete in the national contest by first winning a competition among their local lodge apprentices and then winning a contest among outstanding apprentices of their area.

Paul Hendershot, a member of Local 7, Buffalo, N.Y., representing the Northeast area, earned second place in the national competition. Also competing were Robert Lee Gibson of Local



John Vardon, at the microphone, accepts the national outstanding apprenticeship award. L. to r., are BNAP coordinator Dan Everett, Local 169 Pres. and Local Apprent. Admin. Anthony Jacobs, GLA Comm. Mbr. Chris Lanzon of Detroit Boiler, John's father Barrie Vardon, and L-169 BM-ST John Marek.

110, Hattiesburg, Miss., representing the Southeastern Area, and John Svensson of Local 502, Tacoma, Wash., who represented the Western States area. Contestants from Canada and the National Transient Lodge were unable to attend this year's competition due to scheduling conflicts.

Each of the national contestants received a plaque recognizing their participation in the competition.

As first-place winner, Vardon received the Boilermakers National Apprenticeship Award, a sculpture of an apprentice by John T. Cody. Vardon also received a check for \$1,000.

Second-place winner Hendershot received \$600; each of the remaining contestants received \$300.

Each year, the home local of the national award winner also receives a framed picture of the national award, which includes an engraved plaque of the winner's name and winning year.

The national competition began Sunday, September 12, with a written

exam on all four years of related studies and on-the-job training (OJT) modules. The contestants were also tested on their knowledge of referral rules, national agreements, laws which affect the boilermaker industry, contractor responsibilities, and labor history.

On Monday, the hands-on testing began as contestants were judged on such skills as rigging, blueprint reading, layout, tube rolling, rope splicing, knot tying, welding, and burning.

Everett served as test coordinator. Each area had two delegates serving as judges - a union and an employer representative.

Representing the Great Lakes Area as judges were Paul Maday of Local 374, Hammond, Ind., and Richard Lester of Phillip Service.

Representing the Northeast Area were Jack Multerer of Local 7, Buffalo, N.Y., and John Carey Sr. of Boiler Erection.

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Get ready for the biggest election of the decade

SOME POLITICAL FIGURES are calling the national elections in the year 2000 a time bomb.

The decisions Americans make next year will last far longer than the terms of the candidates we elect. Because 2000 is a census year, the people we vote into office in 2000 will determine the course our country takes over the next decade.

Census numbers are used to redraw congressional districts and to create the budgets that run our country. The president and Congress who are elected in a census year decide how those census numbers will be interpreted and applied. The effects of their decisions are felt far longer than their terms of office.

Take a look at what the elections in recent census years accomplished.

In the census year 1960, John F. Kennedy was elected along with a pro-worker Congress, ushering in a decade of progressive legislation that brought us Medicare and dozens of other programs that helped working

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L-112 uses parade to send message



MEMBERS OF LOCAL 112, Mobile, Ala., took advantage of the longest Labor Day parade in Mobile history, and the largest group of spectators ever, to promote the use of fair labor contractors. Local 112 Bus. Mgr. Danny Phillips said there were 45 parade units, as well as several high school marching bands, that made their way through downtown Mobile, including this Local 112 float.

Phillips was pleased with the parade's success this year. "This is extremely encouraging from a South Alabama

'union' standpoint, especially when you consider the intense Mobile heat and humidity," said Phillips. "Indications are showing that unions are on the move in a progressive manner, and Local 112 is helping to lead the way."

Pictured is 10-year old Britnee Davis, granddaughter of 28-year member Billy Hughes. Britnee, an epileptic, has been seizure-free since she had brain surgery in July 1998. She is Alabama's 1999 poster child for the fight against epilepsy. □

Photo courtesy of the Mobile Register 1999 ©. All rights reserved. Reprinted with permission.

Get ready for the biggest election of the decade

Continued from page 1

families. The economy was strong in the 1960s, wages were good, and we looked hopefully to the future.

In the census year 1980, Ronald Reagan's election started a 12-year era of reactionary, anti-worker legislation that increased our national debt to five times what it was when he came into office, shipped factories and jobs overseas, weakened workers' rights, and lowered the wages and standard of living for millions of working Americans.

The elections of 2000 are also crucial for state legislatures. They, too, use the census to redraw their district boundaries and to set budget priorities.

On every level, our future is at stake. In order to help our members make wise, informed decisions in the next election, *the Boilermaker Reporter* will provide an Election 2000 Countdown column in each issue between now and

November 2000. In this column, we will report on what candidates are saying about the issues that affect us the most, what they have done about those issues in the past, and what we can expect them to do if they are elected.

In an era when money seems to rule Washington politics, we still have the ultimate weapon: our votes. The 1996 elections demonstrated that our votes can make a big difference.

But we can't expect to put pro-worker politicians in Washington unless we understand the issues ourselves and can help our friends, families, co-workers, and neighbors to look beyond the campaign promises and understand where these candidates truly stand on our issues.

Please share this column with those around you. They need to know.

And by all means write us with suggestions for how we can keep you better informed. □

Local Lodge 1086 retiree remains politically active

A founding COPE member, Richard Pigon still serves as chairman of SE Ohio chapter

RICHARD PIGON MAY be retired, but he hasn't stopped working. A member of Local 1086 (Cleveland, Ohio) since 1968, Pigon retired as a technician at Drop Dies & Forging in 1992, but he is still an active member of the political committee he helped to form—the AFL-CIO Southeast Area Committee on Political Education (COPE).

In 1968, Pigon, along with Alfred Capone, Danny DeSantis, and Dave Knapp, founded their area's COPE as a way to unify the workers and voters in Ohio. They were dissatisfied with the effectiveness of their local political system, so they decided to expand their efforts to unite 15 area cities and villages, including Maple Heights, Bedford and Bedford Heights, Garfield Heights, Warrensville Heights, Shaker Heights, Orange Village, Solon, Walton Hills, Glenwillow, Moreland Hills, Chagrin Falls, Bentleyville, Oakwood, and Valley View. In September 1999, they expanded to include Brecksville, Independence, and Cuyahoga Falls.

A non-partisan, political arm of the AFL-CIO, this COPE has nearly 200 members who conduct registration drives and try to get people out to vote on election day. They run educational campaigns, gathering and reporting facts about issues and candidates.

But their work doesn't stop after the election. They follow the voting records of the elected public officials so they can help Ohioans cast informed votes. And their efforts are effective. According to an article in the *Bedford Times-Register*, 43 of the 47 candidates this area COPE endorsed in the last election won in the seats they sought.

A founding member, Pigon still serves as chairman of this area's COPE, which is funded by donations and operated by volunteers.

In addition to their effective political work, the COPE volunteers also work to reward and aid deserving students in their area by offering five annual scholarships. They also contribute to the Drug Abuse Resistance Education program to help educate students on the evils of drugs.

To volunteer, donate, or obtain more information, contact Pigon at 440 232-9241. □

Whose vote do you trust?

When your state legislature debates cutting workers' compensation or deregulating utilities, who would you rather have representing your interests—a country club lawyer or a fellow union member?

Union members who hold public office understand the concerns of working families. Today, more than 1,500 union members hold public office, including many Boilermakers.

The AFL-CIO has launched a campaign to raise that number to 2000 in the year 2000. If you've been thinking of running for public office, now is the time to get started.

For more information about union member officeholders in your area or the 2000 in 2000 project, contact Liz Rochlen of the AFL-CIO Political Department at 202-639-6277; email: 2000in2000@afcio.org.

There Is No Budget Surplus

WHEN THE MEDIA refer to the budget surplus, remember that without counting your Social Security money, the federal government was \$5 billion in the red in 1999.

Our country may begin seeing budget surpluses next year, but they won't be nearly as large as they seem, because most of the surplus will be Social Security money.

This budget trickery is dangerous. Clinton is now talking about paying

off our national debt by 2015. Where will that money come from?

The Congressional Budget Office says that over the next ten years we'll have federal budget surpluses totalling less than one trillion dollars without Social Security.

If we put every cent of that toward the national debt, we'd still need to find \$4.6 trillion more to finish the job. And starting in 2014, Social Security will no longer have surpluses.

Candidates ignore some of our biggest challenges

Growing trade deficits, rising health care costs injure working families

WE DON'T HEAR much talk about the trade deficit anymore. During the Reagan years, it was in the news all of the time, but now that our economy is doing well, it is being ignored by the media and by political candidates.

That doesn't mean the trade deficit has gone away. In fact, it is larger than ever before, both in real dollars and as a percentage of the gross domestic product, and it is growing.

A trade deficit means we are importing more goods and services than we are exporting. In other words, more of our money is going out of the country to pay workers in other countries than we are getting back from them to pay our workers.

Many economists believe that the trade deficit is the most significant long-term threat to our economy.

Yet the media and political candidates have been silent on this issue.

Another threat to our economic well-being comes from rapidly rising costs

for health care. According to the U.S. government's Health Care Financing Administration (HCFA), the cost of medical care has been rising far more rapidly than wages or gross domestic product and will continue to do so for the foreseeable future.

The HCFA, which manages Medicare and Medicaid, predicts spending on health care will double by the year 2007 and grow even faster over the next few decades as the baby boomers reach retirement age.

In the early 1990s, when President Clinton was stumping for universal health care, these costs were in the news every day. But lately, the only time we hear about health care is during discussions of HMO reform. HMO reform is only a small part of our health care problems.

Because the media don't ask questions about these subjects, we never learn how candidates plan to approach these problems. Yet the trade deficit and health care costs will be two of the most significant factors in the quality of our lives over the next several decades. We need to raise these issues. □

Countdown to 2000

Step 1: Register to vote.

YOU CAN'T VOTE unless you're registered. It's that simple.

So you'd better get down to the voter registration office and register now. Most states have voter-registration time limits of several weeks before an election. If you wait too long, you won't be able to vote in the primary elections.

Primaries are used by political parties to determine who they nominate for office in November. If you don't

vote in the primary election, you are letting someone else decide what your choices are next November.

In many communities, the voter registration office will arrange ways for you to register voters at your local lodge meeting or some other public event. Registration events are a good way to not only register voters but raise public awareness of the coming elections and our issues.

When you go down to register, take every person in your home who is eligible to vote with you. The more pro-worker voters we get registered early in the cycle, the more likely we are to get a good turnout in November.

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A prize-winning newspaper

L-169's Vardon wins competition

Moceri and Hine receive national recognition awards

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Representing the Southeast Area were retired Intl. Rep. Gene Lofley and Fred Stansberg of Babcock & Wilcox.

Representing the Western States area were Darin McCarthy of Local 500, headquartered in Portland, Ore., and Robert Pike of PSF Industries.

Representing the National Transient Lodge were Intl. Rep. John Gallo and Robert L. McGauley of Nooter.

The competition is held annually as a way to motivate Boilermaker apprentices and local, area, and national training programs.

The contest not only recognizes the outstanding apprentices, but it provides a way to identify "weak links" in the system to determine whether or not the proper skills are being taught correctly.

"The national competition is a way to encourage proper training, put pride in the areas, and add ambition for the apprentices while they are serving their apprenticeship," explained Everett. "The more attention given to quality training, the more competitive our apprentices and journeymen will become throughout the Boilermaker industry."

Perhaps the banner displayed at the award's banquet Thursday night summed up best how Everett feels about the national contest: "There are lessons to be learned from competition, but fear is not one of them."

Moceri and Hine receive national award

IN APRIL 1988, the National Boilermaker Apprenticeship Board established a Recognition Award to honor those individuals who give



BNAP Coordinator Dan Everett presents the national recognition awards to, l. to r., retired L-363 Bus. Mgr. Anthony Moceri, and Western States Employer Rep. Harry Hine.

unselfishly of their time and knowledge in order that the skills of the Boilermaker craft can be passed on to future generations by means of the oldest-known learning process—an apprenticeship.

Nominations for the award are made by Boilermaker employers and union members and voted upon by area. Names of those individuals receiving the highest-number of votes per area are then submitted to the national board for final selection.

Both nominees for the 1999 Recognition Award were presented awards this year—Anthony R. Moceri, retired business manager of Local 363, East St. Louis, Ill., and Harry Hine, an employer representative of the Western States Agreement. Both have made significant contributions to the apprenticeship program as past members of area and national apprenticeship boards. □



John Svensson of Local 502, Tacoma, Wash., installs softeners on a steel beam so he can attach a choker to hold a snatch block during the rigging competition. Observing are BNAP instructors John Standish and Carl Oliver.



Robert Lee Gibson of Local 110, Hattiesburg, Miss., demonstrates his skill in tube rolling to BNAP instructor Dave Crawford.



Paul Hendershot of L-7, Buffalo, N.Y., replaces a tube section in a water-wall panel during the welding competition.



John Vardon of Local 169, Detroit, Mich., puts in a dutchman as part of the tube welding competition.

Headquarters is ready for Y2K

No Y2K problems with bank, pension, H&W anticipated

THE BOILERMAKERS Y2K committee has issued the following announcement regarding the union's preparedness for the year 2000:

The International Brotherhood's officers and staff are committed to Year 2000 (Y2K) readiness. We have a staff committee especially dedicated to this task that has been working on the Y2K date change since December 1997.

The committee designed and implemented a Y2K plan, testing plans, and a contingency plan. All mission-critical testing has been completed, and our strategy is solidly in place. As of August 31, 1999, we have achieved complete Y2K compliance for our internal systems.

Our



contingency plan has also been tested. However, we will continue testing the contingency plan throughout this year. We have also contacted our third-party suppliers to encourage and monitor their progress.

As a result of our preparations we do not anticipate any Y2K related problems at International Headquarters. Additionally, we have obtained written assurance from the Boilermaker-Blacksmith National Pension Trust, the National Annuity Trust, the National Health & Welfare Trust, and the Brotherhood Bank & Trust that all of their computer systems are Y2K compliant. □

Avondale workers win choice

New owner accepts neutrality agreement with Metal Trades

SIX YEARS OF STRUGGLE by workers at Avondale's shipyard in New Orleans paid off last month when the yard's new owner, Litton Industries, reached a neutrality agreement with the Metal Trades unions.

In the agreement signed at Avondale on November 2, Litton agrees to remain neutral regarding union representation and to recognize the union based on a majority of members signing petitions expressing their desire to be represented by the union.

The agreement also calls for both the company and the Metal Trades to use their best efforts to resolve all outstanding National Labor Relations Board (NLRB) and Occupational Safety and Health Administration (OSHA) charges.

Avondale employees first voted in the union in 1993, but the company has managed to avoid recognizing the union through a campaign of courtroom maneu-

vers and illegal retaliation against workers directed by Avondale's senior management. The company has been cited by the NLRB and OSHA for massive, intentional violations of federal labor and occupational health and safety laws.

Boilermaker organizers Mike Wilson, Dave Bunch, and Jim Layton were among those assisting the New Orleans Metal Trades in their organizing campaign in 1993. For the past year, Bunch has been on special assignment in New Orleans, assisting the Metal Trades with their campaign to bring justice to Avondale workers.

Litton Industries purchased Avondale in August. Litton also owns the Ingalls Shipyard in Pascagoula, Miss., where Boilermakers Local 693 recently signed a new contract.

Ingalls has been unionized since 1940. □

Great Lakes area forms new industrial council

Council to represent members in Illinois, Indiana, and Wisconsin

MEMBERS OF THE Great Lakes area have formed a new industrial council as a way to unite and strengthen their area. Founded September 8, 1999, the Great Lakes Area Industrial Council #1 (GLAIC) will represent members in the states of Illinois, Indiana, and Wisconsin.

Elected to serve on the council's leadership committee as state leaders are Local 1252 Pres. Edward Esteras, representing the Illinois membership; Local 1240 Pres. Preston Miracle, representing Indiana; and Local 1509 Pres. Jeffrey Latus, representing Wisconsin. Their duties will include those of the Board of Trustees. Elected to serve as

alternate state representatives are Local 195 Pres. Doyle Stoner Jr. (Illinois); Local 524 Sec.-Treas. Terry Paris (Indiana); and Local M45 Sec.-Treas. Greg Bose (Wisconsin).

Intl. Vice Pres. Larry McManamon is privileged to attend all meetings, conferences, and other functions of the council. Intl. Rep. Howard Cole will preside over all committee meetings, handle correspondence, and act as secretary-treasurer.

Cole said Intl. Pres. Charles W. Jones created the GLAIC to meet the challenge of a workforce involved in multiple industries and to improve representation.

Through the council, Jones hopes to eliminate situations like the one he, McManamon, and Cole identified last year in Illinois, where a city has three Boilermaker local lodges representing



GLAIC leadership committee - M45 Sec.-Treas. Greg Bose, L-195 Pres. Doyle Stoner Jr., L-1509 Pres. Jeffrey Latus, L-524 Sec.-Treas. Terry Paris, L-1240 Pres. Preston Miracle, L-1252 Pres. Edward Esteras, Intl. Rep. Howard Cole, and Intl. Vice Pres. Larry McManamon.

six separate companies (plus one in a nearby city), a combined membership of about 800 members, but where the officers of the three lodges had never met. "Members could be standing next to each other at a bank, library, grocery

store, or restaurant, and never know that person for a fellow Boilermaker," said Cole. "They share many interests and goals, which might be discussed if they only knew they were next to a brother or sister."

The new council is patterned after the Buckeye Industrial Council, which is headquartered in Canton, Ohio. According to Cole, the GLAIC's goal is to develop pride in the union, attract new members, and develop an informed leadership.

"The council's vision is to make a dynamic, positive impact on local lodges through shared knowledge and experience. Regular sessions will identify needs, concerns, and solutions to common problems," said Cole. "Interested, friendly communication among GLAIC delegates will provide the tools for better representation of all members. Training will be an integral part of the council's activities, and council meetings may be held in different states so more members can participate in training sessions. Organizing and legislative actions are to be central issues of concern."

So far, reception of the GLAIC by local officers has been overwhelmingly positive, reports Cole.

"Communicating with other locals, sharing negotiation information, coordinating political action, and identifying organizing targets seems wonderful," he said. "In cases of strikes, assistance and support may be garnered from nearby locals. Additionally, when layoffs occur in shops and members are searching for work, it will be advantageous to members to be directed to other Boilermaker industrial shops that are hiring."

Another council, the Keystone (near Pittsburgh), is slated to begin January 1, 2000. □

BWCC presents awards to seven locals

Boilermakers earn recognition for outstanding job performance

SEVEN LOCAL LODGES earned special recognition from Babcock & Wilcox Construction Co., Inc. (BWCC) at the annual tripartite meetings in Myrtle Beach, S.C., October 12-14, for their outstanding job performance for six of our important customers.

Brad Bradford, eastern operations manager for BWCC, presented awards to the business managers of the following local lodges: Pat Lyons of Local 7, Buffalo, N.Y., for his members' work on a Selective Catalytic Reduction (SCR) project at the AES-Somerset plant; Ray Devaney of Local 28, Newark, N.J., for his members' work at the Tosco/Bayway Refinery Corp.; Ronnie Keck of Local 74, Houston, Texas, for his members' maintenance work at the Reliant Energy/HL&P plants; Steve Speed of Local 108, Birmingham, Ala., for his members' work at Alabama Power; Larry Turner of Local 132, Galveston, Texas, for his members' support of Local 74 at the Reliant Energy/HL&P plants; Chuck Vanover of Local 374, Hammond, Ind., for his members' work on the Tanners Creek Project at American Electric Power; and Don Whisenand of Local 592, Tulsa, Okla., for his members' work on the Horseshoe Lake #7 Project at Oklahoma Gas & Electric.

Bradford said, "It is these types of job performances that continue to set the Boilermakers apart from all our other crafts." He also noted that "the Boilermakers' dedication, craftsmanship, teamwork, and sincere desire to excel on projects throughout the country brings great credit to them, their leadership - Pres. Charles W. Jones and Vice Presidents Mike Murphy, Larry McManamon, George Rogers, and Newton Jones, and the International Brotherhood of Boilermakers."

This is the second year in a row that BWCC has presented awards to construction locals for their outstanding job performance. The jobs are outlined as follows:

AES-Somerset Project - L-7
Local 7 and BWCC set a record by completing an SCR system nine months after the job began. From pricing the work through engineering, fabrication, and construction, this project became the fastest SCR installation on a 700 m² w boiler ever performed. Over 120,000 man-hours were completed with no lost-time or recordable accidents, setting "the standard" for the 30-plus SCR jobs BWCC and the Boilermakers plan to install across the country over the next few years.

Alabama Power - L-108
Local 108 members completed three outages ahead of schedule at the Alabama Power Miller plant in the Spring of 1999 for BWCC, with no lost-time or recordable accidents. Over 9,600 welds were completed at a weld reject rate of 0.6 percent. On one unit alone, nearly 3,500 welds were completed with only 11 repairs for a weld reject of 0.32 percent. Just an example of the excellent work Local 108 members have performed in the past four years for BWCC.

American Electric Power - L-374
This job was an excellent example of how highly-qualified, skilled labor can support BWCC and Boilermaker customers. The Tanners Creek Project was heavy rigging and welding intensive. Working over 92,000 man-hours with no-lost-time accidents, the Local 374 members finished this project ahead of schedule and under budget.

Oklahoma Gas and Electric - L-592
It had been more than 15 years since Local 592 had worked at Oklahoma Gas & Electric. Bidding against only nonunion competition, BWCC won this project and wasted no time showing this customer the Boilermaker advantage. Local 592 members finished this job two weeks ahead of schedule with no lost-time or recordable accidents. And it was a very complex and dangerous job. Several

hundred feet of inlet air duct had separated at the seams due to a gas explosion. Adding to the difficulty was the location of the duct work. Most of it was situated below the cement turbine deck, allowing virtually no points to rig from. The outstanding craftsmanship and productivity of the Local 592 members on this job has already created more work opportunities for them with Oklahoma Gas and Electric, and was the starting point for a renewed relationship with this owner.

Reliant Energy/HL&P - L-74, 132
Members of Locals 74 and 132 worked in eight plants on 19 different units in the Fall of 1998 and the Spring and Summer of 1999. They completed over 250,000 man-hours with no lost-time or recordable accidents. Because of their outstanding performance, BWCC and the Boilermakers were able to take over all Boilermaker and Pipefitter work from a previous nonunion maintenance contractor, and they will be working with Reliant Energy to support their NOx reduction program over the next three years.

Tosco/Bayway Refinery Corp. - L-28
Local 28 members worked over 32,000 man-hours for BWCC at the Tosco/Bayway New Jersey Refinery Corp., with no lost-time or recordable accidents. The customer worked closely with BWCC and Local 28 to help manage and minimize their labor availability concerns. □

Construction Division sponsors workshop

Local lodge leaders meet in New Mexico to discuss jurisdiction of SCR projects and gas turbines

NEARLY 100 LOCAL lodge leaders of construction lodges in the U.S. and Canada attended a jurisdictional workshop in Albuquerque, N. M., September 20-24, to learn more about equipment mark-ups and specific assignments to Boilermakers for installation of Selective Catalytic Reduction (SCR) units and cogeneration gas turbines.

International President Charles W. Jones opened the conference, emphasizing work opportunities for Boilermakers in the field construction industry through SCR projects.

Construction Division Director Joe Meredith and International Representative Dale Branscum led discussion groups in craft jurisdiction. They examined the function of equipment and craft jurisdictional claims



Nearly 100 construction lodge representatives attended a five-day workshop in Albuquerque, which addressed jurisdiction and local lodge by-law issues.

regarding SCR units and gas turbines with heat recovery steam generators. Group discussion topics also included cranes and derricks, baghouses, and safety isolation of boilermaker vessels.

AIP Victor Maggio addressed the necessary changes in Article 10 of Local

Lodge By-Laws to ensure the current practices of each lodge comport with the terms of its construction labor agreement and comply with complex requirements imposed by ERISA, the Internal Revenue Code, and other applicable laws. □

Owners, employers, union address industry challenges

Evolving power industry, growing need for skilled manpower dominate annual Tripartite meeting

NEARLY 300 representatives of the owner, contractor, and Boilermaker communities met at the Boilermakers Tripartite Conference in Myrtle Beach, Oct. 12-14, 1999, to discuss the challenges facing our industries. This year's conference was the largest to date, and the topics discussed were some of the most urgent the conference has seen.

As in years past, participants heard a lot of good news. The Tripartite Conference has spawned a number of successful programs that are saving lives and lowering costs. Cooperation among owners, contractors, and Boilermakers has resulted in phenomenal productivity on some projects.

Joe Murray, Local 13 business manager, and John Yanek, Pennsylvania Power and Light Company's manager of mobile work force operations, discussed how they have joined forces to improve efficiency and productivity.

Earl Holland and Keith Ferlin explained the Smogbuster industrial ventilation system, which promises to become the industry standard. William Nunley, construction manager for



IVP Newton Jones discusses skilled manpower availability.



Lawrence Wargo (First Energy) outlines coming changes in the power industry.



William Nunley (AEP) explains selective catalytic reduction (SCR) reactors.

American Electric Power, talked about the technology behind selective catalytic reduction (SCR) reactors, the leading technology for NOx control.

D. E. Cheetham, supervisor of engineering services for Hartford Steam Boiler, spoke about the advantages of developing a relationship with the authorized inspector. Ron Campbell, general manager of technical field services for Southern Company Services, examined that company's approach to maintenance planning.

But these industry leaders were not in town just to celebrate; they came to

learn about challenges facing the industry so the three groups can find mutually beneficial solutions for them.

Lawrence Wargo, Building Trades Labor Relations Liaison for First Energy, outlined the probable results of deregulation: greater segmentation, niche marketing, cuts in investments, fluctuating cost of energy, and the disappearance of wholesalers. Though not necessarily problems, these changes will require rapid adaptation to new conditions for companies as well as for the Boilermakers.

The most compelling challenge facing the industry today is skilled manpower availability, a subject opened by Southeast Area International Vice President Newton B. Jones. Jones took the audience through a brief history of the last two decades to show why the South needs more skilled manpower.

Most of the problems he outlined apply to all sections of the country. We are not indenturing enough apprentices, we are not graduating all we indenture, and our membership is rapidly aging. One-fourth of construction Boilermakers will be eligible for retirement within five to seven years. Owners can't look to the nonunion sector for relief, Jones warned, because their demographics are the same as ours, with one notable exception: they are training virtually no apprentices at all.

Time is not on our side

WITH THE POWER industry under an EPA mandate to improve NOx reduction within the next ten years, construction of SCR in power plants is expected to increase the demand for skilled Boilermakers just as we are losing large numbers of our members to retirement.

Jones also drew attention to a problem facing lodges in the South - wage inequity with lodges in the North. Wages in the South have always been lower than in the North, and despite some significant recent increases in the wage package, they have lost ground against inflation since 1982. As a result, skilled Boilermakers from the Southeast welcome the opportunity to boom out to work for lodges further north; lodges in the South, however, have a hard time attracting boomers with their low-wage package.

IVP Jones pointed out that the Boilermakers union has set in motion many policies to address manpower: mandating apprentice ratios of one in five, recruiting skilled craftsmen from the nonunion sector, and shifting money from the pension to the paycheck for apprentices so they can afford to stay in the program. Lodges around the country now accept apprentice applications year-round, and we have created a way for retirees to work without losing pension benefits. In the South, the number of apprentices has doubled. But more is needed to head off a manpower crisis in the near future.

When owners, contractors, and Boilermakers met in their individual caucuses, they addressed these issues and more. The suggestions announced the final day of the conference will become the focus of Tripartite activities throughout the year, and everyone left Myrtle Beach confident that if we continue to communicate and work together, we can overcome any obstacle that faces us. □

New horizon dawning for Boilermakers

Eight Local 500 and 242 members become first certified robotic welders at Trojan Nuclear Plant

by Jackie D. Barrett, Trojan Nuclear Plant welding superintendent



Members of Local 500 and 242 are the first to use robotic welding to seal dry fuel storage baskets for a nuclear plant. Seated, l. to r., L-500 BM-ST Steve Nelson and Trojan welding supt. Jackie Barrett. Standing, l. to r., certified robotic welders Ron Voyles of L-500, foreman Dennis McGaugh of L-500, general foreman Byron Williams of L-500, Dennis Johnson of L-500, Salvador Padilla of L-242, Ron Johnson of L-500, and Richard Padilla of L-242.

ably achievable" (ALARA), lids have to be welded to the baskets quickly, and with a high degree of precision.

Trojan and members of Boilermakers Local 500 (headquartered in Portland, Ore.) and Local 242 (Spokane, Wash.) are meeting that challenge.

In an effort to man this very important project, Local 500 Bus. Mgr. Steve Nelson and Local 242 Bus. Mgr. Marlin McCurdy encouraged members to submit resumes to the ISFSI welding superintendent, outlining their work experience as welders, paying particular attention to any automatic or semi-automatic welding processes they had been involved with.

Seven welders were chosen based on their welding and nuclear industry experience. Bryon Williams, a Local 500 member, was brought on board initially to help in the development of a manual process from which the robotic welding ground work would be developed.

Midway through the first development phase, Local 500's Dennis McGaugh joined the team, and robotic training and research began.

Over a period of several months, adaptations were made in the manual parameters to best utilize the many attributes of Trojan's two robotic welding units, affectionately known as Sparky and Flash.

The result of this intensive research and development effort is a new high deposition type fluxcore welding process that is currently considered the "industry standard" by representatives of the various regulatory agencies overseeing these types of projects.

This welding technique reflects the efforts of the personnel responsible for its development.

With many testing evolutions completed, Trojan is currently experiencing a 100 percent success rate as weld samples are subjected to radiographic or liquid dye penetrant testing. Absolutely no defects have been encountered.

Results like these are very important. When one considers that eventually all nuclear plants, regardless of design, must seal all spent fuel for storage in one repository or another, it's easy to see that a new horizon for Boilermaker involvement in the nuclear industry is rapidly dawning.

All locals need to be as proactive as Locals 500 and 242. Without their cooperation, the introduction of robotic welding in the nuclear industry wouldn't be at the cutting edge it is today. Many plants have already shown great interest, and it won't be long before the number of certified robotic welders will expand from eight to who knows how many. □

Taxes – why you pay more

Them that's got gets, and them that's not shall lose

So the Bible says, and Congress has been doing its best to make sure this axiom stays true by passing tax laws that favor the rich, investors, and corporations over middle class working families.

On the few occasions Congress does get around to throwing a bone to workers, they always manage to throw a banquet for the wealthy.

The most recent flagrant example of congressional contempt for workers is H.R. 3081, introduced by Rep. Rick Lazio (R-NY) in October. The official title of this bill says its purpose is "to increase the Federal minimum wage and to amend the Internal Revenue Code of 1986 to provide tax benefits for small businesses, and for other purposes."

What that title doesn't tell you is that the "other purposes" include amending the estate tax so rich people can leave millions in untaxed capital gains to their children, increasing the tax write-off for business meals, augmenting tax breaks for bond holders, and numerous other changes to the tax code that benefit mainly the wealthy.

In fact, according to Citizens for Tax Justice, an organization fighting for fair taxes for working people, this "minimum wage" bill would put an average of \$5,999 per year in the pockets of the best-off one percent of Americans, those making over \$301,000 per year.

In contrast, a worker earning the minimum wage would see an increase of only \$686.40 from the minimum wage hike – or \$13.20 for a 40-hour week.

"It's astonishing that a minimum wage bill supposedly designed to aid low-wage workers would actually give its biggest benefits to the highest-income people in the country," said Citizens for Tax Justice director Robert S. McIntyre.

Astonishing, perhaps. Maybe even infuriating. But not all that unusual. Favoring the wealthy over workers is business as usual in Washington. Tax laws are a stacked deck. Workers pay taxes that do not even apply to wealthy investors, and they are able to make use of loopholes that middle class workers cannot.

Billionaires pay no income tax

IN 1992, H. ROSS PEROT's bid for the presidency brought a lot of people's attention to the growing national debt. Paying off the debt was his battle cry as he demanded that Washington "get under the hood and fix" our budget shortfalls.

He blamed Washington for the debt, but nowhere in his campaign rhetoric did he address his own contribution to the problem. Nor did he suggest that the way out of debt was to raise taxes on the rich, make investors pay as much on their income as workers do, and get rid of the loopholes that allow billionaires to avoid paying income tax.

He couldn't afford to draw too much attention to tax-dodging billionaires, because only the year before, in 1991, when he earned in excess of \$18 million on his billions of dollars in investments, Ross Perot had paid no income taxes at all.

Not a penny of Perot's income went to pay for the expenses of running the government in 1991. No income tax. No Social Security tax. He got a completely free ride.

How much income tax did you pay in 1991? Or last year? You can be assured that somewhere in this country there is someone worth hundreds of millions of dollars, perhaps even billions, who paid less than you did.

Loopholes in the income tax law are the main culprit. Legally, anyone can take advantage of the various tax deductions, credits, and exemptions available, but middle-class workers are rarely in a position to do so.

Loopholes allowed businessmen to construct summer homes as "offices." They allow deductions for investment expenses and charitable donations. Businessmen can even transfer some of their income to their children, simply by paying them instead of giving them allowance; children can earn a few thousand dollars a year without paying income tax.

In their phenomenal book, "America: Who Really Pays the Taxes," Donald L. Barlett and James B. Steele relate the story of Dr. Earl O. Bergersen, an excellent example of a wealthy person using loopholes to avoid paying taxes. He formed a company called Ortho-Tain, then took advantage of Section 936 of the Internal Revenue Code, which gives tax breaks to companies that relocate to Puerto Rico. Moving meant laying off his workers in Illinois, but it also gave him tax-free status; Ortho-Tain would pay no U.S. Taxes, nor would it pay taxes to Puerto Rico.

Five years after the move, Bergersen bought a lot in Puerto Rico, began building a home there, and sold his Illinois home for \$545,250. His new house was twice the size of the Ortho-Tain manufacturing plant and cost over \$1,500,000. He also bought a furnished town home in Illinois for \$229,800 to use when visiting Chicago. To get the cash for these homes, Bergersen borrowed \$2,283,091 from his tax-free company over a period of three years, 1985-1987. Then in 1987, Ortho-Tain declared dividends worth \$2,799,500 to Bergersen, which he used to pay off the loans.

As you can imagine, all these transactions led to some complicated tax returns. Bergersen was able to write off \$320,287 for interest on his loans, \$16,031 for advertising, \$11,317 for travel and meetings, and \$1,317 for preparation of his tax returns. Of course, that \$2.8 million dividend was exempt from income tax because of Section 936, so Bergersen was able to claim losses of more than a quarter million dollars.

During these years, when he built a \$1.5 million home, sold a \$545,000 home, bought a townhouse for \$229,800, borrowed \$2.3 million, and received \$2.8 million in dividends, Bergersen paid no federal income taxes.

We're closing all the loopholes

DOZENS OF TIMES over the past 30 years, politicians have announced that they were closing all the loopholes so the rich would have to pay their fair share. So far, it hasn't happened. And those loopholes always somehow help the wealthy, but not the worker.

For example, most workers keep their savings in a bank, where they have easy access to it. If they put together a few thousand dollars, they might buy a certificate of deposit. If they get way ahead, they might buy some mutual funds or even take a plunge into the stock market. Interest and dividends from all of these sources are taxable at the same rate as your other income.

Wealthy investors, on the other hand, can afford to buy tax-free bonds and mutual funds, which are usually issued by local or state governments. These investments are available to anyone with the money, but that is the catch. They usually require a minimum

investment beyond the means of the average worker.

Ross Perot's tax-free investments in 1991 covered 44 of the 50 states, based on his Federal Election Commission (FEC) financial disclosure records. They included every level of government – state, county, city, and school district. As a result of these investments, Perot made somewhere between \$18 and 87 million. (The FEC requires only that candidates report income within ranges, not exact figures.)

His tax-free investments saved him between \$6 million and \$27 million in unpaid taxes.

If you're tempted to say, "Big deal; more power to him," keep in mind that the cost of running the government stays the same no matter how many people avoid taxes. Every dollar avoided by one taxpayer has to be paid by someone else.

How many working, middle-class taxpayers just like you does it take to make up for the taxes not collected from one tax-dodging billionaire like H. Ross Perot?

In 1998, the median income* for married-couple households with children was \$57,090. It would take all of the income tax paid by more than 1,029 median income households with two children to make up for \$6 million in unpaid taxes. And that is merely the low estimate of what Perot managed to avoid paying. Making up for \$27 million would require all of the income tax paid by at least 4,630 such households.

Tax rates are higher for working people

FORTUNATELY FOR THE rest of us, few rich people manage to get away with paying no taxes at all. But all of them pay lower tax rates on much of their income than working people do. So do many people with relatively moderate incomes who never work, but live off of their investments.

One reason is that income from capital is taxed at lower rates than income from working. Capital gains income is the profit an investor or speculator makes when selling assets; for example, stocks or real estate. For assets held more than 18 months, the maximum capital gains tax is 20 percent for people whose income puts them in the 29 percent tax bracket or higher. For those in the 15 percent tax bracket, the maximum capital gains tax is ten percent. For assets held more than five years, the capital gains tax is even lower – 18 percent and eight percent respectively.

Let's look at that median-income, two-child, working family again. Their income puts them in the 15 percent tax bracket. If they put money in a savings account, the interest on that account is taxed at 15 percent. But an investor making the exact same annual income, who also has two children at home, will pay only ten percent on his income from capital gains. That's quite a tax break for sitting home and not breaking a sweat.

This capital gains tax break works wonders for many corporate executives who get stock options as part of



their salary. A CEO earning more than \$280,000 a year qualifies for the top income tax bracket – 39.6 percent. But he pays that rate only on his salary. If he makes a profit from the sale of stock he holds in his company, he pays the capital gains rate, which could be as low as 18 percent, less than half of his income tax rate.

If that isn't enough to get you angry about our tax system, take a look at Social Security taxes.

If Social Security didn't already exist, some lobbyist for high-income taxpayers would want to invent it.

Social Security is a fine social insurance program for those who pay into it. It makes sure workers have at least a little bit of money to retire on, and it is a lifeline for people who become disabled. But the tax offers an enormous break for high-income wage earners. And an even bigger break for people who live on unearned income, such as interest, dividends, and capital gains.

First, Social Security only applies to the first \$72,600 of income from wages. That median-income family we spoke of earlier pays 6.2 percent of their income toward Social Security. A family making ten times the median income (\$570,900) pays less than one percent of their income to Social Security, because they only pay on that first \$72,600.

Social Security would account for less than one-thousandth of wages of \$6 million like Ross Perot made in 1991. Except that his income wasn't wages. His income came from investments. So he paid no Social Security tax at all.

The next time someone tells you that Social Security is in trouble, that it will go bankrupt in about 35 years, think about Ross Perot and all those rich people who pay nothing toward this fund. They can afford to retire without it. Can you?

Next issue: Why Corporations Pay Less

*Median refers to the half-way point. Half of households make more than the median household income; half make less than the median.

Ingalls donates model to Archives



L. to r., Intl. Rep. Warren Fairley, Natl. Archivist Tom Wands, and Intl. Rep. J. W. Moore view a model of the U.S.S. Thomaston, now on display at the National Archives Museum in Kansas City.

L-693 members built landing ships to provide ship repair at sea

INGALLS SHIPBUILDING, Pascagoula, Miss., has donated a model of the U.S.S. Thomaston to the Boilermakers National Archives. Intl. Reps. J. W. Moore and Warren Fairley delivered the model to Kansas City in August, for display at the museum. According to National Archivist Tom Wands, the model is of a 1954 landing ship (LSD). It is a very detailed example of just one type of ship built by Local 693 members at Ingalls since 1939.

Landing ships provided a mobile ship repair service, making it possible for crews to repair ships while out at sea. The landing ship would go to ships needing service. The crew would lower the landing ship's stern (rear end) into the water, allowing the other ship to float on board.

The stern of the landing ship would then be raised, allowing the second ship to become drydocked so the crew could perform the necessary repairs.

When repairs were completed, the crew simply lowered the landing ship's stern again, allowing the repaired ship to float off and resume duty. □

The Boilermakers Archives is a 'work in progress'

Monument to our members and the work we do needs support

A TRIP THROUGH the Boilermakers National Archives is an eye-opening experience. Located just one block west of International headquarters in Kansas City, Kan., the archives houses photographs, records, tools, and other artifacts tracing the history of our union, our members, and the industries we work in, dating back as far as 1880.

The archives is largely the work of one individual, Tom Wands, a third-generation boilermaker and retired administrator of the Boilermakers' National Funds office. He began working on the Boilermakers National Archives in January 1991. Nearly nine years later, he calls the museum "a work in progress." It is growing and

improving daily, as he continues to receive and prepare items for display.

In November, he added 12 six-foot by seven-foot stands to expand the present hallway display. A separate room now boasts a 38-foot by 20-foot railroad track, that has the capacity of running 15 scale model trains at once.

Wands describes the archives as a way to "visually preserve and enhance the history of the Boilermakers union, through displays of artifacts, souvenirs, and tools of the various trades." Future plans include documentation of local lodge and International history, a listing of all local lodge officers, and a "how-to" manual featuring old *Journal* publications of trade-related designs.

A walk down the main corridor of the archives is like a trip in a time machine. Displays show the tools used by Boilermakers in the various industries we serve – railroad, construction, shop, and shipbuilding – throughout the 20th century. Photos, documents, and artifacts illustrate union activities and provide a glimpse into the lives of people long past. Union organizers who created this union and whose work helped create the middle class. Craftsmen whose work with the tools shaped industry and our way of life.

Wands envisions a day when visitors to Kansas City and local schoolchildren will visit the Boilermaker Archives regularly, learning about the contributions Boilermakers and the Boilermakers union made to the development of contemporary society. For that to happen, the archives needs to find more funding. The costs of cataloging, preserving, and maintaining the archives are paid through donations. Donors are recognized through plaques displayed at the museum, and all donations are tax-deductible.

The next time you're in Kansas City, you should make it a point to visit the archives. Nowhere else in the world will you find such a monument to the significance of our union and the work we do. For more information on visiting the archives, or to discuss how you can donate time, money, or materials, contact Wands at 913 621-1880. □

MAKE IT SAFE

Hazard Alert –

Winter weather can be dangerous – beware of frostbite



AS TEMPERATURES drop and wind speeds pick up, we hear a lot of talk about the dangers of "wind chill." The wind chill index below shows just how cold the wind can make us feel. The faster the wind speed, the colder the temperature. While low wind-chill temperatures shouldn't keep you indoors, they should encourage you to bundle up before you go outside.

Beware of winter's quiet killers

WHILE EVERYONE KNOWS that winter storms can be deadly, some hazards, like hypothermia and frostbite, can result simply from prolonged exposure to cold.

Children and the elderly are most at risk when it comes to hypothermia, because their bodies have a tough time adapting to the cold.

Boilermakers working outside need to protect themselves from dropping temperatures, too. Because frostbite is a freezing of body tissue (nerves, muscles, and blood vessel tissues are most susceptible), you may not realize you have frostbite because you can't feel anything. That's why you should never work alone. Use the buddy system and watch each other for signs of frostbite (a white or pale appearance to extremities, such as fingers, toes, ear lobes, or the tip of the nose).

Also, avoid contact between flesh and cold metal, and don't smoke or drink alcohol in extreme cold temperatures.

Stay safe this winter by learning to recognize – and treat – these weather-related health hazards. To avoid these hazards, the American Red Cross offers these prevention tips.

How to recognize hypothermia and frostbite

Hypothermia

Symptoms: Shivering, slow and irregular pulse, numbness, glassy stare, and decreasing levels of consciousness.

Treatment: Get medical help immediately. Begin warming the body by removing any wet cloth-

ing. Wrap the victim in blankets or dress him/her in dry clothing and move to a warm environment. If the victim is alert, give him/her warm liquids to drink. Do not warm the victim too quickly by immersing in warm water. Rapid rewarming can cause dangerous heart rhythms.

Frostbite

Symptoms: Loss of feeling and a white or pale appearance to extremities, such as fingers, toes, ear lobes, or the tip of the nose.

Treatment: Get medical help immediately. If you must wait for help, slowly rewarm affected areas by covering them and gently soaking them in warm water. When the frost bitten part appears red and feels warm, bandage the area with a dry, sterile dressing. Put cotton or gauze between frostbitten fingers and toes. Never rub an affected area – rubbing causes further damage.

How to prevent hypothermia and frostbite

Dress Smart

THE BEST WAY to protect yourself from hypothermia and frostbite is to dress warmly. Special care should be taken to prevent ears, toes, and fingers from frostbite. Wear a thick hat that covers your ears, several pairs of thick (preferably wool) socks, and thick gloves (mittens are better at preventing frostbite).

And dress in layers. Trapped air insulates, and layers can be removed to avoid perspiration and subsequent chill. Wear loose-fitting, warm light-weight clothing in several layers.

- Outer garments should be tightly woven, water repellent, and hooded.
- Wear a hat – half of body heat loss comes from the head.
- Mittens are better than gloves.
- Cover your mouth to protect your lungs from extreme cold.

- Cover your mouth to protect your lungs from extreme cold.

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

Wind chill table

		AIR TEMPERATURE (°FAHRENHEIT)														
		35	30	25	20	15	10	5	0	-5	-10	-15	-20	-25	-30	-35
WIND SPEED (MPH)	4	35	30	25	20	15	10	5	0	-5	-10	-15	-20	-25	-30	-35
	5	32	27	22	16	11	6	0	-5	-10	-15	-21	-26	-31	-36	-42
	10	22	16	10	3	-3	-9	-15	-22	-27	-34	-40	-45	-52	-58	-64
	15	16	9	2	-5	-11	-18	-25	-31	-38	-45	-51	-58	-65	-72	-78
	20	12	4	-3	-10	-17	-24	-31	-39	-46	-53	-60	-67	-74	-81	-88
	25	8	1	-7	-15	-22	-29	-36	-44	-51	-59	-65	-74	-81	-88	-96
	30	5	-2	-10	-18	-25	-33	-41	-49	-56	-64	-71	-79	-86	-93	-101
	35	4	-4	-12	-20	-27	-35	-43	-52	-58	-67	-74	-82	-89	-97	-105
	40	3	-5	-13	-21	-29	-37	-45	-53	-60	-69	-76	-84	-92	-100	-107
	45	2	-6	-14	-22	-30	-38	-46	-54	-62	-70	-78	-85	-93	-102	-109

Source: National Oceanic and Atmospheric Administration

No fence could keep Foxx in the park

Slugger Jimmie Foxx hit the ball long and hard, winning three MVP awards and a triple crown

WITH THE WORLD Series ending the baseball season in October, not many may be thinking of baseball right now. But members of Local 744 in Cleveland, Ohio, must think of baseball every time they see fellow member James E. Foxx (Jimmie Jr.). That's because he is the son of Jimmie Foxx, the Hall of Fame slugger who lived in Cleveland toward the end of his life. Foxx played with the Philadelphia A's and the Boston Red Sox from 1925 to 1942, and was the American League's Most Valuable Player three times. He won two batting championships and one triple crown. He was called "Double X" because he combined both power and skill at the plate. His lifetime batting average of .325 was second to Babe Ruth for about 20 years, and with 534 home runs, he is still ranked ninth.

Last year, Foxx's batting skills were recognized by his hometown of Sudlersville, Md., where his son and grandsons were able to attend an unveiling ceremony of a near-lifesize statue of Foxx.

A recent survey by the Society of American Baseball Research names Foxx the 12th-best position player of the century, even though his statistics are better than some of the people ranked ahead of him.

Foxx didn't make the final list of 30, but he was included in the list of 100 players nominated for the Major League Baseball's All-Century Team.

Foxx, a first baseman, also played third base and catcher, but he was best known for his strength. He pounded the baseball as McGwire and Sosa have done recently for most of his career.

"Foxx might have hit the ball harder than Ruth," Mel Harder, 89, distinguished Indians pitcher of the 1930s and 1940s, told the *Cleveland Plain Dealer* earlier this year. "I saw him hit one in the upper deck at the Stadium that was one of the longest balls I ever saw. Nobody was stronger than Foxx."

Bob Feller, 80, one of the best pitchers in the Indians history, told the *Cleveland Plain Dealer* that Foxx could "hit the ball so hard it knuckled. I saw him hit a ball over the left-field bleachers and clear out of League Park."

Had they been measuring homers in those days, that drive might have been the equal of the one hit this year by Jim Thome of the Indians. It measured 511 feet.

Foxx has been called "The Beast" because of his strength; however, he wasn't really that big of a man. He weighed 200 pounds and stood just



In his playing days (top right), Jimmie Foxx was one of the strongest hitters in the game, hitting more than 500 home runs and being named the American League's Most Valuable Player three times. His son, Jimmie Foxx Jr. (at left), is a member of Local 744. Photo by David I. Anderson/*Plain Dealer* photographer.

under six feet. But he could handle a bat. For 12 straight years he hit at least 30 homers - a record in itself - and for 13 years, he drove in 100 or more runs, a record he shares with Lou Gehrig. His top RBI year was 175, but he also had seasons of 169 and 163.

Foxx's son attributes his dad's strength to being raised on a farm. In an interview with the *Cleveland Plain Dealer*, Jimmie Jr. said, "My dad had

the strongest pair of hands I've ever seen. Even when he was older, he had awesome strength. He got it from working on a farm as a boy, milking cows, and baling hay."

Jimmie Jr., who joined Local 744 in 1984, works as a boilermaker for the Cleveland school board. Like his dad, Jimmie Jr. is an athlete. He was an all-scholastic quarterback at Lakewood High School, played football at Kent State, and baseball in the Lakewood AAA League.

"Dad came to all my high school games," Jimmie Jr. told the *Cleveland Plain Dealer*. "He never pushed me to play, but he encouraged me. I think he was proud of me. He never talked much about baseball. He was just dad at home."

Foxx died at age 59 of a heart attack in his brother's home in Florida. Life had been tough for the great ballplayer after he retired. There were no baseball pensions at that time, and his top salary had only been about \$32,000.

According to one source, the Philadelphia A's even tried to cut Foxx's pay by more than \$3,000 after he won the triple crown in 1933, hitting .356 with 48 homers and 163 RBIs. Just imagine how many millions Foxx would be making today with those statistics!

Suggested by a story by Bob Dolgan of The Plain Dealer ©1999. All rights reserved.



Plain Dealer File (1935)

Annoying stray turns into blessing

by Cory Havens, staff writer with the *South Bend Tribune*

HEATH AND MISTI HIATT sometimes regretted taking in the stray black Labrador retriever, whom they named Onyx. In addition to all the expected caretaking, walks, feeding, cleaning up after him, Onyx loves to dig large holes in their yard and sometimes barks too much.

But now the barking sounds like choirs of angels to them.

After one stress-filled day in April, Misti (whose brothers, Steve and Greg Plowman, and grandfather, Virgil Plowman, are members of Local 374, Hammond, Ind.) was ready to call the pound. "I don't really like dogs much," Misti said. And she was angry at Heath for bringing the loud dog, which was barking incessantly, into their home.

One night "He'd been barking and keeping me up. Finally I got up to go yell at him," Misti said. "As I left, I looked back at the bed and said (to Heath), 'This is it. He's going to the Humane Society in the morning.'"

Though he loved the dog, Heath, too, knew it was time to let him go. "I didn't want to (send him to the Humane Society)," Heath said. "I wanted to find someone from church to take him."

His half-asleep thoughts were soon pierced by his wife's cries. "I woke up to her screaming my name," Heath said. "I realized this was big. I ran into Hagin's room and saw him just kind of limply draped over her arm. She was slapping him on the back."

The Hiatt's six-month old son had vomited in his sleep and couldn't breathe. Heath ran to call 911 and an ambulance was sent to their home. By the time the paramedics arrived, Hagin had begun breathing again.

"He wasn't even crying," Heath said. "He was looking around wondering what was going on." He was taken to the hospital as a precautionary measure. "He had some gastrointestinal bug," Misti said. "They told us if we hadn't picked him up, he would have probably died" because the little boy was choking.

"I had heard him rustling a little, and ordinarily I wouldn't get up, but since I was up anyway, I thought I'd go ahead and check on him." Onyx's barking had saved Hagin's life.

"You just bought yourself some time, Onyx," Heath remembers saying. "Our back yard is still full of holes," Misti said, "but we just can't get rid of him now."

It wasn't the first time Onyx almost left them. "We used to live in an apartment at the church," said Heath, a minister at the Kankakee Valley International Christian Center in



Misti and Heath Hiatt and their son, Hagin, show affection for Onyx, the Labrador retriever who woke the Hiatts when Hagin was choking in his sleep. Hagin is the great-grandson of L-374 retiree Virgil Plowman. His two uncles, Steve and Greg Plowman, are also Local 374 members.

Knox. "He liked to run around. One time he ran for a couple days and he came back with a big hole in his side."

The veterinarian told Heath that Onyx had been shot. "He wasn't even licking it or crying or anything," Heath said. "He's the most resilient dog ever."

The Hiatts believe Onyx's good fortune is more than luck. He's certainly been a blessing to them. "He doesn't really bark much," Heath said.

"I believe God had something to do with it," Misti said. "It wasn't just an accident that he was barking that night."

"God saved my baby," Heath said. "God was using Onyx. It's not normal for us to get up and check on Hagin. We're both hard sleepers."

For his part in the rescue, Onyx now enjoys daily walks and lots of affection from Heath, Hagin, and now Misti, too.



Onyx makes his feelings for Hagin Hiatt apparent. (Tribune Photos by Arturo Fernandez)

"Hagin loves the dog," Misti said. "The dog likes him, too. They're pretty much buds. It's such an honor that God gave us this dog to take care of." And such a good dog to help out, too. *Reprinted by permission of the South Bend Tribune.*

L-69 sponsors 'Old Timers' picnic



PICTURED ABOVE ARE retired members of Local 69, Little Rock, Ark. This summer they met at the Local 69 headquarters for their annual "Old Timers" picnic. Local 69 BM-ST Don Jones says the retired members really look forward to these annual gatherings. "Whenever they get together, they reminisce about 'the good old days,'" said Jones. "And they never miss an opportunity to remind us 'active' members of just how great retired life is!"

Local Lodge S1978 elects officers, stewards

MEMBERS OF LOCAL S1978, Rock Springs, Wyo., have elected their executive board and stewards.

Pictured in the top photo are board members, l. to r., Sec.-Treas. Pat Dix, Rec. Sec. Joe Quiroz, Pres. Mike Murphy, and Vice Pres. Carl Persinger.

Pictured in the lower photo are Local S1978 stewards and trustees, l. to r., Gary Haines (who died 7-26-99), Mark Pergande, Dick Carroll, Mario McKeever, Stan Masters, Trent Dillon, Peggy Anderson, Dwight Mickey, Bob Jensen, and Scott Christensen. Not pictured are stewards Susan Nichols, Brian Jones, and Rose Mickey.



L-27 aids injured worker



Local 27 member Dennis Heady, a victim of a terrible job site accident, and his wife Rebecca are thankful for the generous, heartfelt support given them by fellow members of the local. In the background are Local 27 BM-ST Don Link and Pres. David Snead. *Labor Tribune* Photo.

'You can't ask for a better local or a better bunch of guys,' says Dennis Heady

DENNIS HEADY OWES his life to medical science. But he and his family owe much of their well being to members of Local 27, St. Louis, Mo.

Heady was almost killed this year in the worst accident in the local's recent history. "He's a very lucky gentleman to still be alive," said Local 27 Bus. Mgr. Donald W. Link.

Right now, Heady is confined to a wheelchair and hobbles around on crutches at his home in St. Peters. The 42-year old receives workman's compensation, but of course that pitiful sum cannot come close to supporting his family - wife Rebecca, daughters Shannon, 18, Amanda, 17, and sons Shawn, 10, and Alex, 7.

So the union has been passing the hat for Heady and his family - and his fellow Local 27 members have been generous. Link said the support has tremendously helped Heady.

"I think what's kept him going has been the support, contributions, and prayers of the membership," he said.

Heady's wife agrees: "These guys have been wonderful. I'm just absolutely floored by the support we've received. And we've got calls from members in New Madrid and southern Illinois - from all over - just to check in with him, to see how he's doing."

The accident that disabled Heady happened early the morning of April 29. An eight-man crew was using hydraulic jacks to lower duct sections at an Ameren UE power plant in Portage Des Sioux. Suddenly, all of the jacks slipped and a 40-ton duct section came crashing down.

Heady was crushed by the duct against a piece of steel. Other Boilermakers quickly removed Heady from beneath the duct. A fellow Boilermaker, Marc Vaucher, incurred injuries including a broken ankle.

Heady suffered a broken pelvis, leg, and thigh. His hip was crushed. An artery in his abdomen was severed, and an injured nerve caused his left foot to dangle. He was flown by

helicopter to Christian Hospital and then taken by ambulance to Barnes-Jewish Hospital, where he spent nine hours in surgery.

Doctors reconstructed his hip and thigh in the first of several operations. Heady was given 18 units of blood and two units of plasma. He was on life support for two days and spent three more days in intensive care.

Heady remained at Barnes a total of 15 days before being transferred for a week to St. Joseph Health Center in St. Charles for physical rehabilitation.

When they heard of the accident, members of Local 27 dropped what they were doing throughout the metropolitan area to go see Heady in the hospital. Heady's wife Rebecca was duly impressed.

"Just imagine - right outside the emergency room - to see all these big, burly guys with tears in their eyes," she said. "I never expected to see that. It just broke my heart," she said. "They really, really cared. It just showed us how much these fellow members really care for each other."

The local members promptly began contributing money. Meanwhile, the L-27 office worked closely with Rebecca to help her through the confusing, frustrating maze of medical insurance, health care coverage, and hospital bills.

"Our members really rallied around these two guys (Heady and Vaucher) and really helped them out," Link said. "I'm very proud of the membership. And it's good for them to know we in labor - and especially in our local - take care of our own."

"You can't ask for a better local or a better bunch of guys," said Heady, a 24-year member of the union. "They're always there for me and my family. In fact, the local's like a family," he said. "When they call and want us to tell them whatever we need - they really mean what they say. And they call frequently."

Heady's accident - and how medical personnel saved his life - was featured in "Trauma: Life in the ER" on TLC (The Learning Channel), November 2.

Story by the St. Louis/Southern Illinois Labor Tribune.

Local One presents membership pins

JOHN J. SKERMONT, business manager and secretary-treasurer of Local One, Chicago, Ill., has presented membership pins for continuous years of service to the following Local One members: 25 year pins - Louis Benz, Gerald Klem, Richard Purdy, Earl Shadden, and Charles Shilney. 35 year pins - Charles Dobosiewicz, Richard Mooney, and Robert Watson.

Rep. English (R-21st PA) tours Erie facilities



IN THE PHOTO above, Operations Ralph Ryan (center) and Local 2000 steward Ricky Gibbs during his tour of the Metro Machine of Pennsylvania Industrial Products Division in Erie, Pa., on August 30. In the photo at top right, Ryan, representing the Lake Carriers Association of which Metro Machine is a member, presents an award of appreciation to English for his strong support of the Jones Act. Photos by L-2000 BM-ST Phillip Evans.



Division in Erie, Pa., on August 30. In the photo at top right, Ryan, representing the Lake Carriers Association of which Metro Machine is a member, presents an award of appreciation to English for his strong support of the Jones Act. Photos by L-2000 BM-ST Phillip Evans.

L-1 raises money for DAD's Day



MEMBERS OF LOCAL One, Chicago, Ill., raised funds for DAD's Day (Dollars Against Diabetes) by participating in a softball tournament sponsored by the Chicago and Cook County Building Trades. This is an annual fundraiser for the shop and construction lodge members.

L-1252 members in July 4th parade



RED JAMIES, SIMONMata, and Art Williams, all members of Local 1252, Chicago Heights, Ill., drove their new Harley Davidsons, escorted by two Dodge trucks, in the Chicago Heights' annual 4th of July parade, showing the crowd just how proud they are of their "Made in America" vehicles. Pictured above, l. to r., are L-1252 Pres. Ed Esteras, Mata, Williams, Jamies, Ken Ochoa, and Jeff Guy.

Annual summary reports of national funds

Boilermaker – Blacksmith National Pension Trust summary annual report

THIS IS A summary of the annual report for the Boilermaker-Blacksmith National Pension Trust, Employer Identification Number 48-6168020, for January 1 through December 31, 1998.

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

Basic financial statement

BENEFITS UNDER THE plan are provided in whole from trust funds. Plan expenses were \$250,525,984. These expenses included \$19,123,504 in administrative expenses and \$231,402,480 in benefits paid to participants and beneficiaries.

A total of 66,100 persons were participants in or beneficiaries of the plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of plan assets, after subtracting liabilities of the plan, was \$5,592,307,636 as of December 31, 1998, compared to \$4,947,983,680 as of January 1, 1998. During the plan year, the plan experienced an increase in its net assets of \$644,323,956.

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

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

The plan had total income of \$894,849,940 (including employer contributions of \$94,754,263), gains of \$21,248,227 from the sale of assets, and earnings from investments of \$778,659,344.

Minimum funding standards

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

Boilermakers National Health & Welfare Fund summary annual report

THIS IS A SUMMARY of the annual report of the Boilermakers National Health and Welfare Fund, Employer Identification Number 36-6090694, a Multi-Employer Plan, for January 1 through December 31, 1998. The annual report has been filed with the Internal Revenue Service, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

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

Insurance information

THE PLAN HAS a contract with Provident Life and Accident Insurance Company to pay all life and accidental death claims incurred under the terms of the plan. The total premiums paid for the plan year ending December 31, 1998 was \$1,291,967.

Because it is an "experience-rated" contract, the premium costs are affected by, among other things, the number and size of claims. Of the total insurance premiums paid for the plan year ending December 31, 1998, the premiums paid under such experience-rated contract were \$1,291,967 and the total of all benefit claims paid under the experience-rated contract during the plan year was \$648,073.

Basic financial statement

THE VALUE OF plan assets, after subtracting liabilities of the plan, was \$182,620,072 as of December 31, 1998, compared to \$172,709,120 as of January 1, 1998. During the plan year, the plan experienced an increase in its net assets of \$9,910,952. The increase includes unrealized appreciation and depreciation of the value of plan assets; that is, the difference between the value of the plan assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. During the plan year, the plan had total income of \$104,212,368 (including employer contributions of \$82,363,252 and contributions from participants eligible for COBRA and retiree coverage of \$6,990,218), realized losses of \$102,674 from the sale of assets, and earnings from investments of \$14,961,572.

Plan expenses were \$94,301,416. These expenses included \$6,103,130 in administrative expenses and \$88,198,296 in benefits paid to participants and beneficiaries.

Boilermakers National Annuity Trust summary annual report

THIS IS A SUMMARY of the annual report for the Boilermakers National Annuity Trust, Employer Identification Number 48-1029345, for January 1 through December 31, 1998. The annual report has been filed with the Internal Revenue Service, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Basic financial statement

BENEFITS UNDER THE plan are provided from trust assets or through insurance or annuity contracts. Plan expenses were \$23,635,783. These expenses include \$1,915,955 in administrative expenses and \$21,719,828 in benefits paid to participants and beneficiaries. A total of 39,372 persons were participants in the plan at the end of the plan year.

The value of plan assets, after subtracting liabilities of the plan, was \$378,659,210 as of December 31, 1998, compared to \$323,839,899 as of January 1, 1998. During the plan year, the plan experienced an increase in its net assets of \$54,819,311. This increase includes unrealized appreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year, or the cost of assets acquired during the year.

The plan had total income of \$78,455,094 (including employer con-

tributions of \$44,893,881), realized losses of \$101,506 from the sale of assets, and earnings from investments of \$33,600,797.

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

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

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

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

5. Actuarial information regarding the funding of the plan.
- And the Boilermakers National Health & Welfare Fund Summary Annual Report will include the following:

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

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

The charge to cover copying costs of the Boilermaker-Blacksmith National Pension Trust Summary Annual Report will be \$63 for the full annual report, or \$0.25 per page for any part thereof.

The charge to cover copying costs of the Boilermakers National Health & Welfare Fund Summary Annual Report will be \$5.25 for the full annual report, or \$0.25 per page for any part thereof.

The charge to cover copying costs of the Boilermakers National Annuity Trust Summary Annual Report will be \$25.00 for the full annual report, or \$0.25 per page for any part thereof.

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

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

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

Grievance Handling

Time is of the essence

Respond within time limits

MOST GRIEVANCE procedures include time limits for taking actions. If you fail to act within the time limits specified, you lose any right to carry the grievance further.

Time limits and other details of grievance procedure are established by the contract. To handle grievances properly, you need to be fully conversant with the time limits set in your collective bargaining agreement.

Most grievance procedures provide different time limits for each step of a grievance. Time limits are established both for your putting forth the grievance and for the company's response. Both parties are responsible for meeting their time limits.

The first step of a grievance procedure usually starts with a verbal discussion of the problem. For example, your contract might read, "The aggrieved employee and/or a representative of a group of aggrieved employees with or without their union steward must bring a grievance to the foreman by verbal discussion within three (3) working days from the date of the event giving rise to the grievance, or within three (3) working days that the matter should have become known to the employee."

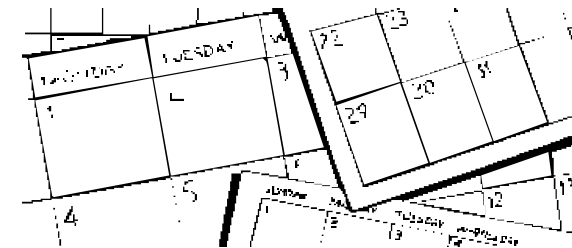
This language is pretty clear. The aggrieved party needs to discuss the grievance with the foreman within three days. Failure to do so will result in the loss of the right to grieve the incident.

Note, however, that in this example the steward does not have to be involved at this first step. The contract says, "with or without their union steward." We encourage members to let stewards handle all grievances, but if a member speaks with a foreman about a problem before coming to you, that discussion may fulfill the time limit for taking the first step. Read your contract to make sure.

A grievance procedure also gives the company time limits in which to respond. For this first step, your contract might read, "The foreman shall give his answer within two (2) working days thereafter." It is important to hold the company to their time limits. You don't want the company dragging the matter out indefinitely.

Everyone would like grievances to be solved in this first step, through discussion, but we know that often we can't get satisfaction that way. Every grievance procedure provides for written notice of grievances. Usually, the contract will contain language something like, "If the foreman's verbal remedy is not acceptable, the grievance shall be reduced to writing, filed by the employee and/or the steward on forms supplied by the union, and submitted to the foreman or his designated representative within three (3) working days from the date of the foreman's verbal answer. The foreman shall write his answer within two (2) working days thereafter."

In this example, the grievance is still at the first step, but it has become more formal. Writing up the grievance does



not make the matter more important – every grievance is important – but it does demonstrate that you and the company are having a little difficulty agreeing on a remedy. If you continue to have trouble, the grievance may end up in arbitration. An arbitrator needs to know the facts, so your written grievance is an important document. It may become the first document in a paper trail that shows the arbitrator what happened and in what sequence.

Steps two and three of the grievance process will also have time limits for your filing and for the company's response. Higher steps in the process often have longer time limits, to allow both parties a little more time to consider their responses.

If you can't respond in time, request an extension

IN SOME CASES, you may find that you cannot gather all the facts you need in order to properly represent your aggrieved member within the time limit specified in the contract. In this case, you will need to request an extension from the company.

Some contracts provide a mechanism for requesting and granting an extension. But even if your contract is silent on that issue, you can always get an extension through mutual agreement between you and the company.

A request for an extension of the time limits should always be handled in writing. Even if you work the details out verbally and both sides agree, you will want to give the company a letter requesting the extension and to keep their written response on file. These letters can provide an important paper trail if the matter goes to arbitration. They also help stewards handle future grievances by documenting the company's usual business practices. And they may come in handy when you sit down to your next contract negotiation; if your files show that a high percentage of your grievances require time limit extensions, perhaps you need to rewrite those time limits in your grievance procedure.

Requesting extensions is not unusual, but you must have a good reason. You don't want to request an extension simply because you haven't done your homework. However, your first duty is to represent your members well. If the case requires more research or study than can be done within the time limits, you would not be doing your duty if you failed to try to get an extension.

One good reason for requesting an extension is the need to do additional investigation. For example, you might be involved in a disagreement that requires you to contact a source outside both the company and the union, such as a government agency or a tool manufacturer, for more information. If you know it will take some time to get this

information, you should request an extension.

You should also request one if you need to study a great deal of information, or very complex information, in order to represent your member well. Depending on the nature of the grievance, you may want to look at seniority lists, sick leave reports, or union records. You might be looking at safety information, manufacturer's specifications, or other complex information. To study these as thoroughly as your member's case deserves may take some time.

Before you request an extension, figure out how much time you'll need. Your request should be for a specific length of time, and you don't want to have to ask for a second extension if you can't finish your work in time.

Make every letter short, simple, exact

WHEN YOU'RE WRITING a letter requesting an extension – or any letter you write in your capacity as union steward – it's good to keep in mind that every letter is a legal document. You can use your letters as evidence if you're forced to go to arbitration.

Be sure every letter you write has all of the basics covered – the date, the name and address of the person you're writing to (even if you hand deliver or FAX the letter), your full name and title.

Take time to plan what you are going to say, especially if the topic is complex. A little time planning can help you avoid two frequent problems with business letters: 1) leaving out something essential, and 2) putting in a lot of unnecessary information. Either error will confuse your reader and you might not get the response you want.

Keep the letter as short as possible. Make your request as soon as you can in the letter, and only add the information necessary to get the reader to understand your request.

If possible, have someone else look at your letter before you send it. You may think you said exactly what you meant, but what the reader gets from the page may be entirely different. □

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

AFL-CIO releases new steward's manual

A NEW *Steward's Manual* is now available from the AFL-CIO Support Services Department. For a copy, write to them at: 815 16th St., NW, Washington, DC 20006, or call them at 1-800-342-1235.

How to Apply For a Boilermaker Scholarship

Contact your local lodge for an application

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

Scholarship awards are based upon academic record, extra-curricular and outside school activities, career goals, and performance on a typed essay. Candidates must submit an official application (typed and postmarked between January 1 and March 31), proof of relationship to a Boilermaker member, SAT and/or ACT test scores (for U.S. citizens only), a high school transcript, and a 300-500 word typed-essay on a specific theme. The essay theme for 2000 applicants is "What impact has right-to-work legislation had on the economic well-being of workers in the states and provinces where it has already been implemented, and what is the real motive of national right-to-work and merit shop organizations?"

Applications for the 2000 awards will be available December 15, 1999. Contact your local lodge for more information and an application form.

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

Time's running out to apply for Union Plus Scholarship

Submit to new address: P O Box 34800, Washington, DC 20043-4800

APPLICATIONS FOR THE May 2000 awards became available in September 1999. The deadline to apply for next year's program is January 31, 2000; award recipients will be announced May 31, 2000. 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. Applications can also be downloaded from the Union Privilege web site at www.unionprivilege.org.

The program is open to members of participating unions, as well as their spouses and dependents, who are attending or planning to attend a four-year college or university, a community college, or a technical college/trade school, regardless of whether they carry a Union Plus Credit Card. Scholarship applicants are evaluated according to academic ability, social awareness, financial need, and appreciation of labor. Program judges in 1999 included representatives from the United Negro College Fund; the American Association of State Colleges and Universities; the National Association of Independent Colleges and Universities; the American Association of Community Colleges; and the National Association of State Universities and Land Grant Colleges.

Currently entering its ninth year, the Union Plus Credit Card Scholarship Program has awarded more than \$1.1 million to deserving students. 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.

Sample Request to the Company for More Time



Local 999
International Brotherhood of Boilermakers,
Iron Ship Builders, Blacksmiths, Forgers and Helpers
999 Brotherhood Way
Somewhere, NS 12B 2C7

November 15, 1999

John Smith
Human Resource Manager
Pocahontas Inc.
9876 North South Street
Imaginary, NS V80 2L4

Re: Request for extension

Dear Mr. Smith:

Thank you for your generous response to my request for the company's overtime records. I now have the information I need to evaluate your proposed remedy of this grievance.

However, I will need an extension of our grievance-handling deadline in order to do so. According to the contract, we would need to meet in only four days, on Nov. 19. That does not give me enough time to look through these records.

I am requesting that we extend the deadline for our meeting an additional three weeks, making our new meeting date Dec. 6, 1999. That should give me enough time to examine these records.

Please respond to me regarding this request by the end of the work day (5 p.m.) on Wednesday, Nov. 17, 1999.

Thank you for your cooperation.

Sincerely,

I. B. Union
Steward, Local 999

cc: John Blank, President L-999

File: 12345

Using file numbers helps you and the company keep track of grievances.

Request specifies length of extension requested and names a time limit for the company's response.

New contract summaries

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

L-5 – New York City

INTL. REP. ROCCO DEROLLO reports contract ratification, effective June 15, 1999 to June 14, 2002, for members of Local 5, New York City, N.Y., who work at the **Rockmills Steel Products Corp.**

L-6 – Oakland, CA

MICHAEL GRABOWSKI, acting bus. mgr./sec.-treas. of Local 6, Oakland, Calif., reports contract ratification, effective July 15, 1998 to July 15, 2001, for 18 Local 6 members who make hot roofing tar heaters at **Cleasby Manufacturing, Inc.**, and effective July 1, 1999 to June 30, 2002, for six Local 6 members who make agricultural equipment at the **South Valley Manufacturing Company.**

L-11 – Helena, MT

RONDY CRAWFORD, BM-ST of Local 11, Helena, Mont., reports contract ratification, effective October 1, 1999 to September 30, 2000, for five Local 11 members who fabricate steel at **Weldtech Services** in Billings.

L-37 – New Orleans

INTL. REP. DENNIS KING reports contract ratification, effective August 1, 1999 to July 31, 2004, for 60 members of Local 37, New Orleans, La., who work in the

manufacturing and production unit at the **Buck Kreihis Company, Inc.**, a manufacturer of machines and boats.

King also reports contract ratification, effective August 1, 1999 to July 31, 2002, for 12 Local 37 members who work in the manufacturing and production unit at **Dixie Machine Welding & Metal Works**, a manufacturer of machines and ships.

L-83 – Kansas City, MO

LARRY HORSEMAN, president of Local 83, Kansas City, Mo., reports contract ratification, effective September 1, 1999 to August 31, 2000, for ten Local 83 members who produce Petroleum at **Farmland Industries.**

L-104 – Seattle, WA

TIM CARR, BM-ST of Local 104, Seattle, Wash., reports contract ratification, effective August 24, 1999 to September 30, 2000, for four Local 104 members who refurbish tanks at **San Juan Blast, Cleaning, and Coating, Inc.** in Anacortes, Wash. This is a new company agreement for Local 104.

L-107 – Milwaukee

JAMES GARFIELD, BM-ST of Local 107, Milwaukee, Wis., reports contract ratification, effective May 1, 1999 to April 30, 2002, for 32 members of Local 107 who

fabricate tanks at the **Advance Boiler & Tank Company.**

L-117 – Superior, WI

INTL. REP. LEONARD GUNDERSON reports contract ratification, effective July 1, 1999 to June 30, 2003, for seven members of Local 117, Superior, Wis., who fabricate metal at **Superior Lidger-Wood-Mundy.**

L-128 – Toronto

JIM TINNEY, sec.-treas. of Local 128, Toronto, Ontario, Canada, and shop representative Ed Frerotte, report contract ratification, effective February 15, 1999 to February 14, 2001, for Local 128 members at **Wentworth Industries.**

D173 – Wampum, PA

INTL. REP. CAREY ALLEN reports contract ratification, effective May 1, 1999 to April 30, 2002, for 135 members of Local D173, Wampum, Pa., who produce Portland and Slag cement at the **Southdown Cement Company.**

L-182 – Salt Lake City

MEMBERS OF LOCAL 182, Salt Lake City, Utah, have ratified an agreement, effective January 1, 1999 to December 31, 2001, with **PSF Industries, Inc.** The manufacturing and production unit performs fabrication work for the company headquartered in

Seattle, Wash.

D327 – Havelock, NB

INTL. REP. ED MATTOCKS reports contract ratification, effective August 1, 1999 to March 15, 2002, for 48 members of Local D327, Havelock, New Brunswick, Canada, who work in the production and maintenance unit at **North Star Cement Limited.**

D364 – Paris, ON

INTL. REP. ED MATTOCKS reports contract ratification, effective May 1, 1999 to April 2002, for 65 members of Local D364, Paris, Ontario, Canada, who work in the production and maintenance unit at **Lafarge Canada, Inc.**

D374 – Grantsville, UT

INTL. REP. MICHAEL ATCHISON reports contract ratification, effective October 1, 1999 to September 30, 2002, for 19 members of Local D374, Grantsville, Utah, who work at **Chemical Lime.**

D416 – Lorain, OH

INTL. REP. CAREY ALLEN reports contract ratification, effective October 1, 1999 to October 1, 2002, for 54 members of Local D416, Lorain, Ohio, who work in the production and maintenance of wall board at **National Gypsum.**

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

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



Negotiating a three-year agreement between Local D173, Wampum, Pa., and Southdown Cement Company, are, front row, l. to r., John Loughhead, IR Carey Allen, Frank Ferrucci, and Bob Druschal. Standing, l. to r., are Oval Moore, Charles Hairhoger, Dave Argiro, and Don Schlemmer. Not pictured is Mike Halulko.

D455 – Selma, MO

CLGAW DIRECTOR CHARLES HUNTBACH reports contract ratification, effective September 1, 1999 to August 31, 2003, for 121 members of Local D455, Selma, Mo., who work in the production and maintenance of Portland Cement at **River Cement** in Festus, Mo.

Local D486 – New Westminster

ROB LAUZON, BM-ST of Cement District Lodge D11, reports contract ratification, effective June 14, 1999 to June 15, 2004, for 60 members of Local D486, New Westminster, British Columbia, Canada, who make gypsum wallboard at **Georgia-Pacific Canada.**

D500 – Rogers City, MI

INTL. REP. J. C. TODD reports contract ratification, effective August 1, 1999 to July 31, 2003, for 120 members of Local D500, Rogers City, Mich., who work in the production and maintenance of limestone for **Michigan Limestone Operations.**

D503 – Kamloops

ROB LAUZON, BM-ST of Cement District Lodge D11, reports contract ratification, effective August 1, 1998 to July 31, 2002, for 25 members of Local D503, Kamloops, British Columbia, Canada, who make lime products for **Continental Lime Ltd.**

L-524 – East Chicago

TERRY PARIS, sec.-treas. of Local 524, East Chicago, Ind., reports contract ratification, effective August 9, 1999 to August 9, 2002, for 700 Local 524 members who manufacture railroad tank cars at **Union Tank Car.**

L-584 – Tuscaloosa, AL

INTL. REP. MIKE WILSON

reports contract ratification, effective October 1, 1999 to September 30, 2001, for 27 members of Local 584, Tuscaloosa, Ala., who produce tanks for **McAbee Construction, Inc.**

D584 – Buffalo, IA

CHARLES C. HUNTBACH, CLGAW division director, reports contract ratification, effective July 19, 1999 to July 19, 2002, for 31 members of Local D584, Buffalo, Iowa, who produce lime products at **Linwood Mining and Minerals Corp.**

L-587 – Orange, TX

BUEFORD HERFORD, BM-ST of Local 587, Orange, Texas, reports ratification of a three-year contract, effective October 3, 1999, for 262 Local 587 members who work at **Lufkin Industries, Inc.** in Lufkin, Texas.

L-647 – Minneapolis

PAUL PENDERGAST, bus. mgr./sec.-treas. of Local 647, Minneapolis, Minn., reports contract ratification, effective July 19, 1999 to July 18, 2001, for six Local 647 members who perform repair work at **Vic's Welding & Engineering, Inc.**

L-651 – Somerville, MA

INTL. REP. VINCENT DICLEMENTE reports contract ratification, effective July 1, 1997 to June 30, 2002, for members of Local 651, Somerville, Mass., who work at **Massachusetts Bay Transportation** in Everett, Mass.

L-752 – Plaistow, NH

INTL. REP. VINCENT DICLEMENTE reports contract ratification, effective August 27, 1999 to August 30, 2002, for 90 members of Local 752, Plaistow, N.H., who work in the production and manufacturing unit at **Process Engineering.**

Check-cashing services often gouge users

THERE ARE MANY low-income households paying 913 percent in annual interest charges; it's become a way of life.

According to the American Association of Retired Persons (AARP), one-third of U.S. households headed by persons age 50 and older do not have accounts at banks and turn to neighborhood shops that cash checks and issue short-term loans at sometimes exorbitant rates. Many of these check-cashing outlets offer "payday" loans, which allow a customer to get a cash advance on a government benefit check or a paycheck that he or she will receive in a few days or weeks. These can be costly. A recent survey by the Consumer Federation of America (CFA) found that the annual percentage rates on such loans ranged from 200 to 2,000 percent, depending on the term.

Cash-strapped customers often lack the ability to repay an entire loan when payday arrives because that leaves little or nothing to live on until the next paycheck. Check-cashing outlets often gouge customers by charging exorbitant fees and make it even more difficult to save money and stay out of debt. And the collection practices of some check cashers are often abusive. Because they hold a check rather than a promissory note, check cashers frequently threaten or file criminal charges if a check is returned for insufficient funds.

There are few limits to what a check-cashing outlet can charge for cashing a check, and only about half of the states



This cartoon by Dave Clark, which appeared in the September 1999 issue of the *AARP Bulletin* and is reprinted here with permission, depicts a fast-growing business that is particularly popular among older low-income Americans.

regulate check cashers or impose caps on the fees they may charge. The ability to charge these types of fees and interest rates makes check cashing outlets very profitable. A recent study by the Woodstock Institute in Chicago showed a rate of return on equity of 104 percent for check cashing outlets compared to nine percent for banks and 12 percent for manufacturing firms.

Check-cashing outlets will continue to play a key role for low-income, disadvantaged groups. However, lawmakers need to regulate these outlets,

and existing regulations need to be enforced. The phasing in of electronic funds transfers (EFT) for federal benefits makes this task even more important for low-income persons living now on a cash-only basis, and there is a critical need to expand access to banking services for low-income households, including requirements that financial institutions offer basic accounts, and to greatly increase consumer education efforts, particularly those aimed at low-income and minority populations.

Source: AARP □

Free and discounted legal service available through Union Privilege

No charge on over 75 percent of cases; complex matters handled for 30 percent off

THERE ARE TIMES when you may need legal help or you simply have a legal question. Perhaps you've purchased a product that has turned out to be a "lemon," are faced with signing a complicated legal document, or need expert advice on a problem.

Where can you turn? To the Union Privilege Legal Service. Through this exclusive union-member-only program, you get the legal advice you need at rates you can afford – and most often for free. According to surveys, 75 percent of the matters brought to lawyers through the Legal Service are handled without charge.

The program entitles you to a free consultation of up to 30 minutes with an attorney on any matter that is not union-related. You may discuss the matter in person or by phone. If your attorney thinks a letter or a phone call can resolve your problem, then it will be done – for free. If you need more in-depth legal assistance, you're eligible for a 30 percent discount on all services provided. The program also offers a free review of your personal documents – such as leases, insurance policies, or sales contracts – at no charge (some limitations apply). And this represents real savings, especially compared to similar legal programs, which can cost up to \$150 in membership fees per year.

"The Union Privilege Legal Service is designed to meet the needs of working people," said Union Privilege President Charles McDonald. "The program offers free and discounted legal assistance – without complications. It helps members avoid the high cost of legal assistance while providing them with service from a lawyer they can trust."

This program brings our members legal help on personal and family matters such as wills, divorce, or real estate matters. The participating attorneys have been recommended by union leaders in their area, and many already have a working relationship with the local leadership for union issues. The Union Privilege Legal Service does not cover matters involving union-related organizations or officials. Lawyers are not obligated to take a case and may decline if they choose.

For more information on this program call 1-800-472-2005 and ask for "Legal Services".

Or you can reach them through their web site at <http://www.unionprivilege.org>. Just select "Legal Service" from the "Check out our great benefits programs" list. From there choose the "Find A Lawyer" option. Then complete the Union Membership Registration form (be prepared to show proof of union membership upon consultation). You must fill out the registration form before you can proceed to the online database of program-participating lawyers (about 1,200 nationwide). The search feature finds participating attorneys by state, county, or by zip code, as well as by area of practice and language preference. If you can't find an attorney in your county or zip code, try searching the surrounding area. □

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 28 agreements outlined above is based on information provided in the Contract Summary and Transmittal Report forms, and covers approximately 1,947 employees.

Wage Increases

TWENTY-FIVE facilities received pay increases in 1999, averaging \$0.39 per hour or 2.69 percent. Twenty-two facilities will receive pay increases in 2000, averaging \$0.36 per hour or 2.70 percent. Five facilities will receive pay increases in 2001, averaging \$0.39 per hour or 2.02 percent. Five facilities will receive pay increases in 2002, averaging \$0.31 per hour or 2.00 percent. Two facilities receive pay increases in 2003.

Pension

ALL OF THE facilities participate in some type of pension program. There are 14 facilities which participate in the Boilermaker-Blacksmith National Pension Trust. Their contributions range from \$0.50 to \$3.50 per hour. Average contributions are \$1.54 for the

first year, \$1.60 the second, and \$1.53 the third year.

Seven facilities offer a 401(k), ten also have company-sponsored plans, one has a profit sharing plan. Three facilities in Canada participate in the Registered Retirement Savings Plan (RRSP), which is similar to the Individual Retirement Accounts (IRAs) found in the United States.

Shift Differential

TWENTY-ONE agreements provide for a second shift premium, of which 19 report a cents-per-hour premium that ranges from \$0.15 to \$0.65. The average is \$0.37 per hour.

Twenty-one agreements provide for a third-shift premium, of which 17 provide a cents-per-hour premium that ranges from \$0.25 to \$1.00. The average is \$0.47 per hour. The remaining agreements pay on a percentage basis (ranging from ten to 15 percent) or provide full pay for a reduced shift.

Sickness & Accident

SEVENTEEN AGREEMENTS provide weekly sickness and accident indemnity. Of these, 12 pay a set dollar amount ranging from \$200 to \$413 per

week. Average rates are: first year – \$243; second year – \$248; third year – \$251. 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 eight agreements.

Life Insurance/AD&D

NINETEEN AGREEMENTS provide life insurance. In 14 of the agreements, there is a set dollar amount ranging from \$5,000 to \$43,000. The average benefit for the first year is \$23,214.29. The remaining agreements multiply wages by 2080 hours, for the benefit amount.

Eighteen agreements provide **Accidental Death and Dismemberment (AD&D)** insurance. In 15 of the agreements, there is a set dollar amount ranging from \$3,500 to \$43,000. The average is \$17,960. Of the remaining agreements one multiplies wages by 2080 hours, one multiplies annual wages by 1.5, and one doubles the annual base.

Vacation

EIGHTEEN AGREEMENTS provide a one-week vacation. Twenty-five agreements

provide a two-week vacation. Eighteen agreements provide a three-week vacation. Seventeen agreements provide a four-week vacation. Thirteen agreements provide a five-week vacation, and six agreements provide a six-week vacation. Of the above agreements, eight receive vacation pay based on a percentage.

Paid Holidays

TWENTY-FIVE of the agreements provide for paid holidays. The number of paid holidays ranges from seven to 15. The average is ten.

Other Provisions

TWENTY-ONE agreements provide **funeral leave**.

Paid leave for **jury duty** is found in 20 agreements.

Union leave language is found in 15 agreements.

Fifteen 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.

Five provide a **severance payment package**, and two have **gain sharing**.

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	37	Regnier III, Marcel	104	Houba Jr., Charles
NTL McColligan, E. J.	69	Brown, Herbert S.	104	Jackson, John R.
NTL Will, Richard J.	69	Evans, William H.	104	Mills, Zelman V.
5 Markle, Gordon	72	Charf, Raymond	S105	Bly, Terry L.
6 Griffin, James E.	72	Soom, William	107	Faber, Russell J.
6 McEnaney, Owen	73	Losier, Billy J.	117	Nyquist, George
6 VanDeGraaf, M.	85	Hutton, Donald	128	Levesque, Benoit
7 Kujawski, H. J.	92	Dorsz, Leo	128	McChesney, Allan
10 Murray, John G.	92	Edwards, Ray E.	128	McDonald, Albert
10 Padilla, Willie	92	Hale Jr., Dwight	128	Mitchell, Damian
10 Rowe, Elmer M.	92	Kneifl, John L.	128	Rowan, John
13 Eltringham, G. N.	92	Mathis, Clifford	132	Glass, Oneid V.
13 Sartorelli, Joseph	92	McCurdy, Merle	136	DeMarco, Albert
26 Sharpe, Omar V.	92	Sanders, Gregory	146	Carlson, John E.
27 Epps, Arnold W.	104	Bankes, Francis V.	146	Nguyen, Thong
27 Mueller, Carl H.	104	Fleming, William	151	Burkett, Howard

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	Schumaker, Donald R.	3,000.00
Intl. MacIntosh, Robert M.	\$3,000.00	74 Wittge, Wesley E.	3,000.00
Intl. Smith, Ernest W.	3,000.00	79 Deaton, Frank D.	3,000.00
NTL Byrum, Jack B.	3,000.00	83 Brown, Roy	3,000.00
NTL Cox, Alvis B.	3,000.00	83 Caswell, DeShon E.	3,000.00
NTL Heitz, Wilbert L.	3,000.00	83 Koch, Robert T.	3,000.00
NTL McColligan, Edward J.	3,000.00	83 McKee, Lloyd W.	3,000.00
NTL Odum, Robert	3,000.00	83 Nelson, John A.	3,000.00
NTL Thompson Sr., Herman	3,000.00	83 Reed, George E.	3,000.00
NTL Thompson, William L.	3,000.00	84 Beckner, Clarence G.	3,264.93
NTL Varady, William D.	3,000.00	84 Simmons, Roger A.	620.46
1 Bond, Gilbert F.	3,000.00	85 Bing, Edgel L.	2,462.82
1 Collins, Clyde	3,000.00	85 Charles, Theodore A.	3,000.00
1 Cordier, Raymond W.	3,000.00	85 DeCello Jr., Joseph P.	3,000.00
1 Drinkard, Otto	3,000.00	85 Di Pietro, Nello	3,000.00
1 Staufner, Ernest V.	3,000.00	92 Burke, Donald J.	3,000.00
1 Stromberg, Roy A.	3,000.00	92 Edwards, Ray E.	3,000.00
5 Gibbons, William P.	3,000.00	92 Galasso, Joseph	3,000.00
5 Hassett, William J.	3,000.00	92 Gerber, Charles J.	3,000.00
6 Aranzas, George C.	3,000.00	92 Hale Jr., Dwight D.	3,000.00
6 Barros, Henry J.	3,000.00	92 Jamosky, Leonard T.	3,000.00
6 Brown, Alford E.	3,000.00	92 Kneifl, John L.	3,000.00
6 Dove, Edward W.	1,500.00	92 Krischenowski, Wm.	3,000.00
6 Greaves, Percy L.	3,000.00	92 Mathis, Clifford A.	3,000.00
6 Jones, James L.	3,000.00	92 McCurdy, Merle E.	3,000.00
6 McEnaney, Owen	3,000.00	92 Parker, Kenneth B.	3,000.00
6 Newton Jr., Edward G.	3,000.00	92 Robbins, Glenn A.	3,000.00
6 Perez, Monserrate	3,000.00	92 Sanders, Gregory A.	2,000.00
6 Persson, Lars E.	3,000.00	92 Smith, Jerol B.	3,000.00
6 Schneider, Fritz P.	3,000.00	92 Trent, Donald D.	3,000.00
6 Taylor, Cecil	3,000.00	101 Clark, Donald	1,407.00
6 Wade, William N.	3,000.00	101 Innis, Trace A.	786.60
6 White, Oran B.	3,000.00	104 Bankes, Francis V.	3,000.00
6 Kujawski, Herbert J.	3,000.00	104 Dilts, Henry C.	3,000.00
7 Vogt, Mathew L.	3,000.00	104 Hall, Charles	3,000.00
10 Murray, John G.	3,000.00	104 Hutchins, William H.	3,000.00
13 Eltringham, George N.	3,000.00	104 Klemola, John W.	3,000.00
13 Murray, William G.	3,000.00	104 Lee, Emanuel V.	3,000.00
13 Neddoff, Abraham, J.	3,000.00	104 McCart, Halsey R.	3,000.00
13 Packer, Robert J.	3,211.79	104 O'Meara, Robert P.	3,000.00
13 Sartorelli, Joseph T.	3,000.00	104 Pitchford, Homer E.	3,000.00
26 Bond, Henry W.	3,000.00	104 Slye, Hugh R.	3,000.00
26 Hickox, Ned Eldon	3,000.00	104 Snell, Lawrence E.	3,000.00
26 Mitchell, William L.	3,000.00	104 Stiltner, Luther R.	3,000.00
26 Spaulding, Robert L.	3,000.00	105 Cotton, Arthur D.	3,000.00
27 Coplin, Dennis A.	3,000.00	105 Mayberry, Bobby G.	3,000.00
27 PULLIAM, Orville L.	3,000.00	112 Mizell, James G.	3,000.00
27 Stewart, Christopher S.	2,024.90	112 Stockman, Leonard R.	3,000.00
28 Hender, Kenneth A.	3,696.45	117 Nyquist, George M.	1,500.00
28 Stanko, Mitchell J.	8,000.00	151 Burkett, Howard	3,000.00
28 Sweiderk, Robert	5,000.00	154 Boerner, Alfred J.	3,000.00
30 Asali, Joseph W.	34.66	154 Corcoran, James J.	3,000.00
30 Penny, Dolian H.	3,000.00	154 Price, Curtis L.	3,000.00
37 Davi, Vincent J.	3,000.00	169 Bittner, Richard J.	3,000.00
37 Regnier, Marcel	3,936.04	169 McCray, Donald R.	3,000.00
37 Worth, Mervyn E.	3,000.00	169 Newberg, Gaylord F.	3,000.00
40 Kays, Clarence E.	3,000.00		
60 Windsor, Joseph J.	3,000.00		
72 Becker, Leslie Jay	3,000.00		
72 Blackburn, Philbert J.	3,447.28		
72 Chipman, William W.	3,000.00		
72 Fisher, Anton J.	3,000.00		
72 Garvin Jr., Lancelot J.	3,000.00		
72 Haggblom Sr., George	2,000.00		
72 Kervin, Edward F.	3,000.00		
72 Payne, Leslie	3,000.00		
72 Russell, Henry	3,000.00		
72 Siebert, Gerald L.	3,000.00		
74 Johnson, McElvin	3,000.00		

154 Colonna, Joseph	455 Lewis, David L.	667 Ohlinger, Richard
154 David, George W.	482 Zimmermann, Walt	682 Dunbar, Sidney L.
154 Price, Curtis L.	502 White, Louis	735 Tozier, Everett W.
169 McCray, Donald	503 Cannon, Dudley	749 Sinor, Ray D.
D179 Baugher, Glen L.	549 Brown, Alfred W.	801 Cucich, Rudolph
183 Patterson, Richard	549 Garrett, Bill K.	801 Pooley, Thomas
195 Bly, Terry L.	587 Baker, Arthur R.	1234 Whitfield, Patricia
222 Clark, Sylvester T.	587 McNeely, Ellis V.	1240 Burton, Richard
247 Hartwich, Ernest	D595 Jackson, Ray	1509 Grocholski, Harry
290 Neal, Jesse R.	647 Lewis, James W.	1570 Insero, John C.
D338 Page, Earl	648 Falman, John	1600 Cluchey, Clinton
374 Bockhold, Jerry F.	651 Terminiello, Cecilia	1614 Swick, Paul W.
374 Heumann, Eugene	656 Jackson, Jay W.	1620 Hicks, James M.
374 Hunt, Edwin T.	662 Uskert, Emery A.	1622 Sutcliffe, Elmer R.
374 Whiteside, Sherley	667 Blue, Deborah	1626 Hergert, Alcuin P.
D408 Geyman, David J.	667 Day, Ennis R.	1637 Pruitt, Emory C.
443 Hacker, Lester W.	667 Fyffe, Roy E.	1660 Williams, Lewis
453 Guice, Edward R.	667 Goff, Oran D.	1666 Gambill, Kevin D.
453 Painter, George R.	667 Lucas, Thomas L.	

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.

169 Yates, Elmer R.	3,000.00	568 Furlong, Thomas	3,000.00
175 Bud Sr., Robert H.	3,000.00	568 Stumbo, Ralph W.	3,000.00
175 Sheldon, Clarence A.	3,000.00	568 Wagner, Bobby P.	3,000.00
175 Wyman, Glen A.	3,000.00	582 Boone, Joseph W.	3,000.00
177 Baird, Harry L.	3,000.00	582 Cooper, Morris	3,000.00
182 Francis, Edward M.	3,000.00	582 Holder, Dan B.	3,000.00
197 Piombino, Michael A.	3,000.00	582 Hymel, Warren Paul	3,000.00
204 Kaiwi, Moses	3,000.00	582 Simmons, William G.	3,000.00
204 Keliinot, Samuel Y.	3,000.00	583 McMurray, Walton I.	3,000.00
204 Pang, Richard K. L.	3,000.00	583 Washington Sr., C. W.	3,000.00
305 LeBlanc, Paul	3,000.00	587 Abshier, Arthur P.	3,000.00
316 Kennedy, Howard	3,000.00	587 Baker, Arthur R.	3,000.00
338 Navarro, Joe	3,000.00	587 Bowman, Lonnie L.	3,000.00
363 Goodman, Raymond H.	3,000.00	587 Brewer, Raymond E.	3,000.00
363 White, George A.	3,000.00	587 Howard, Alvorn	3,000.00
374 Bailey, Leonard	3,000.00	587 Pinder, Noah D.	3,000.00
374 Brendel, Michael J.	723.75	587 Stout, James L.	3,000.00
374 Collins, Thomas A.	3,000.00	587 Trammell, Howard S.	3,000.00
374 Halstead, Burt L.	55.00	587 Verrett, Richard J.	3,000.00
374 Harpenau, Casper M.	3,000.00	592 Burdick, Billy Joe	3,000.00
374 Howell, Charles H.	3,000.00	592 Williams, Herbert E.	3,000.00
374 Ivancevich, Nick	3,000.00	627 Wnieski, Clarence A.	3,000.00
374 Leach, Charles E.	3,000.00	636 Cooper, Lloyd R.	3,000.00
374 Robbins, Charles S.	3,000.00	647 Babcock, Bruce Aldon	3,000.00
374 Skrbina, Joseph J.	3,000.00	647 Heath, Bernd J.	2,631.23
374 Smith, John W.	3,000.00	647 Kallio, Pentti	3,000.00
374 Uskert Sr., Emery A.	3,000.00	651 Terminiello, Cecilia	3,000.00
374 Whiteside, Sherley T.	3,000.00	651 Werbicki, Jan	3,000.00
433 Afolter, Allen W.	2,356.24	667 Blue, Deborah M.	3,000.00
449 Sherpy, Duane	3,000.00	667 Bonds Jr., Wiley	3,000.00
453 Melton, Johnny E.	3,000.00	667 Fisher, James S.	3,000.00
454 Frazier, Harry	3,000.00	667 Love, Howard E.	3,000.00
454 Johnson, William T.	3,000.00	667 Lyons, Thomas D.	3,000.00
454 Pugh, Joseph B.	3,000.00	667 Swisher, William E.	3,000.00
454 Shell, Harold	3,000.00	679 Moore, George M.	3,000.00
454 Skinner, Lamar	3,000.00	696 Gelinis, Oliver J.	3,000.00
454 Smith, Roy H.	3,000.00	697 Christensen, Peter E.	3,000.00
455 Causey, Clifton B.	3,000.00	697 Jazdzewski, Shirley	3,000.00
455 Edenfield, Bontery E.	3,000.00	744 Evans, William K.	3,000.00
455 Miller Sr., William C.	3,000.00	802 Guinn, Harry E.	3,000.00
455 Sleas, Ford A.	3,000.00	802 Loudon, Howard	3,000.00
500 Heglin, Howard J.	3,000.00	802 Powers Sr., Daniel R.	3,000.00
502 White, Louis	3,000.00	1234 Whitfield, Patricia A.	2,859.71
503 Canon, Dudley	3,000.00	1243 Myers, Robert S.	3,000.00
531 Lawrence, Carbin C.	3,000.00	1248 Killion, Hilda G.	3,000.00
531 Smpkins Jr., Francis E.	1,500.00	1509 Gago, John	3,000.00
549 Allen Sr., Eddie W.	3,000.00	1509 Gouza, Bennie B.	1,500.00
549 Baca, Joseph H.	3,000.00	1509 Gouza, Bennie B.	1,500.00
549 Brown, Alfred W.	3,000.00	1592 Kondravy, Joseph	3,000.00
549 Buford, Leon C.	3,000.00	1600 Gonzalez, Eladio	3,000.00
549 Calhoun, Robert C.	3,000.00	1600 Tuck, Donald R.	1,388.53
549 Garrett, Bill K.	3,000.00	1627 Anderson, Henry	3,000.00
549 Hollowell, Harry R.	3,000.00	1637 Pruitt, Emory C.	3,000.00
549 McElroy, William E.	318.38	1666 Gambill, Kevin D.	1,682.84
549 Sinor, Ray D.	3,000.00	1668 Grose, Francis A.	3,000.00
549 Walton, Matthew R.	6,000.00	2000 Raab, Michael W.	390.89

LETTERS TO THE EDITOR

L-45's Ray Battle on Archives

AS A RETIRED member of Local 45, I have been interested in the Boilermakers' museum and plan to visit soon. I feel like the museum does not get the proper coverage it deserves. Many Boilermakers I talk to know very little about the museum. *The Reporter* would be a good way to inform everyone.

RAY BATTLE, L-45 retiree
Richmond, Va.

Tindall on MOST physicals

I TOTALLY AGREE with Paul Kafka's letter (published in the Sep-Oct issue). The physicals provided under the MOST program were a great service to the members and a benefit to the Boilermakers and their families.

The physical program, however, was the most expensive program administered by MOST. When the contribution rate of \$0.21 had to be increased to keep the program intact, some members of the board of trustees felt an increase was not feasible.

However, the actual increase would not have been more than one dime per hour paid. This seems like a small price to pay for a service that could save a man's life.

At Local 101, Denver, Colo., a man recently took a respirator fit test through the MOST programs before he started a job. The respirator fit test is the by-product of the once extensive physical evaluation program. Two days after the man passed the respirator fit test, he died in his home from a heart attack. Could his life have been saved if he had received a complete physical just two days earlier? It is a question that may never be answered.

Contact your International representative if you would like to see this program reinstated, if you also agree with Brother Kafka that this program benefits you, your family, and your brotherhood.

JOHN TINDALL, MOST Safety Programs
Kansas City, Kan.

L-1252's Walker on drug costs

I AM A RETIRED factory worker. I served as a Local 1252 officer for over 25 years. I, and many others, need your assistance in righting a serious wrong. Please help us bring this important message to the U.S. Congress -- many retired senior citizens are in need of drug prescription cost assistance.

Just one of my prescriptions uses up my monthly allowance, and then I must pay the full, outrageous cost for the rest. Some retirees must get their doctors for drug samples, and now I understand that the drug companies are cutting back on the amount of samples they give to the doctors.

It takes seven years before a generic brand can come on the market.

When we complain about the high drug prices to our insurance company, we are told it's the drug companies that are overcharging them.

It's wrong when the insurance company dictates what medication I can get. When we call the White House, they seem surprised that we need help.

We have earned the right to a life of dignity during our remaining years.

Please make prescription cost assistance a major issue in the coming elections.

BEN WALKER, L-1252 retiree
Park Forest, Ill.

L-154's Dozzi on early retirement

I WAS PLEASED to see at least some response from AIP Ande Abbott (*May-Jun Reporter*) to the many pleas of members hoping to "go out with dignity" and enjoy the fruits of their labor. Unfortunately, Mr. Abbott's comments focused mainly on the issue of full bene-

fit retirement at age 55. Perhaps that is fiscally unrealistic at this time. But... [what] happened to lowering the age... to 58 by six-month increments?"

DAVID DOZZI, L-154
Pittsburgh, Pa.

Editor's Note: The Board of Trustees was able to lower the retirement age to 59 with 30 years of service at no loss of benefits this year. See the Sep-Oct issue of *The Reporter* for a more detailed explanation of plan changes.

L-582's Newman on retirement

THE RESPONSE OF Ande Abbott, asst. to the Intl. pres., in the May-Jun *Boilermaker Reporter* on early retirement, brought a great deal of questions to mind regarding our retirement.

It was stated that all of the officers and staff participate in the same plan that we do and that they look after our best interests. Do they realize the difference in the type of work we do and the type they do? We do strenuous and dangerous work. It would be nice to be able to go home and enjoy life and family for a little time before becoming either physically disabled or deceased.

It was also stated that the board of trustees administers the fund in such a way as to make sure that the fund remains 100 percent funded and to oversee investments. Let us see how our money works. Let us members investing our hard-earned money see how the money is invested and spent. [If the fund cannot afford an early retirement plan, then give us a detailed and specific explanation as to why.

GARY K. NEWMAN, L-582
Kentwood, La.

Editor's Note: Detailed information regarding the plan's investments, expenses, and the actuarial data used to manage the pension fund is available in the fund's annual report. On page 10 of this issue, you will find a summary of this report, with information on how you can get a copy of the full report.

L-83's Van Zuuk on SF

Where is that federal budget surplus?

We don't actually have one yet, and claiming that we do is a deceptive and dangerous practice

HERE'S A LITTLE mathematical puzzle for you to ponder while you're digesting all that holiday turkey and pie.

No doubt you've heard that President Clinton has proudly proclaimed a \$69 billion surplus for fiscal year 1998, and a \$120 billion surplus for 1999. It is all over the newspapers and television.

By anyone's math, that means the federal government took in \$189 billion more than it spent between October 1, 1997 and September 30, 1999 (the federal fiscal year runs Oct. 1 to Sept. 30).

So we should have \$189 billion left over somewhere.

Yet the U.S. Treasury Department's Bureau of the Public Debt tells us that the federal debt grew from \$5.413 trillion to \$5.656 trillion during that same time period. In other words, we borrowed an additional \$243 billion.

Can you explain that math? If we have a surplus, why did we need to borrow more money?

This is a trick question, of course. The answer has nothing to do with arithmetic and everything to do with politics. The answer lies in an accounting trick known as the "unified federal budget."

Back in the 1960s, the federal government began running up larger deficits than they'd ever seen before, caused in part by the expense of the war in Vietnam. At the same time, the Social Security funds were beginning to show some very sizable surpluses as the post-war baby boom generation began going to work for the first time.

President Lyndon Johnson's advisors pointed out to him that he could make his budget deficit disappear simply by throwing the Social Security surpluses into the pot when he calculated the budget. He did so for the first time in

1969, and generated the first surplus since Eisenhower.

He called this the "unified" budget, because it unified the federal budget with Social Security trust funds. Until 1969, Social Security income and expenses had been "off budget," that is, they weren't counted for or against the federal budget.

Every president since Johnson has used his little trick when discussing the budget. Why not? It makes them look good. The unified budget disguises just how far in the red our government has been going each year.

For example, in 1998, the "on budget" portion of the unified budget was \$30 billion in the red, but the unified budget was in the black by \$69 billion. In 1999, federal revenues fell \$5 billion short of paying all of the bills, but Clinton claimed a \$120 billion surplus. That is why our federal debt continued to grow even while the president crowed about budget surpluses.

The good news is that we will begin seeing some true budget surpluses soon, maybe as early as fiscal year 2000. The bad news is that the size of these surpluses will be enormously exaggerated by the unified budget.

Using unified budget is deceptive and dangerous

IT IS NO SECRET why presidents and Congress prefer the unified budget. But this method of accounting poses many problems that they don't like to talk about.

The unified budget is deceptive. By claiming to have a surplus, the president makes taxpayers believe he is reducing our federal debt when the truth is that it continues to grow.

This false surplus also confuses the issue when we try to talk meaningfully about the future of Social Security and

other government programs. By lumping everything together, we run the risk of taking actions that jeopardize the future of Social Security.

The actions of Congress this past year are a good example. Republican leaders pushed through a tax bill that contained nearly one trillion dollars in tax cuts. As usual with Republican-sponsored tax cuts, these would have benefited mainly the wealthy and businesses. For that reason alone, we would have opposed the bill. If anyone needs a tax break, it's the working stiff, not the rich corporate executive or stock speculator.

But that tax bill was dangerous for another reason that wasn't as obvious: it would have spent every cent of the projected surpluses over the next ten years. There would have been nothing left over to pay down the federal debt or to strengthen Social Security and Medicare.

And make no mistake about it, Social Security and Medicare need strengthening. Medicare needs a prescription drug component. Too many retirees cannot afford the exorbitant prices drug companies charge for maintenance drugs to control such conditions as high blood pressure, arthritis, and Alzheimer's disease. Few people make it to retirement without needing regular medication of some kind. Too often they are forced to choose between drugs and food.

We also need to ensure that money is set aside for Social Security. In about 15



Charles W. Jones
International President

years, as the baby boomers begin retiring in large numbers, Social Security will no longer be taking in more than it pays out. It will begin paying out more than it brings in. We need to take steps now to meet that eventuality.

The time has come for the federal government to abandon the use of the unified budget when discussing the federal budget. Taxpayers need to know the real figures, not the ones that make the president and Congress look good.

Politicians in Washington owe us the truth. Even when it hurts. □

Federal Budget Deficit/Surplus Projections Through Fiscal year 2009

	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
Without SS	-30	-4	14	38	82	75	85	92	129	146	157	78
With SS	69	120	161	193	246	247	266	286	334	364	385	413

The first line above refers to all revenue and expenditures that are "on-budget." That is, these are the ordinary expenses of running the government. The second line refers to the "unified" budget, which includes Social Security surpluses. Throwing those surpluses in with the regular budget increases the likelihood that Congress will spend them.

Source: Congressional Budget Office

PRESIDENTIAL POLL

THE AFL-CIO ENDORSED Al Gore for president at the October convention, but the Boilermakers abstained from the vote. We want to find out how our members feel about the candidates before we endorse anyone. This survey is provided so that you can give us your choice.

We've included a brief description of the leading candidates' positions, based on information from their web sites. These summaries stick to issues identified by our legislative department as important to Boilermaker families – primarily trade, taxes, health care, Social Security, Medicare, and campaign finance.

Democrat Candidates

Bill Bradley – Former senator and NY Knicks basketball player, Bradley had a lifetime voting record of 83 percent on Boilermaker issues during his 18 years in the Senate. He claims to understand the concerns of average people.

"The new global economy just doesn't care... that you have aging parents, as well as small children, to look after. It doesn't care that you're too tired or have too little time to help with the kids' homework... The global economy isn't worrying about you at all."

Bradley's agenda includes making child care available to working parents and health care accessible to children, raising the minimum wage, adding a drug benefit to Medicare, ending "soft

money" donations to national political parties, and keeping taxes low and markets open.

You can learn more about Bradley at <http://www.billbradley.com>

Al Gore – Vice president and former senator and representative, Gore is best known for his role as an environmentalist and his efforts to make the federal bureaucracy more efficient.

"Under the policies President Clinton and I have proposed, instead of the biggest deficits in history, we now have the biggest surplus in history... we've seen the creation of almost 19 million new jobs... America now has the strongest economy in the history of the United States."

Gore's agenda includes adding a prescription drug benefit to Medicare, raising the minimum wage, improving schools, ensuring that all children have access to health care, providing affordable health care for people between the ages of 55 and 65, and providing modest tax cuts for middle income and working Americans.

For more about Al Gore's campaign, see <http://www.algore2000.com>

Republican Candidates

George W. Bush Jr. – The Governor of Texas and son of former President George Bush embraces most of the policies of his father – reducing taxes on the wealthiest Americans, deregulating

businesses, expanding free trade, and protecting businesses from lawsuits.

"As president, Bush will be committed to ensuring an environment – at home and abroad – in which the spirit of freedom and innovation that sparked a revolution in Silicon Valley can continue to grow."

Bush's agenda includes restoring the fast-track authority for trade agreements, extending NAFTA into Central and South America, privatizing Social Security, withholding federal funds from schools whose students do poorly on standardized tests, limiting the role unions can play in politics, and increasing the amount of money individuals can donate to political candidates.

For more information on Bush, see <http://www.georgebush.com>

John McCain – Senator from Arizona and former POW, McCain is known for his efforts to reform campaign finance

laws, mainly by eliminating "soft money" donations to political parties.

"The influence of money is corrupting our ability to address the problems that directly affect the lives of every American. Without reining in soft money and reducing the role of money in politics, we will never have a government that works as hard for the average American as it does for the special interests."

McCain's agenda also includes privatizing Social Security, school vouchers, eliminating the estate tax, expanding the number of Americans who qualify for the 15 percent income tax rate, opposing the Kyoto protocols, reducing regulations on small businesses, and making it more difficult for individuals to sue small businesses. His lifetime voting record on Boilermaker issues is seven percent.

For more information on McCain see <http://www.mccain2000.com/> □

If you could vote today, who would you vote for?

To recommend a candidate for endorsement by the Boilermakers, please fill out this form and mail it to The Boilermakers Legislative Department, 2722 Merrilee Drive, Suite 360, Fairfax VA 22031.

Name _____ Lodge No. _____

My choice for president is (check one)

Bill Bradley
 Al Gore
 George W. Bush
 John McCain

Or write in the name of a candidate not listed above. _____