

On Pages 7-10



1999 Congressional Scorecard

See which members of
Congress support our
legislative agenda

ON PAGES 7-10 of this issue of *the Reporter*, you'll find a record of how all members of the U.S. Congress voted on what the Boilermaker Legislative Department has deemed the most significant legislative votes of 1999, along with each legislator's lifetime percentage of votes supporting our agenda. Explanations of the issues in question are provided with the voting records.

Study these pages and learn who your friends are in Congress. You may be surprised by what you find.

In this election year, every candidate will claim to be a friend of the worker who is looking out for middle-class American families. But you can't base your vote on campaign promises. You need to look at their voting records to determine which ones are just talking and which ones really do support working families.

Shipyard workers line up to sign up



Avondale workers line up to sign up as members of the Boilermakers union. The Metal Trades Dept. will represent nearly 4,200 Avondale employees in New Orleans, Gulfport, and Tallulah, with over half eligible for membership in the Boilermakers union.

Avondale employees select representation, prepare for negotiations

NOW THAT THEY have union representation, the 4,200 Avondale shipyard workers are signing up to gain strength.

"It's been a long hard battle to win certification," said Intl. Pres. Charles W. Jones, "but the organizing process has only begun. In order to gain a fair contract at the bargaining table, we must bargain from a position of strength."

In December 1999, workers at three Avondale locations - New Orleans, La., Gulfport, Miss., and Tallulah, La. - won a six-year organizing battle when the new shipyard owner, Litton Industries, recognized the union.

Litton also owns the Ingalls Shipyard in Pascagoula, Miss., where Metal Trades Department unions have represented 10,000 workers since 1940. Boilermaker Local 693 represents the largest unit at that shipyard.

The Metal Trades will also represent Avondale employees, and newly-chartered Boilermaker Local 1814. New Orleans, hopes to represent a significant number of them.

In January, more than 60 percent of Avondale workers attended a series of meetings sponsored by the Boilermakers union. Assistant Director of Organizing Dave Bunch, who played a key role during the original organizing campaign in 1994, said the primary objective of the meetings was to allow the shipyard workers the opportunity

to elect their own representatives to the negotiating committee.

Elected to represent the New Orleans yards were Calvin Williams, Bruce Lightell, and James Howard. Don Longmire was elected from the Gulfport yard, and Steve Silk was elected from the Tallulah facility.

The meetings also allowed the workers a chance to learn more about the Metal Trades, the Boilermakers union, the new shipyard owner, and safety and health issues. Most important, it allowed them to join a union and learn about the negotiating process.

"Negotiations are approaching quickly," said Bunch. "Employee involvement and direction is the key to

Continued on page 3

Georgine retires, Sullivan new BCTD president, Maloney elected sec-treas.

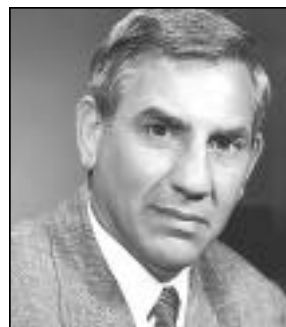
Boilermakers' Maloney is first Canadian elected to BCTD office in Washington

ROBERT A. GEORGINE announced he will retire as president of the AFL-CIO's Building and Construction Trades Department (BCTD) effective April 15. The BCTD's General Board of Presidents elected Edward C. Sullivan, president of the Elevator Constructors, to fill the remainder of Georgine's term, which expires in July, and Joseph Maloney, a 26-year member of Boilermaker Local 128, Toronto, Ontario, to fill the vacant post of secretary-treasurer.

Maloney is the first Canadian to be elected to this position. The BCTD is made up of 15 unions representing three million construction workers in the U.S. and Canada.

"All Boilermakers are very proud of Joe's accomplishments," said Intl. Pres. Charles W. Jones in response to Maloney's election. "His hard work and dedication has been rewarded with well-deserved recognition."

Georgine has led the BCTD since 1974. His announcement came one day after the U.S. Bureau of Labor Statistics announced that membership in construction unions had jumped by 131,000 in 1999, the largest increase in decades. Georgine will remain chairman, presi-



Robert A. Georgine is retiring after 26 years as president of the Building and Construction Trades Department.



Joseph Maloney, a member of L-128, is the newly-elected sec.-treas. of the AFL-CIO's Bldg. Trades Dept.

dent, and CEO of the Union Labor Life Insurance Co.

Sullivan has been president of the Elevators International union since 1998. He served 12 years as vice president of the Massachusetts Building Trades Council. In 1997, he received the Gompers-Murray-Meany Award, the top honor awarded each year for leadership of the labor movement in general by the Massachusetts AFL-CIO.

Maloney has been the director of Canadian Affairs of the BCTD since 1998. A graduate of Local 128's apprentice program, Maloney served his lodge

in various capacities, including business manager, until his 1991 appointment as an International representative for Eastern Canada. He is a 1993 graduate of the Harvard Trade Union Program.

Maloney has also served as vice president of the Ontario Provincial Building and Construction Trades Council. He is a board member of the Multi-Employer Benefit Council of Canada (MEBCO), and of Retrocom, a growth fund that invests in construction projects built with 100 percent union labor.

Continued on page 3

Indiana governor attends Local 374's annual picnic



Indiana Governor Frank O'Bannon, center, and his wife, Judy, thank Local 374 members for their support. L. to r., L-374 Business Manager Chuck Vanover, and Assistant Business Managers Mike Pittman and Paul Maday.

O'Bannon credits L-374 with helping him win

INDIANA GOVERNOR Frank O'Bannon, and his wife, Judy, attended Local 374's annual picnic on July 25, so they could personally thank the union members for their support. Governor O'Bannon credits organized labor for helping him win the 1996 governor's race. He is grateful for their help and continued support.

BM-ST Chuck Vanover reports that Local 374 members are very active in politics throughout the state of Indiana and Illinois. Terry Lock is one of three elected commissioners in Perry County, Keith Bauer has served four years on the Crawford County school board, and Illinois residents Dick Herrington and Stanley Long were elected to the Marshall and Calumet school boards, respectively.

Local 374 members also work as volunteers. "Our members work in the races where they think they can do the most good, by working the phones, going door-to-door for the candidate, and putting up yard signs," said Vanover. "We even get candidates to come to the hall and speak."



L. to r., Ind. Gov. Frank O'Bannon, L-374 Bus. Mgr. Vanover, and Local 1 Bus. Mgr. John Skermont.

And their efforts have made a difference. In the past few years, they've managed to change the state legislature from Republican control to Democratic control. Governor O'Bannon is one of their friends, and has even appointed Local 374 members to the state boiler and pressure vessel board. Local 374's Director of Training Rodger D. Burnett currently serves on that board. □

Community leader Lathim maintains union ties

L-242 member is port commissioner and commissioner for public utilities

DEL LATHIM has been elected to a six-year term as a Port of Pasco commissioner. He is also currently serving a six-year term as a commissioner for the public utilities. His duties include lobbying at both the state and federal level, and he is considering a run for the U.S. Congress in 2002.

"I am active in politics and I want to encourage all Boilermakers to do the same," said Lathim, who first joined Local 242, Spokane, Wash., in 1966. He adds that he is still an active member because he enjoys welding and the camaraderie of Local 242 members.

Lathim also serves as a consulting engineer for the Department of Energy and the U.S. Corps of Engineers. He has invented a "fish-friendly" turbine, which is being tested at the Bonneville Dam.

"My new turbine will be installed in major dams all over the world, saving fish and increasing the power output by as much as 50 percent," said Lathim. "I lobbied Congress and got \$65 million per year to fund the research and development and prototype that we are now testing on the Columbia River."



Commissioner Lathim, a member of L-242, has invented a turbine that should bring more work for Boilermakers.

According to Lathim, these new turbines will replace the obsolete Kaplan turbine on the Snake and Columbia Rivers, costing about \$3 billion. Fifty percent of the work should be awarded to Boilermakers. □

the Boilermaker Reporter

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A prize-winning newspaper

Georgine retires from BCTD

Continued from page 1

Maloney is co-chair of the National Joint Unionized Construction Alliance, a coalition of construction unions and union contractors, and of the National Smart Card Committee, a joint business-labour initiative to introduce leading-edge technology on worksites.

He thanked the members of Local 128 for electing him to office in 1979, and for their continued support and confidence. "Without them I would not be where I am today." He also thanked Intl. Pres. Jones for making him an International representative, and all the officers and staff of the Brotherhood for their support.

L-29's Gorham is elected president of Maine AFL-CIO

Gorham credits Boilermakers for his success on the state level

EDWARD F. GORHAM, a 29-year member of Local 29, Boston, Mass., has been elected president of the Maine AFL-CIO.

He previously served 22 years as the state affiliate's secretary-treasurer, a full-time position in which Gorham also served as a lobbyist. "Being in the political end of the trade union movement, I got a better appreciation for the Boilermakers' involvement in trying to get legislation passed that will improve the life of union members and their families," Gorham said. "Not every union is as politically active as the Boilermakers."

Gorham also learned first-hand to appreciate the Boilermaker union's high regard for membership education. "Not every local or International promotes education of its members," he said. "The Boilermakers take a second seat to no one."

Gorham credits the Boilermakers for his success on the state level. It was through his attendance of the Boilermakers' summer institute at the University of Wisconsin and classes Local 29 sponsored him in at the University of Maine that got him involved on the state level.

Gorham started his union career in 1971, when Fred "Lucky" Hayes sponsored his union membership into Local 29, while Ed Hancock was business manager. "I was raised in a union household," explained Gorham. "My dad was an electrician and my mom was a member of the



Edward Sullivan, president of the Elevator Constructors, will finish Georgine's term as Building Trades president.

Maloney said, "I am looking forward to working with all the affiliates of the building trades and to the challenge of the office of secretary-treasurer, which I will uphold in every capacity that is required." □



Betty Gorham congratulates her son Ed Gorham, a member of Boilermaker Local 29, upon his election as president of the Maine AFL-CIO.

IBEW, working for the telephone company. But it wasn't until I became a member of the Boilermakers union that I truly appreciated the benefits of being a trade union member." □

Jack Sloan retires from Western States IVP seat

Disability leads to early retirement - Lacefield picked to replace Sloan



Jack Sloan has retired as International vice president of the Western States Area.

JOHN P. "JACK" SLOAN JR. has retired as International vice president of the Western States Section for health reasons. On medical leave since July 1, 1999, Sloan was granted a Railroad Retirement Disability Pension. He retired January 1, 2000.

"I wouldn't be retiring if I hadn't gotten ill," said Sloan. "But it got to the point where I wasn't sure I could give the members the service they deserve."

And service is what Sloan provided. For nearly 40 years he served the members of the Boilermakers union.

In his letter announcing Sloan's medical leave, International President Charles W. Jones called Sloan "a friend and colleague... who worked hard to serve the interests of our great International union and more especially the interests of our members and their families."

A member of Local 104 (Seattle, Wash.) since 1960, Sloan served as business manager prior to his 1978 appointment as assistant to the International president. Assigned to work out of International headquarters, Sloan's primary duties were in the Metal Trades industry section. He graduated from the Harvard Trade Union Program in 1979.

In 1980, Sloan became International vice president of the Southern Pacific Section, which was later merged with the Northwest Section to become the Western States Section. He was reelected at each succeeding International convention.

During his 20-year term as an International vice president, Sloan served in many capacities, including chairman and administrator of the Western States Construction Agreement, Vacation Trust, and Joint Apprenticeship committee. He also served as trustee on the National Apprenticeship Board and the

National Pension Trust, and as president of the Pacific Coast Metal Trades District Council from 1990 to 1999.

In a February interview, Sloan talked about how much he appreciated all that the Boilermakers union had done for him since he became a member at 18 years of age. He had nothing but praise for the pension programs, but was especially grateful for all the wonderful relationships he developed over the years. "I miss everyone," Sloan said. "I've been a Boilermaker all my life, and I plan to stay as active as my health allows."

Sloan is surprised by how much better he feels since he stopped working last July. "I always thrived on stress," Sloan pointed out. "almost to the point where I felt I worked better under stress. I never thought it affected my health. But since I've been forced to stop working, I can't believe how much better I feel. I want everyone to know that I am doing much better." □

Avondale workers line up to sign up

Continued from page 1

successful negotiations and building a successful union."

Bunch provided a brief overview of the Metal Trades Council at each meeting, and Intl. Vice Pres. Jim Hickenbotham opened the New Orleans meeting with an inspirational speech about the positive experiences he has held both as a union member and as a Boilermaker.

Former business manager of Local 693 and now-Intl. Rep. Warren Fairley answered several questions about the Litton/Ingalls shipbuilders, based on his ten-year relationship with these companies. Fairley was impressed by the workers' questions. He remarked, "The Avondale employees have proven over and over again just how serious they are about having a union at their shipyards."

One of the biggest factors driving the organizing campaign was the workers' desire for a safe work environment. Boilermaker Safety & Health Specialist Milan Racic met with workers several times throughout the campaign, and provided an update of safety and health issues at the New Orleans and Gulfport sign-up meetings.

According to Bunch, the unions will negotiate one Metal Trades contract for all of the Avondale employees. The Boilermakers union will represent a large number of the 3,700 Avondale workers at the four New Orleans facilities - the main shipyard, Steel Sales, Algiers Ship-



Two of five negotiating committee members representing Boilermakers at Avondale shipyards meet with International representatives. L. to r., Calvin Williams, Intl. Vice Pres. Jim Hickenbotham, Bruce Lightell, and Intl. Rep. Warren Fairley.

yard, and Modular Construction. The Boilermakers will also represent a significant portion of the workers at the Gulfport location, where Avondale employs 420 workers, and at the Tallulah facility, with 110 employees.

The membership drive so far has been a success. "The Avondale workers are lining up to sign up," said Bunch. "They realize that they can't vote for representation at the negotiation table, or have a voice in contract negotiations, unless they are a union member."

After waiting six years to get certification, the Avondale employees are ready for the union. Ready for a contract. Ready for justice. □



Avondale workers in New Orleans elected, l. to r., Joe Howard, Calvin Williams, and Bruce Lightell, to represent them during negotiations.

Kudos to L-105

ON BEHALF OF the American Electric Power Service Corporation (AEP), I want to thank you (BNI-ST Van Stephens) and the members of Local 105 (Chillicothe, Ohio) who made our Turbine Duct Revision Project a complete and total success. This project was very unconventional, in that it took place at our headquarters building in downtown Columbus, Ohio. What your members proved was this: no matter how large or small the project, or what the schedule demands, the Boilermakers can get the job done safely, on time, and within budget. The quality and skills of the personnel on the project and the cooperation between Local 105, the contractor, and the owner were a model of the tripartite concepts to which we have all committed.

Congratulations, and thank you again.
THOMAS P. HOUSEHOLDER
Manager Fossil & Hydro Support
American Electric Power Company

Oshkosh Truck buys out Kewaunee Engineering



Negotiating an agreement with Oshkosh Truck at Kewaunee Fabrications LLC, are L-487 committee members, l. to r., Rec. Sec. Harold Ebert, Sec.-Treas. Madonna VandenAvond, Vice Pres. Chad Kleckbusch, Pres. Gina Prudhomme, and Intl. Rep. Leonard Gunderson. Not pictured is comm. mbr. Mike Vincent.

Oshkosh recognizes bargaining unit, signs contract with Local 487

IN OCTOBER 1999, the Oshkosh Truck Corporation purchased Kewaunee Engineering Corp., where Local 487, Kewaunee, Wis., has represented the employees since 1957.

One week later, the new owners had recognized the bargaining unit, and Local 487 members had approved a new contract with Oshkosh by a margin of four to one.

The overwhelming vote may be a reflection of the members' optimistic outlook toward their future relationship with the new owner.

"Oshkosh Truck came across as sincere and honest... I think the company will go a long way," Local 487 President Gina Prudhomme told the *Kewaunee Enterprise*.

The union's relationship with Kewaunee had not been as promising. Local 487 had several disputes with Kewaunee, even working four years without a contract.

"It has been an ongoing battle with Kewaunee the last five years," reported Intl. Rep. Len Gunderson. "Brutal negotiations ended last year with a contract that was not good, but it was the

best we could have hoped for under the conditions."

According to Gunderson, Oshkosh intends to double the size of the company and the work force. "When they bought MTM three years ago, they increased its work force by 300-plus employees, and did the same with Pierce Manufacturing," said Gunderson, referring to a wholly-owned subsidiary of Oshkosh Truck.

"The future can't be any brighter as far as I'm concerned," he said.

Kewaunee Engineering Corp. fabricates heavy steel components, including cranes and aerial devices, with sales to the fire, construction, marine and industrial lift, and forestry industries.

Oshkosh makes heavy-duty trucks for military, fire, emergency, construction, and refuse hauling operations. Company officials said that the Kewaunee purchase will add to its own fabrication capacity and increase its leverage in buying raw steel used in their product lines.

According to a report in the *Journal Sentinel*, Kewaunee Engineering will be renamed Kewaunee Fabrications LLC and will operate as a wholly-owned subsidiary of Oshkosh Truck, which expects to post record sales of more than \$1.1 billion this year. Last year's sales were reported at \$902 million. □

Bay Ship signs two contracts

Barge and ship will keep L-449 busy for two years

THE BAY SHIPBUILDING Company, where Local 449 (Sturgeon Bay, Wis.) has represented employees since 1948, signed two contracts in November 1999, that should keep about 325 shipyard workers busy for at least two years. According to a report in the *Door County Advocate*, both projects resulted from a growing demand for dredge work in U.S. harbors and channels, and reflect different styles the dredge industry uses to meet a growing demand for services across the country.

Lake Michigan Contractors, Inc., has contracted for the construction of a 24-inch cutter suction dredge, consisting of a 250-foot by 49-foot by 11-foot barge platform, along with an above-deck machinery space and control house. The dredge will be built entirely within Bay Ship's fabrication shop, and will be launched with their floating dry-dock next spring. The dredge will be used to widen and deepen navigation channels along the southeastern U.S. coast.

The contract also includes the overhauling and installation of a large amount of dredge equipment that Lake Michigan Contractors will soon deliver to Bay Ship.

The second contract, with Great Lakes Dredge & Dock (the largest dredging contractor in the U.S.), calls for a new 5,000 cubic meter hopper dredge. The 325-foot twin-screw vessel will be powered by 10,000 horsepower. The hopper dredge has a pair of 30-inch drag arms that vacuum the ocean floor at a depth up to 92 feet. Patrick J. O'Hern, Bay Ship's vice president for customer services, says building the dredge will "provide work activity for the next two years."

A September report by the U.S. Department of Transportation says plans for deepening or maintaining harbors and channels will increase the demand for dredging projects in the near future. Businesses like Great Lakes Dredge and Lake Michigan Contractors will be competing for more dredging projects. Bay Ship – and the members of Local 449 – will benefit accordingly. □

Local D385 negotiates jobs for construction members

Maintenance agreement generates thousands of man-hours for Local 359 construction members

LOCAL D385, in Richmond, British Columbia, has negotiated into their contract with Lafarge a clause requiring that all shutdown maintenance work at the cement plant be done by construction Boilermakers.

The plant typically has four to six shutdowns a year, so this clause generates thousands of man-hours of work each year for construction Boilermakers from Lodge 359, Vancouver, B.C.

When Lafarge decided to expand the plant in Richmond by adding another kiln and cement mill, this clause opened the door for International Vice President Rick Albright to negotiate a Building Trades contract for the work. Kiln No. 3 has been completed, and Cement Mill No. 3 is expected to be operational in late March. These jobs were completed 100 percent union, with a great part of the work going to Boilermakers.

Albright believes the D385 program can be used as a template to generate hundreds of thousands of man-hours for construction Boilermakers throughout Canada and the United States.

"Right now, small nonunion contractors are getting the bulk of this work," he says, "but Local D385 has shown us how we can get this work, and they are to be commended."

The supplemental maintenance program, as it is called, began in 1987. Rob Lauzon, then-president of D385 and now business manager of CLGAW District D11, was concerned that Lafarge was contracting out all their maintenance work – often to nonunion companies. With the help of Christopher Rositch, now-president of District D11, and others, Lauzon got Lafarge to agree to use construction Boilermakers for all maintenance.

They hammered out a program whereby Lodge D385 members at the

plant act as lead hands, directing and instructing the construction Boilermakers. Prior to a shutdown, management meets with D385 lead hands. Together, they plan the shutdown – deciding how many Boilermakers will be needed, how long the shutdown will last, and how the work will proceed. They then call Lodge 359 to request the construction Boilermakers.

Rositch says the company's initial skepticism disappeared as soon as management saw the level of quality and safety of Local 359 construction Boilermakers. Safety is foremost. Before each shift, the Boilermakers hold "tailgate" meetings at which they discuss safety concerns and how the job is progressing. The onsite experience of the lead hands and the skill and professionalism of the construction Boilermakers combine for an unbeatable combination.

Bob Banish, an assistant business manager with Local 359, says, "This program is great. It has provided many man-hours of work for our members, often during their slow periods. I think every cement lodge should look into establishing something like this."

Locals D385 and 359 are negotiating with the Fuller Company, which manufactures most of the equipment at the Richmond plant, to have the company provide specialized training for Local 359 members to expand their work.

They are also assisting other local lodges in developing similar programs. Rositch has given several presentations explaining how to implement the program. The Lafarge plant in Kamloops, B.C., a Tilbury Cement plant, and an inland plant in Edmonton are developing similar programs.

For more information on this program, contact Albright at 780-483-0823 or Rositch at 604-465-6191. □

L-29 members perform stack job



Pictured in the front row, l. to r., are stack foreman Danny White, Vinnie O'Neil, Robert Reitkowski, and Alvin Corey. Back row, l. to r., are Brad Bailly, Mike Bowes (4100 operator), general foreman Ed Donahue, and Roger Corey. Not pictured are Richard Dostion and Roger Langlos.

WHEN BECHTEL Construction started their Charlton combined cycle co-gen in January 1999, all the stack companies were busy, so bids on erecting the stacks went way over budget. Project Manager Roy Hanks turned to general foreman Ed Donahue and field foreman Tim O'Leary for suggestions.

Both pointed out that there were more than enough stack-qualified local Boilermakers available to do the job, members of Local 29, Boston, Mass.

"All general contractors should consider local Boilermakers before they sub out these stack jobs. After all, most locals have many former NTL members and many members who have worked on stack jobs," said Donahue.

"Stacks are a specialty item," he added. "But most contractors lose sight of the talent they have in their local Boilermakers. They should consider (using Boilermakers) as 'Plan A' instead of 'Plan B.'" □

Structure collapse kills two Local 237 members, injures another

KEVIN WINSLOW, 43, a five-year member of Local 237, Hartford, Conn., and Wayne Most, 38, a third-year Local 237 apprentice, died Feb. 2, 2000, when the steelwork of a 45-foot high power plant under construction in Milford, Conn., collapsed. Also injured was 13-year Local 237 member George Scrivener Jr., 35.

Crane operator Robert Fitch, 62, was trapped inside a crane's cab for eight hours while rescue workers tried to reach him. Fire Captain Robin Tummins told an *Associated Press* writer that, "The building has collapsed on top of the crane, and the crane is on top of the building. It's almost like pickup sticks."

L-237 BM-ST Tony DeFrancesco Jr. commends the Boilermakers on the job site for their role in the rescue effort. "They immediately reacted to the situation and played a very important part in the eight-hour rescue effort," he said.

Fitch lost one leg in the accident; doctors are trying to save his other. At press time, Scrivener was still in the hospital. According to an article in the

Manchester, N.H., *Union Leader*, investigators are trying to determine the cause of the collapse. Crane inspectors from the state fire marshal's office are also looking over the site.

DeFrancesco said this was the first time his local had lost a member to a job-site accident. "This whole ordeal has been a traumatic experience. We will do all that we can to ensure that it never happens again."

Memorial funds have been established for Wayne Most at the Fleet Bank, ATTN: V.P. Bill Rivenberg, 235 Main St., New Britain, CT 06051, and for the Winslow children's education at the Webster Bank, 1120 Main St., Newington, CT 06111.

The Boilermakers were building a 544 megawatt natural gas-fired power plant for Houston-based El Paso Energy Corp. and Power Development Co. of Auburn, Mass., with El Paso having a 95 percent stake in the plant. Construction of the \$235 million plant started in March 1999, and is scheduled for completion by June 2001. □

Michael Huthmacher – 'Just a Boilermaker'

by L-7 BM-ST F. Patrick Lyons

BROTHER MICHAEL Huthmacher, a member of Local 7 (Buffalo, N.Y.) for 21 years, died December 15, 1999, from injuries suffered in an industrial accident causing him to fall 30 feet. An accident that could have and should have been prevented.

Who was Mike Huthmacher? "Just a Boilermaker," as I heard him referred to, but like so many of us, he was a husband, a father, a friend.

Just as he lived, his passing went without much fanfare, but this is the way he would have wanted it because he was "just a Boilermaker." Had he been a fireman or a policeman who was killed in the line of duty, flags would have been flown at half mast, bagpipes would have played their mournful song, and thousands of his brothers would have paraded in the streets.

For Mike, there were no parades, no flags to fly, or pipers to play, because, after all, he was "just a Boilermaker." Just one of the truly elite. He will be missed.

Survivors include his wife, Marybeth



Koch Huthmacher; two sons, Justin of Philadelphia and Christian; a daughter, Jordan; his parents, Jacob and Doris Huthmacher of Clearwater, Fla.; two brothers, Mark of New Mexico and Keith of Pittsburgh; and a sister, Lori Jo of Clearwater.

On behalf of the Huthmacher family, Local 7 extends our gratitude for the prayers and donations received by the family in their time of need. □

KNOW YOUR RIGHTS

You have the right to work safely

YOU DON'T HAVE to work in an unsafe environment. There are laws to protect you.

In Canada, Article 27 of the Occupational Health & Safety Act, addresses your responsibility and right to work in a safe environment. If a worker in Canada believes there is imminent danger to his health or safety or that of another worker at the work site, he can refuse to carry out the work. The worker shall, as soon as practical, notify his employer at the work site of his refusal and the reason for his refusal.

In the United States, Standard Number: 1977.12 of the Occupational Safety and Health Act outlines the exercise of rights under the Act. Under section (b)(2) of that standard, a worker is protected from job discrimination if he is confronted with a choice between not performing assigned tasks or subjecting himself to serious injury or death arising from a hazardous condition at the workplace.

In addition to contacting the employer about the job danger, Boilermaker Safety & Health Specialist Milan Racic says to contact the job union steward, too.

"It is important to get the union involved as soon as possible," Racic explained. "The union can help make sure the job site is safe, and also ensure that the worker's job is protected. A worker should not be discriminated against in any way by the employer for refusing to perform a job the worker believes is unsafe."



MAKE IT SAFE

Working safely with cranes, lifts

Crane and hoist safety

BOILERMAKERS RIG some of the largest lifts made in construction. Loads weighing tens of thousands of pounds are common. Every lift is dangerous. No one can predict when an accident will occur.

Accidents involving cranes kill an average of 71 people a year. Within the last few months, at least six Boilermakers have been killed or seriously injured in crane accidents. Nothing suggests any of these men did anything to cause these accidents, but it never hurts to review the basic safety procedures for working with cranes.

According to the Occupational Safety and Health Administration (OSHA), 45 percent of deaths from crane accidents are caused by the boom or crane coming into contact with energized power lines. Other major causes of crane accident deaths include overturned cranes, dropped loads, boom collapse, being crushed by the counterweight, falls, and rigging failures.

It isn't as easy as it looks

RIGGING MAY LOOK EASY, but it requires skill and experience. Don't be fooled. Many people have thought "anyone can do it" and ended up losing fingers, hands, or receiving even more serious injuries. To prevent rigging injuries, follow these tips:

1. Get your signals straight –

Appoint one member of the crew to act as a signalman and instruct the crane operator not to accept signals from anyone else.

The signalman must not order a move until getting an "all ready" from each crew member. Each worker, in turn, must be in the clear before giving an "all ready" to the signalman. If you must hold on to something to maintain tension (such as the chain, sling, or choker), be sure your hands and feet are out of the way of pinch points before giving your signal.

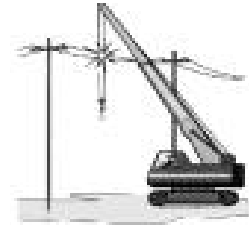
2. Protect your hands –

If it isn't possible to release the chain, sling, or choker, be sure your hand is clear of pinch points. Keep your hand far enough away so that a frayed wire or splinter on the chain can't catch your glove and jerk your hand into a pinch point.

3. Watch out for rock and roll –

It's almost impossible to position the hook exactly over the load center, so watch out for a swing or roll. Anticipate the direction of the swing or roll, and work away from it. Never place yourself between material, equipment, or other stationary objects and the load. Stay away from stacked material that may be knocked over by a swinging load.

4. Stay out from under – Never put yourself under a suspended load, and keep out from under the crane's boom, too. The chances are that nothing will break, but are you willing to bet life and limb that it won't?



Forty-five percent of deaths from crane accidents are caused by contact with energized power lines.

5. Set it down carefully – When it's necessary to guide a load, use a tag line or hook. If you have to walk with a load, keep it as close to the ground as possible.

Beforehand, look over the spot where the load is to be landed. Remove unnecessary blocks or other objects that might fly up when struck by the load.

When lowering or setting a load, keep your feet and all other body parts out from under it. Set the load down slowly. Then, if it rolls on the blocking, it will shift slowly, and you'll be able to get away.

6. Teamwork is the secret of safety –

Teamwork is important on any job to prevent injury to yourself or others, but on a rigging job, this goes double.

Be careful of falling loads

"IF IT IS in the air, it's dangerous." That's a line that's been around a long time and is worth repeating. Even if the equipment you are using seems to be in good condition, you never want to let your guard down. You can protect yourself from falling loads by following these simple rules:

1. A load that can be carried close to the ground can be stabilized by a person at each end. These individuals must stay in the clear at all times, and the ground surface must be unobstructed and reasonably level. Taglines should ALWAYS be used where needed and definitely when the load is carried five or more feet above the ground.

2. On all lifting jobs, only one person should be in charge of signalling the crane operator. If you are assigned the job of directing the crane, follow these basic tips:

a. Stand clear and place yourself where the operator can plainly see you and you can see the operator.

b. If you can't see the load and another person is signalling to you, be sure that everyone is in the clear before you signal the operator. Remember, it takes time to relay signals.

c. Never permit a load to be lowered, raised, or swung over a worker's head. If the operator can see the load, it is the operator's responsibility, without exception, to see that this rule is followed.

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

Foreign companies in the U.S. pay less in taxes than U.S. corporations – or you

Tax breaks for foreigners cause U.S. corporations to move overseas

IF YOU'RE A TYPICAL American worker making \$45,000 a year, you paid about 11 percent of your income toward U.S. income taxes last year, maybe even more. That's a pretty large bite out of the money you need to provide your family food, clothing, shelter, healthcare, and transportation – not to mention saving for Junior's college expenses and your own retirement.

If you feel like your taxes are more than you can afford, maybe you should move to the Turks and Caicos. That's a string of 30 small islands dotted across 5,000 square miles of ocean, about 575 miles southeast of Miami. They have hundreds of miles of sandy white beaches, one of the largest coral reefs in the world, and access to the outside world through fax machines, telephones, and the internet. They accept U.S. currency, and all of the 15,000 residents speak English.

Best of all, though, if you live in the Turks and Caicos Islands and earn U.S. income, you don't pay the full U.S. rate. Your rate is only seven-tenths of one percent. For an income of \$45,000, that's a tax bill of about \$315.

No wonder that in 1993, Texaco Inc. chose to move their offices to the Turks and Caicos.

Or at least the addresses for their offices. Texaco established a company called Texaco Capital LLC on the island chain, and began selling stock. Never mind that the "principal executive offices of its manager" never moved out of White Plains, N.Y. The offices of Texaco Capital LLC are in the Turks and Caicos, so the company pays the lower income tax rate to the U.S.

If this sounds like a pretty good deal, that's because it is. Anyone who lives off of investment income earned from stock in U.S. companies can move to the Turks and Caicos and avoid nearly all of their U.S. income tax. Businesses have it even better. They can organize the company in these islands and take advantage of the tax breaks without actually moving there.

Have we got a deal for you

HOW IS THIS POSSIBLE? Congress has cut special deals in tax treaties with

countries around the world so that wealthy investors get the kind of tax rate that the average working person can only dream about. Many of them pay no U.S. income taxes at all.

To justify lowering wages and our living standards, businessmen and politicians continually refer to "the global economy." Global competition brought about by our "global economy" means our workforces must get leaner, we must lay off more workers, we must get more done in less time, and we cannot expect to maintain such high living standards when workers in other countries are willing to work for so much less.

But when wealthy investors begin talking about their own lives, the term "global economy" takes on an entirely different meaning. A person living in Thailand who earns money from U.S.

investments pays less than two-tenths of one percent in U.S. income tax. For \$45,000 in income, that's less than \$90. An Austrian investor pays even less – one-tenth of one percent, or about \$45.

But if you want the best deal of all, you'll have to move to the United Arab Emirates. If you had lived there in 1990, you would have paid \$27 in income tax on \$45,000 of U.S. earnings.

And for these wealthy investors, the news just keeps getting better and better. From 1985 to 1990, the amount of money that residents of foreign countries earned from their investments in the U.S. surged from \$17.5 billion to \$79.4 billion, an increase of 354 percent. The amount they paid in income taxes went up, too, but not nearly as fast. It rose from \$900 million to \$2 billion – an increase of 122 percent.

This amounts to a tax cut of 51 percent. Their earnings were more than four times as large, but their tax rate was literally cut in half – from 5.1 percent to 2.5 percent.

For you, the story is quite different. If your income in 1985 was about the median income for that year, you would have paid a rate of 11 percent. In 1990, assuming your income kept pace with the rest of the country and you still earned the median income, your tax rate would still have been 11 percent, more than four times what they paid that year.

Thanks to Congress, investors living abroad escape paying billions of dollars in U.S. income tax on their investments in the U.S.

Why companies go global

WHEN U.S. CORPORATIONS move overseas, taking valuable jobs with

them, they often cite the lower wages they can pay in third-world countries. Nike, for example, pays Asian workers unspeakably low wages, often as low as only a few cents an hour. No one denies that lower wages are a major reason U.S. corporations are moving their production to third-world countries.

What corporations and the U.S. government don't talk about is that

these companies also pay lower taxes. Often the only U.S. taxes they pay are import duties on the products they ship back here for sale. NAFTA and other trade agreements threaten to take away even this small source of income for the U.S.

For example, take a look at Warnaco. This company makes men's and women's apparel, which are sold under such brand names as Christian Dior, Hathaway, Valentino, and Chaps in 1,500 stores nationwide.

Warnaco grew out of the takeover mania of the 1980s. It was purchased with borrowed money – a lot of money. Between 1988 and 1992, they paid out \$317 million in interest on their debts out of earnings of only \$336 million, leaving a profit of only \$19 million on sales in the billions of dollars.

But a low profit margin didn't stop Warnaco's CEO Linda Wachner from making a killing. In the same period, she earned \$8.5 million in salary and bonuses.

In the takeover, Warnaco went public. Wachner got options on 1.3 million shares for \$4.67 a share. The company loaned her \$4.66 per share interest free. So she paid one cent per share of her own money – a total of \$13,000 – to buy over \$6 million worth of Warnaco stock. By 1993, that stock was worth over \$49 million.

She also had a deal with a company that spun off of Warnaco, Authentic Fitness Corporation. Her income from Authentic Fitness was \$4 million a year from 1990 to 1992, excluding stock options.

Wachner's income would be just another example of absurdly high executive pay except for one thing: Warnaco and Authentic Fitness paid no U.S. income taxes during this period.

Warnaco's total revenue from 1988 to 1992 was \$2.8 billion. The company's profit before interest and taxes was \$336 million. Yet, they paid not a penny in income tax to the U.S. government, and only \$11 million to foreign governments. Wachner received more in salary and bonuses from these two companies than they paid out in taxes.

Other companies have cut similar deals with the U.S. government. In fact, tax money paid by U.S. corporations is leaving the country at a growing rate.

For example, from 1968 to 1970, Ford Motor Company paid \$1.2 billion in U.S. taxes and \$454 million to foreign governments. Nearly three of every four dollars paid in taxes stayed in the United States.

In the period 1990 to 1992, Ford paid \$1.3 billion in foreign taxes and only \$876 million in U.S. taxes. Three in every five dollars went overseas.

Some of this increase comes from larger overseas sales, but most of it comes from our lopsided tax structure.

Foreign-owned corporations pay even less in taxes than U.S.-owned businesses that do business overseas. In 1989, for example, an examination of IRS tax records showed that 99 percent of U.S. businesses controlled by investors from Saudi Arabia paid no U.S. income taxes. Ninety-five percent of Irish-controlled businesses and 92 percent of Panamanian-controlled businesses paid zero income taxes that year as well.

Some cases are especially infuriating. Carnival Cruise Lines, for example, is organized in Panama, although it is run from its Miami office. Because the company is Panamanian, they pay virtually no U.S. taxes, even though all but four of their dozens of scheduled cruises originate in U.S. ports and nearly all their passengers are from the U.S.

Who makes up for the taxes they don't pay? You and I do, of course. □

This is the third in a series of six articles on U.S. taxes, suggested by the book, *America: Who Pays the Taxes*. The subject for the next article is "How Lobbyists Lower Taxes for Their Clients While Raising Yours."

The REAL global economy

1. Foreign investors pay U.S. income tax at an average rate of 2.5 percent. You pay 11 percent or more.
2. A growing number of U.S. companies are paying more taxes to foreign governments than to the U.S. government.
3. Foreign-controlled corporations in the U.S. pay lower rates than U.S.-owned businesses – and a lot lower than yours.
4. Tax collectors are not ready to audit the books of multinational corporations using complex schemes to avoid taxes.
5. Many longtime U.S. companies are shifting operations overseas, eliminating jobs in the U.S., and cutting their U.S. taxes, so workers end up paying even more.

Get online today with www.IBB.workingfamilies.com

THE BOILERMAKERS and the AFL-CIO have joined forces to offer you a suite of online services at our new portal: <http://www.IBB.workingfamilies.com>

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- information from our legislative office
- national news and your local weather
- online shopping with union-friendly businesses
- an online auction service, and much more.

You'll even be able to get your internet access from www.IBB.workingfamilies.com for only \$14.95 a month.

The next time you go online, visit <http://www.IBB.workingfamilies.com> to see what your union is doing on the internet. If you don't already have internet access, call 1-800-806-2150 to set it up.

Technology is leading us to a new kind of world, and the Boilermakers are showing the way.



Tips at Tax Time

THE TAX LAWS may be stacked against you, but there are still some things you can do to keep your taxes down.

Save your receipts for tax deductible items, such as mortgage interest paid, child care and medical care expenses, charitable contributions, and real estate taxes.

Save for retirement. Financial advisors can show you how IRAs, Keoghs, 401(k)s, and some retirement plans can cut your tax bill.

Review your W-4 withholding so enough is held out that you avoid a tax bill.

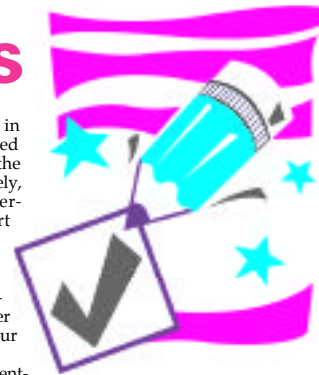
Get tax credit for classes you, your spouse, or child take with the Lifetime Learning Credit or Hope Scholarship Credit.

Invest in a home – not only are mortgage interest and real estate taxes deductible, but you can exclude capital gains of up to \$500,000 for the sale of your home.

Start saving for your child's education with an education IRA and deduct \$500 per beneficiary per tax year.

Know your tax rights. Your options have expanded with recent changes. For example, if you are audited, the burden of proof rests with the IRS, not you.

Check their voting records



LAST FALL, Larry King interviewed some "political analysts" regarding the likelihood that Hillary Clinton could be elected senator from New York. That interview tells a great deal about how the major news media approach political campaigns.

No one on the show discussed a single issue. There was not a word about whether Hillary Clinton would try to strengthen Social Security, or add a prescription drug component to Medicare, or support more funds for education. All they talked about was her hair style, the clothes she wore, and whether she "looked" like a real candidate.

When it comes to covering elections, the mainstream media provide almost no substance. George W. Bush, John McCain, Al Gore, and Bill Bradley have been running for president for six months now. How much do you know about where each of them stands?

Will Bush offer more money for education? Does McCain have a plan to strengthen Social Security? How will Al Gore respond to the growing problem of workers' rights violations? Will Bill Bradley try to increase the minimum wage?

Mainstream journalists cover political races as though they are horse races. Every day we hear who is ahead, by how many points, and who is gaining fast. But we rarely hear how the candidates stand on issues, how they have voted in the past, and how we can expect them to vote in the future.

The congressional scorecards provided on the next four pages will give you what you can't get from television or the newspaper - concrete knowledge of how each member of Congress has voted on the issues most important to Boilermakers in 1999.

Checking their voting records is the only way to determine whether you should vote for a candidate.

Politicians rarely change their spots. The issues they have supported in the

past, they will probably support in the future. What they have opposed in the past, they will oppose in the future. Their speeches may be lovely, but it is how they vote that determines how strongly they support working people.

These tables here list the record of some key votes that occurred in 1999. They also provide percentages indicating how often a member of Congress voted in accord with our positions.

Pay close attention to these percentages, especially to the lifetime percentage. The higher that lifetime percentage is, the more often that person has voted to help working people.

The lower that percentage is, the more he or she has voted against the interests of Boilermaker members and our families.

Look up the voting records of both of your senators and your representative. Don't assume you know how they have voted. You may be surprised.

It is important that you base your voting decisions on real knowledge of how the candidates have voted on the issues, not campaign promises.

Social Security needs strengthening, Medicare needs a prescription drug component, our workplaces need to be safer, and workers' rights cannot be undermined.

In this crucial election year, we cannot afford to support candidates who will not support legislation that helps working families. □

See how your senators voted

Key votes for Boilermakers in 1999

1. Budget/Final Passage - H.CON. RES. 68

The Senate passed H.C.R. 68, the FY2000 budget resolution, which failed to extend the life of Social Security or Medicare by a single day. Instead, this budget provides \$800 billion in tax cuts to the wealthy. The measure was opposed by the Boilermakers, and passed by a vote of 55-44 on March 25, 1999.

For: 54 Rep., 1 Dem. Against: 44 Dem., 0 Rep.

2. Trade/Steel - H.R. 975

The Senate refused, on a cloture vote, to cut off a filibuster in order to consider the bill H.R. 975. The House passed this bipartisan bill by an overwhelming margin of 289-141. This legislation provides for a reduction in the volume of steel imports, toughens import monitoring, and imposes quotas that return foreign steel imports to the 1997 pre-economic crisis levels. Boilermakers supported the House version, but cloture of the motion to proceed to the bill in the Senate failed by a vote of 42-57 on June 22, 1999.

For: 15 Rep., 27 Dem. Against: 39 Rep., 18 Dem.

3. Patient's Bill of Rights/Final Passage - S.1344

The Senate passed a managed care bill which excludes over 100 million Americans, gives health care plans the final say on medical treatment decisions, and lacks important comprehensive patient protections, such as patient advocacy, access to specialist and clinical trials, continuity of care, and an adequate provider network. This bill protects the

insurance companies, not patients. The Boilermakers opposed this bill, but it passed 53-47 on July 15, 1999.

For: 53 Rep., 0 Dem. Against: 2 Rep., 45 Dem.

4. Tax Cuts/Final Passage - S.1429

The Senate passed S.1429, which wastes money needed to reform Medicare and provide essential prescription drug benefits on a tax cut, which gives 76 percent of its benefits to the wealthiest 20 percent of taxpayers, assumes devastating cuts in discretionary programs like education, and costs \$2 TRILLION in its second decade - just as baby boomers' retirement is straining Medicare and Social Security. The Boilermakers opposed this bill, but it passed on a vote of 56-43 on July 30, 1999.

For: 52 Rep., 4 Dem. Against: 2 Rep., 41 Dem.

5. NLRB/Funding - S.1650

The Senate passed a motion to table (kill) an amendment that would have slashed funding by \$25.5 million for the National Labor Relations Board, and redirect the funds to other organizations. Boilermakers supported the tabling motion, and it passed on a vote of 50-49 on September 30, 1999.

For: 5 Rep., 45 Dem. Against: 48 Rep., 1 Dem.

6. OSHA/Workplace Inspections - S1650

The Senate failed to table (kill) an amendment that redirects \$17 million from the Occupational Safety and Health Administration workplace inspections to OSHA compliance assistance programs. This cut would mean reduced inspections at high-hazard workplaces. The Boilermakers supported the motion

to table this anti-worker amendment, but it failed on a vote of 44-50 on September 30, 1999.

For: 2 Rep., 42 Dem. Against: 48 Rep., 2 Dem.

7. Minimum Wage - S.625

The Senate passed a minimum wage bill increasing the wage by \$1 an hour over the next three years, to \$5.50 an hour beginning March 1, 2000, \$5.85 an hour beginning March 1, 2001, and \$6.15 an hour beginning March 1, 2002. This bill also contained excessive tax breaks for the wealthy, totaling \$75.3 billion over ten years. The Boilermakers supported a failed alternative amendment, which would have increased the minimum wage by \$1 an hour over a shorter period of time. The Boilermakers opposed S. 625, but it passed by a vote of 54-44 on November 9, 1999.

For: 53 Rep., 1 Dem. Against: 1 Rep., 43 Dem. □

Key to Senate Votes

- 1 = Budget/Final Passage
- 2 = Trade/Steel
- 3 = Patient's Bill of Rights
- 4 = Tax Cuts/Final Passage
- 5 = NLRB Funding
- 6 = OSHA Workplace Inspections
- 7 = Minimum Wage
- 99% = Jan-Dec 1999 Percentage
- Life% = Lifetime Vote in Office
- R = Right
- W = Wrong
- A = Absent

	1	2	3	4	5	6	7	'99%	Life%
Alabama									
Sessions	W	R	W	W	W	W	W	14%	6%
Shelby	W	R	W	W	W	W	W	14%	26%
Alaska									
Murkowski	W	W	W	W	W	W	W	0%	12%
Stevens	W	R	W	W	R	W	W	29%	26%
Arizona									
Kyl	W	W	W	W	W	W	W	0%	3%
McCain	A	A	W	W	A	A	A	0%	7%
Arkansas									
Hutchinson	W	W	W	W	W	W	W	0%	6%
Lincoln	R	R	R	R	R	R	R	100%	100%
California									
Boxer	R	R	R	R	R	R	R	100%	89%
Feinstein	R	W	R	R	R	R	R	86%	83%
Colorado									
Allard	W	W	W	W	W	W	W	0%	0%
Campbell	W	R	W	W	W	R	W	29%	44%

	1	2	3	4	5	6	7	'99%	Life%
Connecticut									
Dodd	R	R	R	R	R	R	R	100%	83%
Lieberman	R	W	R	R	R	R	R	86%	80%
Delaware									
Roth	W	W	W	W	W	W	W	0%	9%
Biden	R	R	R	R	R	R	R	100%	80%
Florida									
Mack	W	W	W	W	W	A	W	0%	18%
Graham	R	W	R	R	R	R	R	86%	57%
Georgia									
Coverdell	W	W	W	W	W	W	W	0%	14%
Cleland	R	W	R	R	R	R	W	71%	50%
Hawaii									
Akaka	R	W	R	R	R	R	R	86%	91%
Inouye	R	W	R	R	R	R	R	86%	88%
Idaho									
Craig	W	W	W	W	W	W	W	0%	6%
Crapo	W	W	W	W	W	W	W	0%	0%

	1	2	3	4	5	6	7	'99%	Life%
Illinois									
Durbin	R	R	R	R	R	R	R	100%	100%
Fitzgerald	W	W	R	W	W	W	W	29%	29%
Indiana									
Bayh	R	R	R	R	R	R	R	100%	100%
Lugar	W	W	W	W	W	W	W	0%	3%
Iowa									
Grassley	W	W	W	W	W	W	W	0%	6%
Harkin	R	R	R	R	R	R	R	100%	85%
Kansas									
Brownback	W	W	W	W	W	W	W	0%	0%
Roberts	W	W	W	W	W	W	W	0%	0%
Kentucky									
McConnell	W	W	W	W	W	W	W	0%	26%
Bunning	W	W	W	W	W	W	W	0%	0%
Louisiana									
Breaux	W	W	R	W	R	W	R	43%	66%
Landrieu	R	W	R	W	R	W	R	57%	53%

Educating Your Members

Help members understand their rights on the job

Members have the right to union representation during investigatory interviews

ONE OF THE MOST important functions a steward performs is to prevent management from intimidating employees. Supervisors and guards are often trained in interrogation tactics, which they use to get employees to confess to mistakes or wrongdoing. Employees are particularly vulnerable in closed-door sessions, where the only witnesses are members of management and what the employee says may result in harsh discipline—even termination.

Fortunately, a 1975 Supreme Court decision gives workers the right to union representation whenever they are being interviewed as part of an investigation. The court's decision in *National Labor Relations Board vs. J. Weingarten, Inc.* set the following workplace rules for these interviews:

- The employee may request union representation before or during the interview.
- After the employee has made this request, the employer must do one of the following:
 1. Grant the request and stop all questioning until the union representative arrives.
 2. Deny the request and end the interview immediately.
 3. Give the employee a choice of either having the interview without representation or ending the interview.

If the employer denies the request for union representation and continues to question the employee, it is committing an unfair labor practice and the employee may refuse to answer.

These rules have come to be known as the *Weingarten* rights.

Encourage your members to assert their *Weingarten* rights

CLEARLY, *WEINGARTEN* rights offer powerful protection from intimidating interviews. The presence of a union steward can help in many ways.

The steward can act as a witness, to prevent supervisors from giving false accounts of the conversation. The steward can object to intimidating or confusing questions.

The steward can offer advice to the employee. A steward can help the employee answer questions truthfully, so that management gets a clear understanding of what happened. Stewards can also help members avoid making false admissions.

A steward can help keep tempers cool. When tempers flare, the result is almost always bad for the employee. If the employee has in fact done something he shouldn't have, the steward can point out extenuating factors.

Unfortunately, many employees never benefit from their *Weingarten* rights because they don't know about

them. The company does not have to "read you your rights," as police must do with accused criminals.

The members you serve need to know their *Weingarten* rights and be ready to assert them when necessary. It's your duty to educate them.

When do these rights apply?

WEINGARTEN RIGHTS apply only during investigatory interviews. An investigatory interview must meet two criteria: 1) management questions an employee to obtain information, and 2) the employee has a reasonable belief that his or her answers may result in discipline or other adverse consequences.

You may be involved in an investigatory interview if you are being questioned by management on any of the following topics:

- absenteeism or lateness
- accidents
- compliance with work rules
- damage to company property
- drinking, drugs, or fighting
- falsification of records
- insubordination or poor attitude
- poor work performance
- sabotage, slowdowns, or theft
- violation of safety rules

Not every question from your supervisor evokes *Weingarten*. A supervisor may speak to you about the proper way to do a job. Even if he asks questions, this is not an investigatory interview because it will not lead to discipline.

However, a routine shop-floor conversation changes character if your supervisor becomes hostile because he doesn't like your answers. As soon as he gets hostile, the meeting becomes an investigatory interview and these rights apply, because your answers may lead to discipline.

When a supervisor calls an employee into the office to announce a warning or other discipline, *Weingarten* does not apply, because management has already decided what to do and is merely informing the employee. But if the supervisor begins asking questions related to the discipline, then the meeting becomes an investigatory interview.

You're more than a witness

SUPERVISORS SOMETIMES say that the steward's only function at an investigatory interview is to be a silent witness. That is wrong. The steward has the right to counsel and assist the employee. Legal cases since *Weingarten* have set these rights and obligations:

- When the steward arrives, the supervisor must inform the employee of the subject matter of the interview. He does not have to reveal management's entire case.
- The steward can take the employee aside for a private pre-interview conference before questioning begins.
- The steward can speak during the interview, as long as he does not obstruct the interview or try to bargain over the purpose of the interview.
- The steward can interrupt to object to a question or request a clarification.
- The steward can advise the employee not to answer questions that are abusive, misleading, badgering, confusing, or harassing.
- When the interview is over, the steward can provide information to justify the employee's conduct.

When members know how to assert their *Weingarten* rights, the local union

★ ★ ★ Star Stewards ★ ★ ★

JOHN MORRISON of Local D100, Cupertino, Calif., is a *Star Steward*. An employee of Hanson Cement, Morrison "has settled many grievances favorable to fellow members, participated in negotiating two contracts, and served as a member of the joint union and company committee which oversees the labor agreement," reports Intl. Rep. Michael Atchison. "He has always conducted himself in a professional manner and is a fine gentleman and union brother."



John Morrison, D100, Cupertino, Calif.

Do you know a *Star Steward*?

WE'D LIKE TO include their name in our *Star Steward's* 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 to 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

is strengthened. A lodge that cannot protect its members from intimidation will also be weak at negotiation time.

Applying the *Weingarten* rights

SOMETIMES SUPERVISORS use tricks to trick employees out of their rights. The supervisor may imply that if the steward is involved, the company will act more harshly. This is an unfair labor practice. The supervisor is using the threat of discipline to make the employee give up his rights.

If the boss calls you at home to ask questions about any activity that might lead to discipline, you still have *Weingarten* rights. You can refuse to answer the questions until you consult with your union representative.

Stewards can take the initiative in asserting *Weingarten* rights. If the steward sees a worker being questioned, he can request to be included in the meeting. If the meeting is an investigatory interview, the employee must be allowed to decide whether he wants the steward present.

Weingarten rights do not apply to medical examinations, urine tests for drugs, or locker searches, unless the company asks the employee questions.

An employee who is asked to inform on other employees may assert his *Weingarten* rights, because he may face discipline if he refuses to answer the questions.

Counselling sessions required by an employer do not merit *Weingarten* if the personnel representative gives firm assurance that the sessions will remain confidential and will not be used for discipline. But if notes from the session are kept in the employee's personnel records, or if other employees have been disciplined for what they said in counselling, then *Weingarten* applies.

Stewards also have *Weingarten* rights. If you are being questioned, you can request that another steward or the chief steward be present.

Also, workers may choose which steward represents them, but only if both stewards are equally available.

Limits to *Weingarten* rights

SOMETIMES, WORKERS get carried away and try to use *Weingarten* rights in ways they don't apply.

A worker cannot refuse to go to a meeting simply because he thinks an

investigatory interview may occur. He or she must wait until the interview actually begins to invoke *Weingarten*. But if the supervisor says the meeting will be an interrogation and discipline may result, *Weingarten* applies.

Weingarten does not apply when the supervisor gives out a warning slip for misconduct, announces discipline, or lectures a group of employees about job performance. The company must ask questions in order for *Weingarten* to apply.

Weingarten guarantees union, not legal, representation. You cannot demand to have an attorney present.

If an employee asks for a steward and the employer denies the request, the employee should end the interview and not say another word. The company can't discipline an employee for asserting his *Weingarten* rights.

However, if the employee continues to talk and confesses to wrongdoing, the company can take disciplinary action. The NLRB will not require an employer to make an employee whole for discipline resulting from a confession, even if the confession was taken in violation of the worker's *Weingarten* rights.

Putting it all into action

WEINGARTEN RIGHTS are a great tool for protecting workers against intimidation on the job. These rights usually give the steward enough power to ensure that the company does not use unfair interrogation techniques.

Faced with an investigatory interview, your members should be ready to invoke these rights. Here is sample language the member can use:

"If this discussion could in any way lead to my being disciplined or terminated, or could affect my personal working conditions, I request that my union representative, officer, or steward be present. Without representation, I choose not to participate in this discussion."

Once those words are spoken, the member should not answer any questions until a union representative is present.

If the company violates the member's *Weingarten* rights, the steward should file an unfair labor practice charge with the NLRB. Here is sample language for the NLRB charge form:

"On January 26, 2000, the employer refused the request of John Jones for a union representative during an investigatory interview." □

What about in Canada?

WEINGARTEN RIGHTS APPLY to U.S. workers only. In some cases, some provincial labour laws may protect a member's right to union representation during an investigatory interview. However, to ensure that your members enjoy this right, most Canadian lodges will have to incorporate it into their collective bargaining agreements.

New contract summaries

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

L-6 – Oakland, CA

MICHAEL GRABOWSKI, BM-ST of Local 6, Oakland, Calif., reports contract ratification, effective July 15, 1999 to July 15, 2000, for ten Local 6 members who perform fabrication and repair work for **Advance Heli-Welders**; effective November 15, 1999 to November 15, 2001, for 60 Local 6 members who manufacture bulk trailers for **Beall Trailers of California**; effective July 15, 1999 to July 15, 2003, for ten Local 6 members who manufacture flo-bins for **Fabricated Metals, Inc.**; effective May 31, 1999 to May 31, 2003, for 20 Local 6 members who manufacture small boilers for **Industrial Steam**; effective November 1, 1998 to October 31, 2001, for 15 Local 6 members who make Pole line hardware for the **Kortick Manufacturing Company**; effective July 16, 1999 to July 15, 2003, for 25 Local 6 members who make heavy industrial equipment for **March Metal Fab, Inc.**; effective December 1, 1999 to November 30, 2002, for three Local 6 members who manufacture and repair underground fuel tanks for **Triangle, Inc. of Sacramento**; and effective September 1, 1999 to August 31, 2000, for 20 Local 6 members who forge high-pressure pipe flanges for

the **Western Forge and Flange Company**.

D6 – Buffalo, IA

CLGAW Div. DIR. CHARLES HUNTBACH reports contract ratification, effective January 1, 1999 to October 30, 2001, for 79 members of Local D6, Buffalo, Iowa, who produce **Portland Cement at Lafarge**.

M7 – Grand Rapids, MI

INTL. REP. RON LYON reports contract ratification, effective November 7, 1999 to November 6, 2002, for 277 members of Local M7, Grand Rapids, Mich., who make plastic molding sold under the Attwood name, for the **Attwood Corporation**. Products include chairs and chair accessories, and marine products and boat accessories.

L-128 – Toronto, ON

EDWARD FREROTTE, recording secretary of Local 128, Toronto, Ontario, Canada, reports contract ratification, effective September 1, 1999 to August 31, 2002, for 12 Local 128 members who work on pressure vessels at **Arc Boiler Repairs**; effective October 1, 1999 to September 30, 2002, for 15 Local 128 members who work on pressure vessels at

Bas-Kim Industries, Ltd.; effective August 1, 1999 to July 31, 2002, for 60 Local 128 members who work on diesel locomotive cabs at **DFD Steel Industries**; effective June 2, 1999 to June 1, 2001, for 50 Local 128 members who work on pressure vessels at **Hooper Welding Enterprises, Ltd.**; effective April 15, 1999 to April 14, 2002, for 30 Local 128 members who work on pressure vessels at **Lesena Steel**; and effective July 1, 1999 to June 30, 2002, for 60 Local 128 members who work on pressure vessels at **O'Connor Tanks Ltd.**

L-146 – Edmonton

DEAN MILTON, BM-ST of Local 146, Edmonton, Alberta, Canada, reports contract ratification, effective August 1, 1999 to July 31, 2001, for Local 146 members at **Kvaerner Process Systems, Inc.**; effective August 1, 1999 to July 31, 2001, at **Maloney Industries, Inc.** (Shops 1 and 2); and effective August 1, 1999 to July 31, 2001, at **Natco Canada, Ltd.**

D337 – Sandusky, OH

INTL. REP. CAREY ALLEN reports contract ratification, effective February 20, 2000 to February 19, 2005, for 32 members of Local D337,

Sandusky, Ohio, who produce crushed stone (aggregates) for the **Wagner Quarries Company**.

D381 – Las Vegas

INTL. REP. MICHAEL ATCHISON reports contract ratification, effective December 1, 1999 to November 30, 2002, for eight members of Local D381, Las Vegas, Nev., who work at **Chemical Lime** in Industry, Calif.

D503 – Kamloops, BC

ROB LAUZON, BM-ST of District Lodge D11, reports contract ratification, effective November 1, 1999 to October 31, 2003, for 27 members of Local D503, Kamloops, British Columbia, Canada, who work in the cement plant at **Lafarge Canada, Inc.**; and effective November 1, 1999 to October 31, 2003, for six D503 members who work in the limestone quarry at **Plateau Construction**.

D505 – Winnipeg, MB

ROB LAUZON, BM-ST of District Lodge D11, reports contract ratification, effective November 1, 1998 to October 31, 2002, for 15 members of Local D505, Winnipeg, Manitoba, Canada, who work in the cement distribution terminal at **Inland Cement**.

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

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



Negotiating a three-year agreement for the members of Local M7, Grand Rapids, Mich., at the Attwood Corp., are, l. to r., Rita Rosema, Cinda Hillbrandt, Ed Simpson, chairperson Pat Brady, and Sandy Johnston.



Negotiating a five-year agreement for Local D337 members at Wagner Quarries in Sandusky, Ohio, are, l. to r., D337 Pres. Jeff Ortica, Vice Pres. Mike McCormick, IR Carey Allen, and Sec.-Treas. Roger Rogers. Photo by Joan Knally.



Negotiating a three-year agreement for the members of Local D374, Grantsville, Utah, at Chemical Lime, are D374 Pres. Lee Stokes (at left) and Vice Pres. Randy McFarland. Contract ratification was reported in the Nov-Dec 1999 issue.

Helping to negotiate a three-year agreement for the members of Local D381, Las Vegas, Nev., is job steward Randy Lathrop. "Brother Lathrop was especially instrumental during the negotiations," reports Intl. Rep. Michael Atchison. "A special thanks to him."



Negotiating a three-year contract for the members of Local 1600, St. Charles, Ill., at C & F Forge are, seated l. to r., CFO Greg Carlevato and plant mgr. Ken Lindstrom, standing l. to r., L-1600 Committee member Adan Morales and L-1600 Trustee Jesus Fernandez. Photo by Intl. Rep. Howard Cole.

Editor's note: This settlement was reported in the Jan-Feb 2000 issue of this paper, and was included in that issue's summary analysis of contract settlements.

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 24 agreements outlined above is based on information provided in the Contract Summary and Transmittal Report forms, and covers approximately 1,001 employees.

Wage Increases

TWENTY-ONE facilities received pay increases in 1999, averaging \$0.46 per hour or 2.58 percent. Nineteen facilities will receive pay increases in 2000, averaging \$0.41 per hour or 2.55 percent. Twelve facilities will receive pay increases in 2001, averaging \$0.38 per hour or 2.46 percent. Five facilities will receive pay increases in 2002, averaging \$0.31 per hour or 2.50 percent. One facility will receive pay increases in 2003 and 2004, not enough to calculate an average.

Pension

TWENTY-THREE facilities participate in some type of pension program. Eleven facilities participate in the Boilermaker-Blacksmith National Pension Trust, their contributions range from \$0.66 to \$2.89 per hour. Average cents-per-hour contributions are \$1.45 for the first

year, \$1.50 the second year, and \$1.53 the third year.

Three facilities offer a 401(k), ten also have company-sponsored plans. Three Canadian facilities are participants in Registered Retirement Savings Plans (RRSP), which are similar to IRAs found in the U.S.

Shift Differential

NINETEEN agreements provide for a second-shift premium, of which 16 report a cents-per-hour premium ranging from \$0.20 to \$1.00. The average is \$0.54 per hour.

Nineteen agreements provide for a third-shift premium, of which 16 provide a cents-per-hour premium ranging from \$0.20 to \$1.00. The average is \$0.68 per hour.

Of the remaining, two provide a percentage of pay (not enough for an average), and one agreement provides a one-half-hour of additional pay as a second-shift premium, and one hour of additional pay for a third-shift premium.

Sickness & Accident

FOURTEEN agreements provide weekly sickness and accident indemnity. Of these, four pay a set dollar amount ranging from \$230 to \$448 per week. Average rates are: first year – \$339.25; second year – \$344.25; third year – \$348. The

remaining agreements provide a percentage of the employee's earnings. The most common is 66 2/3 percent found in five agreements. The length of time off ranges from 15 to 52 weeks.

The most common is 26 weeks found in four agreements. The bulk of facilities in Canada provide short-term disability (STD), then long-term disability (LTD), and then the employee may receive Unemployment Insurance Commission (UIC) maximums until the age of 65. These amounts are paid on a weekly, monthly, or annual basis and, therefore, an average is difficult to calculate.

Life Insurance/AD&D

TWENTY-THREE agreements provide life insurance. In 20 of the agreements, there is a set dollar amount ranging from \$10,000 to \$60,000. The average benefit for the first year is \$19,456. The remaining agreements use the annual wage as the benefit, or multiply wages by 2080 hours, for the benefit amount.

Twenty-one agreements provide **Accidental Death and Dismemberment (AD&D)** insurance. In 18 of the agreements, there is a set dollar amount ranging from \$10,000 to \$60,000. The average benefit for the first year is \$24,861. The remaining agreements use the annual

wage as the benefit, double the life insurance amount, or multiply wages by 2080 hours, for the benefit amount.

Vacation

TWENTY-TWO agreements provide a one-week vacation. All agreements provide a two-week vacation. Twenty agreements provide a three-week vacation. Nineteen agreements provide a four-week vacation. Ten agreements provide a five-week vacation, and four agreements provide a six-week vacation. Seventeen receive vacation pay based on a percentage of their annual wage.

Paid Holidays

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

Other Provisions

TWENTY-THREE agreements provide **funeral leave**. Paid leave for **jury duty** is found in 15 agreements. **Union leave** language is found in eight agreements. Fifteen agreements provide all or partial reimbursement for the purchase of **safety shoes**. Four provide a **severance payment** package, and one agreement provides paid leave for those persons who spend two weeks at **military encampment** each year.

Local S14 in Christmas parade



MEMBERS OF LOCAL S14, Lewisburg, Tenn., participate in an annual Christmas parade.

In the photo above, Mr. & Mrs. Kenneth Tooley stand in the doorway of the decorated Boilermaker mobile office. Kenneth is the chairman of Local

S14's grievance committee. In the top photo, Local S14 officers prepare their float for the parade. l. to r., Trustee Sandra Thompson, Sec.-Treas. Sue Smith, Pres. Kenneth Frazier, Intl. Rep. Don Bryant, and Vice Pres. Mitchell McCormick. □

Bill Love's pacemaker lasts and lasts

Implanted in 1978, battery finally gets a replacement

W. A. "BILL" LOVE, a member of Local 132 (Galveston, Texas) since 1943, had a pacemaker battery that could have been featured in a commercial. It just kept going and going and going.

When he had to have his pacemaker replaced, his doctor couldn't find a record on when it had been implanted. But Love knew. He carried a card with the date on it. He'd had it installed nearly 21 years earlier—on October 27, 1978, one year after he'd retired.

According to pacemaker manufacturer Guidant Corporation of St. Paul, pacemakers typically last five to six years. Love's pacemaker set a record.

During his surgery, company officials called the hospital to see if the



L-132 retiree W. A. "Bill" Love just received his second pacemaker. His first one lasted a record setting 21 years!

original pacemaker could be sent to their office. It seems they didn't even have a model of that make anymore.

Love has fully recovered from his second pacemaker surgery, is back to enjoying his retirement, and is looking forward to another 21 years with his new pacemaker. □

Retirement frees L-667's Heugels

RETIREMENT HAS BEEN good for Local 667 member Robert E. Heugel, and his son Harold L. Heugel, and now beginning to enjoy the same leisure.

Robert joined the Boilermakers union in 1944, and retired in 1984. Harold joined in 1969, and retired in 1999. Harold sent us the picture at right to show how well the father and son team are enjoying the retired lifestyle on their Boilermaker pensions.

Now that he's free to do as he pleases, Harold took his wife, Ida Mae, and one of their four grandchildren, Matthew Nibert, for a ride on the Cass Railway train, which climbs to the second-highest point in West Virginia (Bald Knob—4,842 feet). While enjoying the view, he spotted fellow Boilermaker David Harra, a 22-year member of Local 105 in Chillicothe, Ohio, who was vacationing with his family (Brenda, Mindy, and Jess Jackson).

The two had worked together, but never got a chance to visit. Their chance meeting allowed them to catch up on



Above, l. to r., Harold Heugel and his sister, Nina Brumfield, with their father, Robert. Below, Harold, his wife, Ida Mae, and grandson, Matthew Nibert, with L-105 member David Harra and his family (Brenda, Mindy, and Jess Jackson).



old times and let their families get to know each other.

It truly is a small world, after all. □

Two Indiana Boilermakers earn AFL-CIO service awards



John Beebe (r.), L-374, Hammond, Ind., accepts the George Meany Award from Indiana AFL-CIO Pres. Ken Zeller.



Terry Paris (l.), L-524, East Chicago, Ind., receives the H. J. Noel Award from AFL-CIO liaison David R. Sikes.

AFL-CIO honors Beebe, Paris for community service

JOHN A. BEEBE, a 35-year member of Local 374, Hammond, Ind., has received the George Meany Award from the Indiana State AFL-CIO at the annual Indiana State Conference on Community Services, November 17, 1999, in Bloomington, Ind. The award is a national recognition approved by the AFL-CIO Executive Council and is presented to an adult union member who has made a significant contribution to the youth of their community through scouting.

Terry Paris, a 28-year member of Local 524, East Chicago, Ind., received the H. J. Noel Community Services Award at the same conference. His award is the highest state honor the

Indiana State AFL-CIO Committee on Community Services can bestow on a union member for community involvement. His union involvement includes: service as a shop steward at Union Tank Car; lobbyist for working men and women issues; and duties as the local secretary-treasurer.

Paris' community involvement includes service as: a member of the supervisory committee of the Lakeside Federal Credit Union; a member of the board of directors for the Calumet Project, a grassroots coalition for economic and social justice in Northwest Indiana; first vice president of the Lake County Fish & Game Protective Association; a member of the Isaak Walton League of America (Griffith, Ind., chapter); and president of the New Horizons Singles Club. □

D263's Ramsey earns organizing award

JOHN L. SHIPLEY, at far right, president of Local D263 in Clark, Nev., presents a "Can Do" award to Local D263 member, Justin Ramsey, for his efforts as coordinator for the local's in-plant organizing program. Since the local started the program in 1997, they have brought in 14 new members who work at Eagle-Picher Minerals. □



Wife donates to archives as Christmas present to husband

MRS. SUSAN PORTER was trying to figure out what to give her husband for Christmas, when an article in *the Boilermaker Reporter* caught her attention. The Boilermakers National Archives was in need of money to continue its work. Mrs. Porter couldn't think of a better gift to her husband than making a donation in his name to support the archives—a monument to the members of the Boilermakers union and the work they do. She sent in her check for \$100, along with a note stating that she hopes someday she and her husband can visit the archives.

Intl. Pres. Charles W. Jones was so touched by her contribution that he sent a personal note of thanks to her: "Each donation to the Boilermakers National Archives is treasured, as it makes the possibility of memorializing the visual preservation and enhance-

ment of the Boilermaker history a reality. But a donation such as yours, one that is given out of love for another, is truly a treasure in itself."

Mrs. Porter is married to James Q. Porter, a 27-year member of Local 433 in Tampa, Fla. □

College scholarships available for children of railroad workers

THE RAILROAD Crafts Scholarship Foundation provides financial aid to children who would be unable to attend college without financial assistance and who are dependents of active, retired, or deceased railroad employees represented by a railway labor organization.

Scholarship recipients are selected by the Railroad Crafts Scholarship Foundation's Board of Directors at their annual meeting held in May of each year. Applications for the 2000/2001 school year must be received by April 1, 2000.

For information on fund-raising activities or for application forms, please write to John Mullen at 611 N. Broadway, Joshua, TX 76058. □

It's a girl!

WE REPORT DEATHS, it seems only fair to report births as well. Mr. & Mrs. James E. (Jimmy) Trout of Camden, Tenn., announce the birth of their daughter, Jesslyn Hope, on July 29, 1999. Trout is a five-year member of Local 455, Sheffield, Ala.

Members can turn to union to finance mortgage



Save money when you buy, sell, or refinance your home



UNION MEMBER MORTGAGE & REAL ESTATE

1-800-848-6466

To be eligible, you must first call this toll free number to register. Program available only to union members in the U.S. and certain territories. The program's five percent and three percent down payment option are not available in all geographic areas. Your union has no involvement in loan decisions.

MEMBER SAVINGS: Down payments as low as five percent, competitive interest rates, and expert guidance through the mortgage or refinancing process.

REAL ESTATE SERVICES: Money-saving options for buyers and sellers.

HELP FOR FIRST-TIME BUYERS: Down payments as low as three percent plus special affordability program options.

You can combine your union benefits with your tax refund to buy a home

IT'S THAT TIME of year again. Tax forms are due April 15. But if you have a tax refund coming, this may be just the time for you to combine that refund with your union benefits to finance (or refinance) a mortgage for your home.

As a member of the Boilermakers union, you can participate in the Union

Privilege Program. This program offers money-saving benefits to union members only, including a mortgage program that offers special features for union members.

Special union benefits

DESIGNED SPECIFICALLY with union members in mind, Union Plus Mortgage and Real Estate offers competitive interest rates; low down payments; strike, unemployment, and

disability benefits; and special options that let qualified first-time home buyers put down as little as three percent. And members who use the mortgage and real estate portions of the program to purchase a home also receive a \$350 closing-cost credit, which covers the typical cost of the applicant's credit check and home appraisal fees.

The program also proves favorable when refinancing a home. With the Union Plus Mortgage and Real Estate program, you can lock into a low rate, with no points, plus with the closing-cost credit, you save money on the application fee – usually your only out-of-pocket cost.

Applying for a loan

AS A UNION MEMBER, you can take advantage of this great program simply by calling 1-800-848-6466. You can apply for a mortgage loan over the phone, making buying, selling, and refinancing easier, and more affordable.

And don't forget, the interest you pay on your mortgage loan makes a great tax deduction for you, too.

For more information, call **Union Plus Mortgage and Real Estate** at 1-800-848-6466. □

Funeral rights – It's okay to shop around

IN YOUR TIME of grief, you may not be inclined to find the best price for your loved one's funeral. That's why consumer advocate Lisa Carlson recommends planning ahead.

The Federal Trade Commission has regulated the funeral industry since 1984, requiring funeral homes to provide consumers with a general price list. But this "funeral rule" doesn't include cemeteries, crematories, monument dealers and providers, consumer purchases of death care goods over the internet, or purchases from a burial

provider. It also doesn't set standards for advance funeral or burial contracts. Your best defense is to shop around.

Plan ahead, but don't buy ahead. Prepaid funerals often end up costing survivors more money. Preselected caskets may no longer be available, so a more expensive casket is offered. Prepaid cemetery plots often include hidden fees.

And remember to ask your funeral director if they use Aurora caskets, made by members of Boilermaker Local M300 in Aurora, Ind. □

H&R Block discount helps members save on tax preparation

Union Privilege and H&R Block offer three great ways to save money

WHETHER YOU'RE A do-it-yourselfer or numerically challenged, we've got a solution to take care of your taxes. And, save you money, too.

H&R Block and Union Privilege are teaming up to bring union members three great ways to save money at tax time. Get \$15 off your in-office tax preparation, 15 percent off your online tax preparation fees, or \$5 off your pur-

chase of the tax preparation software, *TaxCut*. Just choose the option that's right for you and take advantage of these exclusive deals available only to union members from H&R Block.

Save \$15 at H&R Block offices

FOR OVER 40 years, millions of Americans have trusted their taxes to the professionals at H&R Block. With convenient offices across the country, there is sure to be a location near you. And now you can save money, just by being a union member. Just bring the coupon

printed here to H&R Block for \$15 off your in-office tax preparation fees.

For the H&R Block location nearest you, call toll free, 1-877-653-0061.

Save 15% when you do your taxes online

WITH H&R BLOCK'S online tax program, union members can prepare and file their federal taxes right from their computer and pay only \$8.50. That's a savings of 15 percent. Plus, state tax preparation is also available for only \$4.95. It's secure and easy to use. And, of course, your satisfaction is guaranteed. Just go to www.union-privilege.org and click on Benefit Programs and then Discount Offerings (code 857).

Save \$5 on *TaxCut* software

IT'S EASY TO DO your own taxes with the tax preparation software, *TaxCut*, from H&R Block. Simply follow the steps and reference the tips provided and you'll be done before you know it.

Now union members can get \$5 off when they purchase *TaxCut* from H&R Block. Just call 1-800-457-9525, and enter B500 to take advantage of these great savings. □

H&R BLOCK
hrblock.com

Take advantage of this special offer negotiated just for union members at H&R Block. You can save money on in-office tax preparation.

For the H&R Block location nearest you, call toll free, 1-877-653-0061.

Union Privilege

Save \$15 on your 1999 income tax preparation at H&R Block. Bring this certificate, along with all your tax information, to your nearest H&R Block location. **code : 859**

\$15 OFF

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

DNCL	Garnett, Michael	72	Koivisto, Anselmi	374	Loehrke, Ronald
NTL	Becker, William J.	72	Yung, John	374	Rebey, Pete
NTL	Dixon, Gerald	73	Morais, Frank	374	Vance, Louis
NTL	Harris, Lester L.	73	Sampson, Joseph	395	Kapla, Joseph
NTL	Havill Sr., John	74	Lawrence, Carlson	397	Brink, John W.
NTL	Parker, Clarence	74	Wittge, Wesley	433	Blanton, Zoya
NTL	Peterson, William	83	Jackline, Wesley	443	Kornely, Anton
NTL	Poland, Robert	92	Farrell, Ralph J.	453	Housley, Earl
1	Beba, N.	92	Hill, Luther	453	Sneed, Roscoe
1	Rodenberg, Robert	92	Jamosky, Leonard	453	Tipton, Troy
1	Stauffer, Ernest	92	Ohls, Richard	454	Hubbard, Louie
1	Stromberg, Roy	92	Patykula, Leo	454	Jacobs, Ross
5	Hasset, William	92	Trent, Donald	454	Lewis, Edgar
6	Johnson, Willie	101	Owens, Lowell	454	Messer, George
7	Jarzynski, John E.	101	Wiser, Roland	454	Pugh, Joseph
7	Templeton, Robert	104	Erickson, Arnold	454	Rice, James
10	McClain, Charles	104	Pitchford, Homer	454	Smith, Roy
10	Montoya, Benito	104	Stiltner, Luther R.	455	Smith, Ernest
10	Muldrow, L.	105	Presley, Ernest	500	Griffis, John
13	Gilmer, James	107	Shubert, Francis	500	McCarthy, George
13	Murray, William	112	Stockman, L.	531	McPherson, John
13	Neddoff, Abraham	146	Krill, Nick	531	Williams, Garvin
26	Ponsell, George	146	Legault, Richard	549	Morales, Raul
27	Acuff Sr., Edgar	146	Rose, Rolf	592	Williams, Herbert
28	Moos, Milton	158	Manes, Rayburn	627	Wisneski, C.
28	Pierce, Robert	169	Bittner, Richard	656	Hicks, Jim
29	Staton, Frank	169	Sawdo, Roger	656	Lewis, John
D37	York, Nallace	193	Tarburton, E.	656	Orr, James
40	Adelman, Clifton	199	Miranda, Edward	656	Peppers, Charles
45	Matney, Howard	242	Hoffman, Delbert	656	Roberson, Deward
45	Morgan, James	242	James, Earl	696	Denowski, A.
45	Robertson, James	290	Allen, Caby	744	Ryglewicz, Stanley
45	Mayer, Larry	M300	Kinnett, Dana	1509	Kitzman, Gordon
69	Gray, J. D.	363	Martin, Thomas	1509	Liska, Charles
72	Buss Jr., William	374	Harpenau, Casper	1626	Pitchford, Roy
72	Gilger, Steven	374	Leach, Charles	1626	Williams, Ike

L-7 mourns passing of former BM John Jarzynski

JOHN "BARRY" JARZYNSKI, 84, who served Local 7 as business manager for 21 years, passed away on January 10, 2000.

He joined Local 7, Buffalo, N.Y., in 1934, following in the footsteps of his father, Frank (a 33-year member), and his brother, Leonard (a 35-year member).

"John was elected business manager in 1963 and retained that office until he retired in 1984, at the age of 69 years," reported L-7 BM-ST F. Patrick Lyons.

"His contributions to Local Lodge 7 will long be remembered."

Jarzynski is survived by his wife of 63 years, Cecelia; daughter, Judith; and son, John A. He was preceded in death



by his son, Dennis, an 18-year member of Local 7. □

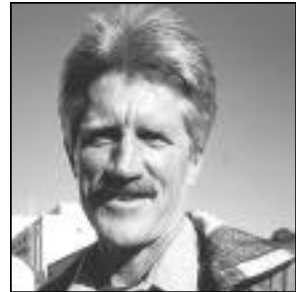
Local 92's Brooks passes away

HENRY BROOKS, 53, a 30-year member of Local 92, Los Angeles, Calif., passed away December 5, 1999.

Brooks, a resident of Rosemead, Calif., served 19 years as a local lodge officer. He was a dispatcher, business representative, local union president, and was serving his first term as Local 92 business manager/secretary-treasurer, when he lost his battle with cancer.

"Henry's death came as a shock to all of us," reports L-92 ABM Dan Piraino. "He had just received a clean bill of health in October. But right after Thanksgiving, he found out the cancer had spread to fluid around his heart. He died just a few days later."

"Local 92, and all of southern California, lost a good friend," said Piraino. "We will miss him."



Brooks is survived by his wife of 33 years, Bobbi; his son, Chris; daughter, Jackie; three grandchildren; and a sister and brother. □

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. 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.

LODGE, NAME & BENEFIT	154	Lydick, George	3,000.00
NTL Allen, Charles O.	\$3,000.00	154 Rogers Jr., Charles C.	3,000.00
NTL Brown, Ovie	3,000.00	182 Pearce, Eugene F.	3,000.00
NTL Harris, Lester L.	3,000.00	199 Beacham, Blaise R.	6,000.00
NTL Paul, Albert J.	3,000.00	242 Thompson, James L.	3,000.00
NTL Sterling, Clyde T.	3,000.00	316 Netz, Edmund	3,000.00
NTL Thomas, Milton E.	3,000.00	374 Loehrke, Ronald P.	3,000.00
NTL Tillman, Walter R.	3,000.00	374 Smick, Alan W.	298.88
NTL Turnage, Floyd	3,000.00	374 Vance, Louis	3,000.00
NTL Vaughan, David B.	3,000.00	374 Wujs, Benedict	3,000.00
1 Shimkus, Anthony D.	3,000.00	433 Pearson, James C.	3,000.00
1 Singleton, Marcellus S.	3,000.00	433 Sturgis, Ira G.	3,000.00
1 Tebo, Fred C.	3,000.00	453 Tipton, Troy A.	3,000.00
6 Dillard, Ray	3,000.00	454 Bramlett, Clint A.	3,000.00
6 Featherston, Jimmie L.	3,000.00	487 Shaw, Melvin F.	3,000.00
6 Johnson, Estel	3,000.00	502 Mattson, Lee L.	3,000.00
6 Wade, William H.	3,000.00	502 Surplus, Jimmy M.	3,000.00
6 Watkins, Roosevelt	3,000.00	549 Dick Sr., Alfred H.	3,000.00
13 Grogol Jr., Lawrence A.	3,000.00	549 Morales, Raul E.	3,000.00
13 Noval, Peter D.	3,000.00	568 Hanson, LeRoy A.	3,000.00
13 Starling, Barry W.	3,000.00	583 Laird, George W.	600.00
26 Poff, Ralph E.	3,000.00	583 Perry, Thomas J.	3,000.00
27 Dunn, Ralph F.	3,000.00	587 Clewis, Maurice E.	3,000.00
27 Thomason, Raymond J.	3,000.00	587 West, Wilburn L.	3,000.00
29 Staton, Frank J.	3,000.00	592 Leerskov, Robert A.	3,000.00
37 Charles, Edward J.	3,000.00	592 Moore, William J.	3,000.00
37 Decossas, Edward J.	3,000.00	592 Sneed, Jesse C.	3,000.00
37 Distefano, Morris	3,000.00	627 Corkern, Virgel Q.	3,000.00
37 Dudenhefer, Alvin M.	3,000.00	647 Klinzing, Albert J.	3,000.00
37 LeBlanc, John W.	3,000.00	673 Myers, Rolland P.	3,000.00
37 Padilla, Michael O.	6,000.00	679 Edwards, Eugene D.	3,000.00
40 Beagle, Santford S.	3,000.00	744 Smith, David L.	3,000.00
72 Gholston, Kendall W.	3,000.00	752 Carruthers, Marcel M.	3,000.00
72 Pacholl, Fred P.	3,000.00	802 Curlett, John W.	3,000.00
72 Simons, Tom E.	3,000.00	802 Downey, Joseph	3,000.00
83 Blew, David A.	3,000.00	802 Saunders, Eugene R.	3,000.00
84 Weaver, Delbert M.	3,000.00	802 Toddy, Francis J.	3,000.00
88 Szcwyczyk, John Stanley	3,000.00	807 Wakeman, Richard D.	3,000.00
92 Davis, Ralph D.	3,000.00	1234 Figures, Eugene J.	3,000.00
92 Patykula, Leo J.	3,000.00	1234 Kay, Johnny Joe	3,000.00
92 Valdez, Frank J.	3,000.00		
92 Wille, Russell C.	3,000.00		
104 Bergsma Jr., John	3,000.00		
104 Clausen, Lawrence L.	3,000.00		
104 Masterson, Bobbie G.	3,000.00		
104 Morse, Isaac H.	3,000.00		
104 Pick, Donald E.	3,000.00		
104 Wolf Sr., Robert D.	3,000.00		
105 Adams, Matt	3,000.00		
106 Richardson, Carlos	3,000.00		
107 Drolson, Carl C.	3,000.00		
109 Phillips, David W.	3,000.00		
113 Ramsey, Arthur W.	3,000.00		
113 Spain, Altha A.	3,000.00		
132 Kunz, John R.	3,000.00		

Even retired, Pope stayed busy

L-242's Pope bought Atlas Boiler, then worked as gas fitter for Habitat for Humanity

PETER R. POPE joined the Boilermakers union in 1951. He retired in 1984, but he never quit working. In fact, he was one Boilermaker who worked up the ranks to become an owner, while never losing site of what it meant to be a union member.

Pope first became interested in boilers at the age of 15, when he worked at Spokane Dye Works. When he joined the Navy at age 17, he wanted to continue working with boilers so he enlisted as a boilerman. During his service, he was stationed on a destroyer tender in the South Pacific, where he serviced a number of ships.

When he returned home, Pope went to work for Atlas Boiler & Equipment in Spokane, Wash., where he joined Boilermakers Local 242 in 1951.

In 1956, Atlas Boiler offered stock ownership to its employees. Pope invested in Atlas, and also got involved in a boiler feeding mechanism company. He eventually sold his stock in

the other company so he could buy the controlling interest in Atlas Boiler.

Pope kept Atlas Boiler a union company until it closed upon his retirement in 1984. Never content to sit still, Pope became a licensed gas fitter after his retirement, and worked on over 60 houses for Habitat for Humanity.

Jerry Lofton of the Asbestos Workers Union, is working as an investigator for a law firm in Oakland, where he met Mr. Pope, who suffered from Mesothelioma. Lofton was so impressed by Pope, that he called the International to let us know that Pope "is a really inspirational individual." Lofton said it is rare for a union man to buy the company and then keep it a union company and stay a nice guy. In his investigations, he has spoken with past employees of Atlas Boiler, like Carl Higday, who said Pope was the finest guy to work for.

Retired L-242 Bus. Mgr. Lynn Rawlins agrees. He remembers Pope as "an employer who treated his employees fairly and always supported unionism."

Pope passed away before this story could be published, on January 2, 2000. □

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 State or Province _____ Zip _____
 Local Lodge No. _____ Register No. _____

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(Allow five weeks for change of address.)

Voters are getting smarter about tax cuts and the so-called surplus

Tax cuts being proposed by presidential hopefuls would rob Social Security to reward the rich

IT IS A presidential election year, and that means we can expect to hear candidates promise us the moon, the stars, and even more, if we will only give them our vote.

Usually at least one of the candidates will try to buy his way into the White House by offering everyone a tax cut. This year is no exception. George W. Bush was the first one to jump on that bandwagon, but he was quickly followed by others.

In the past, the promise of a tax cut has been a very effective way to increase your percentage of the votes. In 1988, Bush's father even managed to win the presidency by going only halfway there — he promised no tax increase.

But this year the ploy doesn't seem to be working. Bush offered his tax cut in November. By January, the only people willing to say they liked the plan were diehard Republicans backing Bush. Even voters in New Hampshire, who are legendary for their aversion to taxes, ignored the plan, voting for John McCain by a two-to-one margin.

In fact, when we look back over the last few years, we discover the same thing. In 1996, Bob Dole ran on a platform of cutting taxes. He lost. In 1998, congressional Republicans ran on a tax-cut platform. Democrats gained five seats in the House.

It looks like the American public is smarter about tax-cut proposals than some politicians want to believe. The only effects most tax-cut plans would have would be to reduce taxes for the

wealthiest Americans while threatening the future viability of Social Security.

Take Bush's plan, for example. On the surface it sounds good, but an in-depth analysis by economists at the nonprofit watchdog organization Citizens for Tax Justice (CTJ) shows it mainly benefits the rich, it actually raises marginal income tax rates for some single parents, and it would take \$1.7 trillion out of the U.S. government's budget, threatening the future of Social Security.

GOP tax-cut plans put at risk all our economic gains along with Social Security and Medicare.

Even Mortimer Zuckerman, the conservative editor-in-chief of *U.S. News & World Report* came out against the plan. In a February 21 editorial, he wrote, "[Bush's] tax-cut plans would risk all our economic gains for a rerun of the recessionary 1980s."

The problem with these tax cuts is that they spend the surplus that government economists are projecting over the next ten years. So far, the only surpluses we've had are in the Social Security funds. Economists tell us that soon we will see surpluses without counting the Social Security funds, but those surpluses haven't arrived yet.

And if we let politicians try to buy our votes with tax cuts, those surpluses never will arrive. The projected surpluses are simply not that strong.

Over the next decade, the Congressional Budget Office projects non-Social Security budget surpluses of \$838 billion, assuming that congressional spending stays level, rising only with inflation. If you assume that congressional spending rises with population growth as well as inflation, these projected surpluses fall to only \$399 billion. But it is likely that congressional spending will keep pace with the growth of the economy. If it does, the non-Social Security surplus disappears entirely.

The Bush tax cuts would cost \$1.7 trillion over the first nine years (including \$265 billion in added interest costs). As a result, they would far exceed all reasonable projections of upcoming non-Social Security surpluses. Congress would have to dip into the Social Security trust fund to pay for the Bush tax cuts.

In fact, over the next decade, the Bush tax plan would use up between 41 percent and 78 percent of projected Social Security surpluses. As CTJ Director Robert S. McIntyre says, "Gov. Bush may somehow think he can have a giant tax cut for the well-off and protect Social Security at the same time, but the figures show he's simply wrong."

It is important that we not allow Congress to use our hope of surpluses to enact tax cuts that endanger Social Security and Medicare. Instead, if we do experience surpluses, we ought to begin paying down the federal debt.

The federal debt is over \$5 trillion, with \$3.6 trillion in the hands of individual investors. As we pay off the federal debt and these investors no longer



Charles W. Jones
International President

have U.S. Treasury notes to put their money into, they will invest in the private sector — in other words, they will invest in business. The increased business investment should help keep our economy growing.

In addition, in the event of an economic downturn, like the one we experienced in 1990, we could use our surplus to stimulate the economy. In 1990, that was impossible, because we still suffered from the enormous deficits brought on by the failed economic and tax policies of the Reagan and Bush presidencies.

The presidential campaign will go on for another eight months. In that time, I have no doubt the subject of tax cuts will come up many more times.

Let's not get fooled by election-year promises. Enacting a major tax cut now will only weaken Social Security later. None of us wants to retire only to learn our social insurance fund is bankrupt. Let's keep a clear head about taxes. □

LETTERS TO THE EDITOR

L-5's Highland on insurance

WHEN I JOINED the Boilermakers union, I was told, "Take care of the old timers. They made this union what it is today." So, I would like to thank our trustees for doubling the retiree's insurance costs every year since January 1998, and for taking away our dental, vision, walk-in drug benefits, and life insurance.

H.D. (HANK) HIGHLAND, L-5 retiree
Edgewater, Fla.

L-29's Gilcoin on drug testing

I AM OUTRAGED with the position that the MOST trustees have taken on random drug testing. It must be (their) opinion that field construction Boilermakers need to be constantly monitored.

WILLIAM GILCOIN, L-29
Quincy, Mass.

L-107's Cartwright on subsistence pay

TRAVEL AND SUBSISTENCE were eliminated in the early 1980s as a way to be more competitive and combat the nonunion sector. The economy has changed since, and it's time to fight to get a fair subsistence back to our members.

A majority of the work being done now is covered under the NPGMA or the NMA. Both of these clearly state that no subsistence will be paid.

Why can't these and other national agreements simply state that travel and subsistence shall be paid in accordance with the local labor agreement and allow each business manager to negotiate subsistence?

This is an important issue to our membership in Wisconsin where living in motels is the norm. It is time the Boilermaker takes home his pay instead of leaving a large portion in the town he just left.

MARVIN CARTWRIGHT, L-107
Gladstone, Mich.

L-744's Meek: help retirees

I'M GLAD TO SEE that some other people are speaking out about helping retirees. I pay \$355 a month for my insurance, and have half the coverage. I think retirees should pay \$100 a month. It seems to me that something needs to be done.

I agree with what the Local 154 brothers wrote, and also the Local 146 brother on union pride. I'd like to see all construction contracts expire at the same time, to give us some leverage.

IKE MEEK
L-744 retiree

L-154's Dulemba on welding

I WOULD LIKE to respond to brother Robert Baldwin's (L-154) letter in the Jan-Feb issue of *the Reporter*. I wholeheartedly agree that it takes both mechanics and welders to finish a successful project in the boilermaker's craft. However, I would like to remind all Boilermakers that welding is a "tool of the trade." Boilermaker Local 154 currently runs, and has run for the past 20 years, a state-of-the-art welding school with an instructor who has been publicly honored for his expertise. This school

is open to ALL members, not only apprentices. If a member of L-154 wants to learn how to weld, L-154 will learn 'em.

DAVID DULEMBA
Local 154

L-667's Cross on accessing annuity

I SUFFERED A MAJOR heart attack in April 1999, and applied for Social Security disability benefits in May. In November, the Social Security board agreed with my doctor that I could no longer work as a construction boilermaker, but they denied me (disability) benefits. My appeal is pending.

I have had no money coming in since April, except for one collection from my brothers and sisters of Local 667 in Winfield, W.Va., to whom my family and I say thanks and God bless to all of you.

When I called to get money from my National Annuity Fund, I was told that I would have to wait two years from the last date worked. Why should I have to wait when I can no longer work at my trade?

JOSEPH W. CROSS, L-667
St. Mary's, W.Va.

EDITOR'S NOTE: The annuity fund uses the Social Security determination to decide eligibility for disability distribution. If Mr. Cross' appeal is successful, his eligibility may change.

L-374's Kyle on fund changes

I HAVE READ every *Boilermaker Reporter* since I got in the trade over 26 years ago. In every issue it seems

that someone writes concerning the pension or the insurance, trying to make it better for the members. But it seems to me that it falls on deaf ears. Instead of being so concerned about how the government spends tax dollars, how about being concerned about how the funds spend the members' hard-earned dollars? I say we need to fix our own house.

MIKE KYLE, L-374
Derby, Ind.

L-5's Tolson on insurance

I AM A RETIRED Boilermaker from Local 5, New York, with 36 years in good standing. Today, I find myself with no medical coverage. I can't even apply for Plan X because I retired one year too early. The most important reason for my early retirement was the fear of hurting myself or someone else because I didn't have it anymore. I read in the newspapers how companies let people go early for this reason. I need help. I guess there are a lot of other brothers in the same boat.

RODNEY TOLSON, L-5 retiree
Brooklyn, N.Y.

Got something to say?

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