

## IN THESE PAGES



**Sen. Ted Stevens**  
is our Legislator of the Year ....3



**Vice Pres. Gore**  
meets Avondale workers .....6

**LEAP coverage** ...9-17

**Settlements** .....19



**Local News**  
A hard hat wedding .....20

**Letters** .....24

## Construction conference reviews importance of safety, recruitment

### Increasing man-hours, legislative issues, safety dominate discussions

NEARLY 150 BOILERMAKER Construction Division lodge leaders and staff met in Miami Beach, Fla., February 26 to March 3, to discuss issues relating to construction industries and the union. The meetings revealed an increase in both the number of man-hours worked and job-site accidents, exposing the need to build our union through recruitment and protect our members through safe job-site practices.

International President Charles W. Jones opened the meeting by reporting an increase in man-hours worked. In 1999, Boilermaker construction members worked over 26 million man-hours. That's four million more man-hours than they worked in 1998, an increase of 18 percent. This man-hour increase reinforces the need to build our union. "In order to maintain our presence in the industry and ensure that our skills carry on, we must meet the one-to-five ratio of apprentices," said Jones. "We must recruit apprentices and skilled workers from the nonunion sector."

Unfortunately, with the increase in man-hours came an increase in job-site accidents. Both the national average for lost-time injuries and the compensable injury rate (which includes the number



Delegates to the Construction Division winter meeting, Feb. 26 to March 3, discuss issues relating to construction industries, the union, and legislation.

of injuries on a job that do not result in lost-time) increased slightly in 1999.

Accident rates are far below what they were only a few years ago, but already this year, three Boilermakers have been killed on the job.

Two Local 237 members were killed and a third injured in Millford, Conn., when the steelwork of a 45-foot high power plant collapsed on a crane. Local 237 BM-ST Tony DeFrancesco Jr. and Intl. Rep. Bill Carey showed slides of the February accident. DeFrancesco tried to describe the accident and his members' reactions.

"This was the first time our local lost a member to a job-site accident," said DeFrancesco. "It's been a traumatic experience, and we will do everything we can to ensure that it never happens again."

Just two months earlier, a Local 7 member in New York was killed when an industrial accident caused him to fall 30 feet. A fall that, L-7 BM-ST F. Patrick Lyons said, could have and should have been prevented.

John Erickson, executive director of the National Association of Construction Boilermaker Employers (NACBE), also spoke about the increase in job-site accidents. Despite the increase, the Boilermakers' safety record is still quite impressive. Twenty-three of the 56 construction lodges had a zero lost-time accident rate in 1999. Since NACBE began calculating its annual safety index in 1990, the national average for lost-time injury rates has dropped 87.81 percent, from 13.54 in 1990 to 1.65 in 1999. The compensable injury rate has

*Continued on page 5*

## MOST sponsors scaffold training

### Train the trainer program meets OSHA standards

THE MOBILIZATION, Optimization, Stabilization, and Training (MOST) fund is sponsoring a series of "train the trainer" scaffold classes that comply with OSHA standards. Conducting the classes are MOST instructors David Haggerty and Bridget McManamon, along with consultant Pete Cucuz, a former OSHA regional director.

"The scaffold standard became law in November 1996. Since that time, Boilermakers have slowly lost scaffold work to other crafts because we lacked the training required by the scaffold standard," explained Haggerty. "This training will ensure the scaffold work remains where it belongs - in the hands of Boilermakers."

The first class was held at Local 154 in Pittsburgh, Pa., August 9-13, 1999. The second class was conducted at the Boilermakers National Apprentice Training Center in Kansas City, February 1-4, 2000. More classes are planned, but dates have not yet been announced.

The class is designed to teach attendees how to conduct classes on safe scaffold procedures - from picking the proper scaffold type for the job, through the safe erection of that scaffold, to its proper dismantling. The four and one-half day class is split between classroom and hands-on training, in which the attendees actually erect and dismantle different types of scaffolds.



Group photo of "train the trainer" scaffold class, Pittsburgh, Pa., August 9-13, 1999.

Pittsburgh attendees included John Riel and Robert Schwartz of L-1, Chicago, Ill.; Billy Finnegan of L-5, New York City, N.Y.; Lewis DePietro, John Doherty, and Charles Riegg of L-28, Newark, N.J.; Bill Gilcoine and Jeffrey Greenstreet of L-29, Boston, Mass.; Lewis Jeffrey Morris of L-45, Richmond, Va.; Nicholas Calore, Samuel DeMarco, Gerald Klimo, and Larry

Leonard of L-154; James Hoffman of L-667, Charleston, W. Va.; and Craig Ruch of L-744, Cleveland, Ohio.

Company representatives attending the Pittsburgh session included George DelGreco of American Boiler and Chimney; Mack Creech, Joseph Danna, David Garzoli, Jerry Moody Jr., and Doug Roberts of B & W Construction;

*Continued on page 4*

## Educate family and coworkers

**The news media ignore our issues – we must spread the word about candidates**

WHEN IT COMES to the issues most important to workers – bread and butter issues about money, taxes, Social Security, and workers' rights – the commercial media don't deliver much good information.

Television news is full of sound bites. Can you really learn how a candidate plans to handle a complex issue like Social Security in only six seconds?

Newspaper articles are only a little bit better. They offer longer articles, but they rarely provide the unbiased analysis needed to understand what a candidate's proposals will really do – who will benefit from them and how they will affect the average worker.

Recent articles about George W. Bush's plan to reform Social Security are a good example. Every major newspaper, television, and radio station carried his announcement that he had a plan to reform Social Security based on letting individuals invest part of their Social Security tax money in the market. And they reported the responses to his program from other politicians, most notably his opponent, Al Gore.

But these people all have something to gain from what they say. We need to hear independent analyses of the proposal by expert economists with nothing to gain whether it flies or dies. Typically, the media do not offer these.

So most of the public did not learn that Bush's proposal would probably cause most beneficiaries to receive benefits lower than the benefits they are now guaranteed. Bush's plan – and all plans to privatize the system – fails to protect people who begin getting benefits shortly after a major correction of the stock market and the surviving children of workers who die unexpectedly before retirement age. Nor does it solve the problem of the shortfall – unless we reduce guaranteed benefits.

Newspaper stories and television shows also failed to mention that Bush's plan would provide a windfall profit for investment counselors and

### Countdown to Election 2000

- Step 1: Register to Vote
- Step 2: Learn the Issues
- Step 3: Spread the Word
- Step 4: Vote in Primaries

brokerage companies, a sector of business that has contributed heavily to his campaign. Likewise, the mainstream media failed to bring up the possibility of individuals losing their Social Security benefits to investment scams, which have proliferated greatly in the past decade as more people have become interested in investing.

Many mainstream journalists would say that analysis of this kind is not their responsibility, that they leave it up to the other candidates to discuss weaknesses of a proposal. That is precisely why we cannot afford to base our opinions entirely on what we see on television and read in newspapers.

*The Boilermaker Reporter* and other union publications provide information that you will not get in the commercial news media. In our last issue, we provided the voting records of the current members of Congress on bills that most significantly affect our members and families. When you are deciding whom to vote for in November, this information should guide you.

You should also share this information with people you know who may not have access to a source of information written with their needs in mind. Your family deserves to know how their legislators voted. So do your neighbors, friends, and coworkers.

Otherwise, they will base their vote in November on the candidates' campaign ads, the sound bites they hear on television, and the incomplete reporting of their daily newspaper. And that is simply not enough good information to make a wise decision.

Spread the word. □

You need to base your vote in November on solid information, not sound bites and political ads. The most important information is the voting record of the candidate. Don't judge politicians by their promises; judge them by how they have voted on the issues most important to working families. Voting records of the current members of Congress appeared in the March-April edition of *the Boilermaker Reporter*. If you no longer have that issue, you can download it and other back issues of *the Reporter* from our Web site at:

<http://www.boilermakers.org/6-Reporter/6-index.html>

## Don't take older voters for granted

**Their vote could mean a win for a working-family candidate**

OLDER AND RETIRED union members remain strong advocates of working-family issues, yet overall retiree voting patterns are becoming more conservative. In 1994, senior men voted for anti-worker candidates by a 14 percentage point margin, and in 1998, the senior women's vote for working family candidates was below 50 percent.

This trend reinforces the need for union leaders to reach out to their older members and retirees. Just as with current members, the keys to successfully mobilizing retirees are to educate them, motivate them, and make it easy for them to get to the polls.

Retirees with a Retired Member's Card receive *the Boilermaker Reporter*. But that isn't enough. We need to educate all of our retirees. We can begin by remembering to include retirees in our political action plans. Many retirees are

experienced in political action themselves and are looking for opportunities to contribute to our efforts.

Don't think that retirees are only interested in retiree issues. They still care about OSHA, the 40-hour week, and many other working-family issues. They also remain proud of the craft they worked in throughout their lives and are interested in its future. Many are grateful for everything the union has helped them get, including a decent pension, and they will relish passing along their knowledge and commitment to other retirees.

Getting out the retired vote is the same as getting out the active vote. Phone trees are a great method of alerting a large number of people rapidly. For anyone who has difficulty getting to the polls, you can offer free rides or assist them in getting and using an absentee ballot. □



*the Boilermaker Reporter*

May • Jun 2000

Vol. 39 • No. 3

Charles W. Jones, International President and Editor-in-Chief  
Jerry Z. Willburn, Intl. Secretary-Treasurer

#### International Vice Presidents

Lawrence McManamon, Great Lakes  
Michael S. Murphy, Northeast  
Newton B. Jones, Southeast  
George Rogers, Central  
Don Laceyfield, Western States  
Richard Albright, Western Canada  
Alexander MacDonald, Eastern Canada  
Jim Hickenbotham, At-Large  
Othal Smith Jr., At-Large

#### Editorial staff

Donald Caswell, Managing Editor  
Carol Dillon, Asst. to the Managing Editor

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

POSTMASTER: Send address changes to:

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

Printed in the USA

A prize-winning newspaper



# Union workers make America productive

Guest Editorial by Sen. Ted Stevens (R-Alaska)

**L**ABOR HAS PLAYED a major role in the modern history of my state, Alaska. One of the outstanding examples of union labor's efforts is our 800-mile-long Trans-Alaska oil pipeline. In Alaska today, men and women, represented by the unions, work daily in countless ways to build our state and make its businesses run.

Working closely with private firms and with local, state, and federal government agencies, unions have trained hundreds of Alaskans – and thousands of young Americans – for jobs that are stable, pay well, and make America productive. Now, as our nation and organized labor enter a new millennium, we jointly face the challenge of keeping our country self sufficient.

As chairman of the Senate Appropriations Committee and the Defense Appropriations subcommittee, I have the opportunity to identify and secure funding for projects like better housing for our military, improved hospital facilities, and technological advances. Organized labor plays an important part in making these projects a reality, once they've gained congressional approval.

Along with the other members of the Alaska congressional delegation, Senator Frank Murkowski and Congressman Don Young, I continue to work to encourage responsible resource development, important for employment, as well as for our nation's oil and natural gas supply.

Our nation runs on oil, and Prudhoe Bay contributes just over a million barrels a day – 25 percent – of our domestic oil consumption. Although small fields continue to be discovered and brought

into production, the amount of oil produced in our state continues to fall as the huge Prudhoe Bay field declines.

Just east of Prudhoe Bay lies America's most promising domestic oil prospect, the coastal plain of ANWR – the Arctic National Wildlife Refuge.

The coastal plain is a flat, treeless grassland, designated by Congress as an area to be opened for oil exploration. The total acreage involved in oil activity would be less than one percent of the 1.5 million acre coastal plain in the 19-million acre refuge. Experts estimate the footprint of oil activity would be about the same size as Dulles Airport in Washington, D.C.

It's good to note, also, that the Prudhoe Bay field lies only 65 miles to the west, and Canada's MacKenzie River delta, where major discoveries have been made and which is open to development, is about 100 miles to the east of the ANWR coastal plain. To counter one of the arguments against opening up the coastal plain, the Prudhoe Bay experience proves that wildlife actually can thrive where there is oil production.

Unfortunately, the current administration has refused to allow exploration on the ANWR coastal plain. Opening ANWR to production would create union construction and support industry jobs, as well as improve Alaska's economy and reduce our nation's dependence on foreign oil. Currently, the U.S. imports 57 percent of the oil it uses, far more than during the Arab oil embargo of the 1970s. It doesn't make sense to lock up domestic oil so that for-

eigners can have the jobs and Arab countries can profit.

Unions in Alaska have been instrumental in endorsing opening the coastal plain. The continued support of unions such as yours is vital to the ultimate success of this effort. I urge you to become familiar with the ANWR potential.

It is sometimes difficult to move legislation in an election year, when Congress has shortened legislative sessions. That could be the case this year, because both the House and Senate are closely divided along party lines. Still, we are making real progress in the drive to fix the inequities in Section 415 of the tax code, which places arbitrary limitations on participants in multi-employer pension plans. Employees who pay into a pension system should get what they deserve, and what they've counted on when they retire.

My staff and I have worked with House Ways and Means Chairman Bill Archer of Texas to make a key change to Section 415, which applies the special limitation rules of government plans to multi-employer pension plans. The result is that the high three-year limits that apply to multi-employer plans would be eliminated. This change, contained in H.R. 3832, is a major step toward real pension reform. I will continue to push for equal treatment in pension rules for multi-employer plan participants in the future.

In the world of partisan politics, it often appears to the casual observer that members of our two major political parties are lined up to do battle along a



SENATOR TED STEVENS (R-Alaska)

solid immovable line, and that Congress is made up of 535 members, usually working in a bipartisan way, to get things done. While our objectives at times differ, our goals remain the same: a strong, economically vital America, where individuals are free to achieve their full potential.

Behind the scenes, and even in front of the cameras, Republicans and Democrats do work together. We value the input and support of America's union families. Working together we are much stronger than we are as individuals. I welcome the opportunity to work with you and your members in the future.

Thank you for selecting me as your Legislator of the Year. I was pleased to accept this honor during the International Brotherhood of Boilermakers' 32nd annual Legislative Education-Action Program conference.

Keep up the good work. It's membership like yours that makes our nation's workforce the greatest in the world. □

## Boilermakers name Alaska Sen. Stevens legislator of the year

**Republican earns award for his work behind the scenes**

FOR THE SECOND YEAR in a row, the Boilermakers have selected a Republican congressman as their legislator of the year, proving once again that it doesn't matter what political party you belong to, it only matters how you act. And Senator Ted Stevens' actions have earned him this prestigious award.

Legislative Director Ande Abbott announced Ted Stevens' selection as Legislator of the Year at the Boilermakers' 32nd annual legislative conference on March 20. He said, "Senator Stevens was selected this year by the LEAP committee, which is chaired by President Jones, because of the incredible amount of work he does for working people throughout the United States, and in particular for Boilermakers of this International union. Any time that Senator Stevens is asked to help, he has gotten behind us and has helped 100 percent."

"He has taken the lead on our retirement issue, Section 415. He has almost singlehandedly been responsible for the appropriations of millions, if not billions of dollars for our shipbuilding industries, the department of Navy, and our defense industry in general, and in getting our submarines approved. And over the years," Abbott said, "I've never had to speak directly

to Sen. Stevens about this, because he has always been there. You just call up his staff, and boom, he takes off, and he takes care of it. He has been an incredible friend to us over the years, and because of that he was selected as our legislator of the year."

**Senator Stevens has been helping working people for over 30 years**

IN 1968, TED STEVENS was appointed to fill the vacancy created by the death of Alaska Senator E. L. Bartlett. He has been re-elected to office ever since, and is now the chamber's second-most-senior Republican, with over 30 years of service. Known as one of the "old bulls," Stevens typically gets his own way and doesn't mind whose feathers are ruffled in the process. He is committed to a bipartisan appropriations process, but is known for his temper. Observers often say Stevens will "throw a fit and then exit the room with a wink." In an interview, Stevens once said, "I believe in using my emotions, not losing my emotions."

Despite his outbursts, Stevens gets along well with the other Senate members. One of his best friends is Daniel K. Inouye of Hawaii, the top Democrat on the Defense Subcommittee, with whom Stevens works seamlessly. He also works well with Majority Leader Trent Lott, who helps



Sen. Ted Stevens (R-Alaska), right, accepts the Legislator of the Year award from International President Charles W. Jones.

keep conservatives out of Stevens' hair. In return, Stevens plays "bad cop" and helps keep floor actions moving, which Lott appreciates.

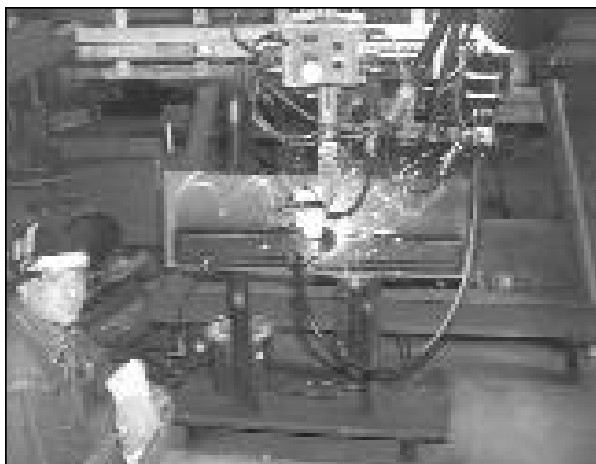
Stevens held the post of party whip for eight years, and ran a strong race for majority leader in 1984, losing to Bob Dole by only three votes.

In 1999, Stevens went against the Republican playbook by announcing his opposition to across-the-board tax cuts. "I don't really favor the across-the-board," he said in an interview. "The middle-income and lower-income people need more money of their own to spend, and I think we have to have some targeted tax reductions."

As chairman of the Appropriations Committee, Stevens believes Congress should abandon the tight spending limits that were set in the 1997 budget deal and spend more money on defense. He was successful in 1998, when he got the annual Defense spending bill onto the Senate floor and passed in a single day. It is reported that he bullied and wheedled his colleagues, who were anxious to leave for their August recess, and threatened to keep members in over the weekend, saying, "My plane doesn't leave until Monday."

Stevens' stand for bipartisan fairness has earned him the Boilermakers' legislator of the year award. □

## L-146 expands training to meet industry demands



WSI Instructor Billy Soukeroff shows the automatic MIG overlay process at the Local 146 Edmonton training facility. Local 146 is being aggressive in training their members.

### Alberta local now offers training on automated welding processes

INDUSTRY AND TECHNOLOGY do not stand still. If our training programs cannot keep up, we cannot keep our members employed.

That is the reasoning behind efforts by Local 146, Edmonton, Alberta, to expand their training to meet the growing demand for fluxcore and other automated welding processes.

"Some may say these automated processes will eliminate jobs," explains Local 146 Education Coordinator Warren T. Fraleigh. "But there's another side to the story. If we don't embrace it

and take it on, someone else will — possibly nonunion."

The way Fraleigh sees it, his challenge is to deliver the training that will enable us to meet the demands of a constantly evolving industry.

Local 146 is meeting that challenge through their training facilities in both Calgary and Edmonton. Local 146 offers demonstrations and training on orbital fluxcore welding, automatic MIG overlay for vessels and boiler wall tubes, and manual Inconel pulsed MIG welding at its Edmonton training facility. The local also offers a 50 percent reimbursement plan for members taking certain courses offered by other facilities. For more information, contact Fraleigh at 780-451-5992. □

## L-903 members attend training



THIRTY-FIVE STEWARDS, officers, and members of Local 903, West Point, Miss., attended a two-day steward training program conducted by the Boilermakers' Research and Collective Bargaining Services Department (RCBSD), on February 24-25, 2000. Class instructors included RCBSD Asst. Wade Davis, Safety and Health Specialist Milan Racic, Intl. Rep. Mike Wilson, and B & W Safety Director Bruce Childress.

Class topics included the structure and service of the International Brotherhood; duties of the union steward, including the rights and responsibilities of stewards under the NLRA and the Duty of Fair Representation; effective grievance handling, from investigation to analysis through presentation; and standards for discipline and discharge. □

ABOVE, Local 903 members attend a two-day steward training program.

BELOW, B&W Safety Director Bruce Childress addresses the group.



Group photo of second MOST-sponsored class on proper scaffold procedures, February 1-4, 2000, in Kansas City.

## MOST holds scaffold training

*Continued from page 1*

Dave Rodwick of Foster Wheeler Zack; and Richard Coakley of O'Connor Construction. Also pictured are Local 154 BM Ray Ventrone and Local 154 VP Sean Murphy.

Kansas City attendees included BNAF instructors Carl Oliver and John Standish; MOST intern Jimmy Tem-

pus; MOST Rep. John Tindall; NTD Intl. Rep. Dick Hardin; Howard Fink of L-13, Philadelphia, Pa.; Joe Everhardt and Ray Greer of L-85, Toledo, Ohio; Don Whisenant of L-592, Tulsa, Okla.; Tank Peterson and David Caudill of L-627, Phoenix, Ariz.; and Terry Curl of L-647, Minneapolis, Minn.

Ron Dickens of Gem Industries also attended. □

## Boilermakers launch project to create a written history

### Archives is raising funds to print history of our union

OUR UNION HAS A LONG, proud, and very interesting history. Unfortunately, there is no single place a person can go to read about it.

In 1986, International President Charles W. Jones set out to make our history available to our members. He assigned Asst. to the Intl. Pres. Robert MacIntosh to collect information and write up the history of the International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers, and Helpers.

MacIntosh amassed an enormous amount of information, continuing to work on the project following his 1989 retirement. Unfortunately, he died on May 7, 1999, before completing the book. But that did not end the project.

With assistance from several local lodges, the International, and the Boilermakers Archives, the book is still under way. The History Committee of the Executive Council has developed a plan to produce a well-written, historically accurate history of our union that shows the role our union has played in the development of the industries we serve and in the history of the movement to protect workers.

The book will be written by a professional writer hired for that purpose. We expect it to provide valuable insight into an aspect of American and Canadian history that has not yet been examined. It should be of interest not only to our members and their families, but to friends, our employers, and students of history.

When completed, this history will be printed in book form in limited quantities. Each local lodge and corporate donor will receive a copy, and additional copies of the book will be sold at a nominal price. In order to make the history available to as many members as possible in a cost-effective manner, we also plan to create an electronic version of the book, to be included on our Web site and downloadable at no cost.

### You can help us create this book

THE MOST PRESSING need we have at this time is the need for financial assistance. The initial expense of researching, writing, printing, and dis-

tributing this book will be paid through donations. So far, the history book project has received 24 donations, all from companies and local lodges in Canada.

These donations total \$34,500, a handsome sum, but not nearly enough to pay the research, writing, and production costs for a high-quality book all Boilermakers will be proud to show to friends and family.

We are calling on all local lodges in the United States and Canada to help fund the creation of this valuable history through donations, if possible, and by asking your employers and vendors to donate. The Boilermakers Archives is a 501(c)3 corporation, so donations are tax deductible.

All individuals, local lodges, and companies making donations to this project will be listed in a contributors section of the print version of the history and on the Boilermakers Web site at: <http://www.boilermakers.org>.

### Historical items are needed, too

IN ADDITION TO financial help, the history project welcomes historical materials that will help our writer create a thorough history. MacIntosh was able to compile a great deal of information about the Boilermakers, but historical research never ends.

If your local lodge has compiled a local history, or if you have items that may help in creating this history, we urge you to share them with our history project team. Printed matter and photographs are appreciated, but a good history relies on examining other objects as well. Old tools, membership pins, ledgers, rosters, and memorabilia may be donated or loaned to the Archives to help the history project.

In order to ensure their use in the history, we must have these materials by Sept. 1, 2000.

Checks in support of the history book project should be made payable to the **Boilermakers Archives - History Book Project** and mailed to:

Boilermakers History Book Project  
753 State Avenue, Ste. 570  
Kansas City, KS 66101

TO LEARN MORE about how you can contribute to the success of this project, contact Donald Caswell (913) 371-2640; E-mail: [dcaswell@boilermakers.org](mailto:dcaswell@boilermakers.org); or write him at the address above. □



## Construction conference emphasizes safety, recruitment

Continued from page 1

also dropped 68.87 percent, from 83.02 in 1990 to 25.84 in 1999. This reduction means fewer Boilermakers are being injured on the job.

### Avoiding accidents has saved hundreds of millions

ERICKSON CALCULATES that there have been 10,600 fewer accidents since 1990 because of the lower accident rates. Avoiding these accidents has enabled our contractors and customers to avoid \$324 million in direct costs. Using a conservative four-to-one indirect to direct cost ratio, that equals a savings of more than \$1.6 billion.

Fewer injuries and the resulting lower costs means Boilermaker contractors can be more competitive in their bids, passing the savings on to our customers.

Erickson also presented safety awards to the local lodge with the lowest injury rates in each vice-presidential area (see story below).

Since the Boilermakers place a strong emphasis on safety, it should come as no surprise that guest speakers addressed this important topic. Don Ellenberger, training manager of the Center to Protect Workers' Rights (CPWR), and CPWR trainer Gregg Huff (a 26-year member of Local 502), discussed various hazardous waste

training programs they conduct for workers. Motivational speaker Bruce Wilkinson also talked about managing and motivating safe work behavior, stressing that safety is everyone's responsibility.

Perhaps the highlight of the meeting was the special guest appearance of leaders from the AFL-CIO's Building and Construction Trades Department (BCTD). BCTD President Robert Georgine retired in April 2000, after leading the department for 26 years.

Georgine gave an emotional address, talking about past accomplishments and where the Building Trades can go in the future. Newly-elected BCTD Pres. Ed Sullivan talked of the challenges we face and the construction organizing efforts that started under Georgine's leadership.

Boilermakers paid special attention to the newly elected secretary-treasurer of the BCTD, because he is one of us. Joe Maloney, a member of Boilermaker Local 128, is the first Canadian to hold this position. He spoke with enthusiasm about all he hopes to accomplish in his new role.

### Staff talked about referral, jurisdiction, pension, by-laws

CONSTRUCTION DIVISION Director Joe Meredith and his assistant, Dale Branscum, discussed craft jurisdiction, referral, and contract issues. Mike DiCi-



As Const. Div. Director Joe Meredith addresses the delegates, Intl. Pres. Charles W. Jones confers with special guest speakers, l. to r., BCTD Sec.-Treas. Joe Maloney, incoming BCTD Pres. Ed Sullivan, and out-going BCTD Pres. Robert Georgine.

cco, of the Washington D.C. office, provided an update on man-hour reports. One-third of Boilermaker hours fall under the General President, National Maintenance, or National Power Generating Maintenance agreements.

Brotherhood Bank President Tom Johnson, National Archivist Tom Wands, National Funds Administrator Keith Reed, and William Palmisano, administrator of Mobilization, Optimization, Stabilization, and Training (MOST), also reported to the delegates. Palmisano gave an update on changes to the MOST substance abuse screening program; Reed reviewed the pension, health and welfare, and annuity funds; Wands spoke about the need to raise funds for the archives and introduced the revised Boilermaker emblem; and Johnson discussed bank assets and services.

Asst. to the Intl. Pres. Victor Maggio addressed the necessary changes in Article 10 of Local Lodge By-Laws to ensure the current practices of each lodge comply with the terms of its construction labor agreements and with requirements imposed by ERISA, the Internal Revenue Code, and other government agencies.

Organizing Director Bill Creedon and Information Systems Manager Kevin Gordon conducted a computer workshop providing demonstrations of the Boilermakers' membership database.

Intl. Rep. Bob Heine reviewed Davis Bacon, stressing the need to keep up with reporting and the importance of reporting newly-negotiated collective bargaining agreements.

### President Jones calls for political education & action

LEGISLATIVE DIRECTOR Ande Abbott focused his remarks on voter registration and key congressional races where organized labor can play a major role based on the number of people in the districts. He also discussed political funds, the functions of the local lodge legislative committee, and the need to be politically active.

In his closing remarks, Intl. Pres. Jones stressed the importance of becoming involved in the upcoming presidential and congressional races. "We have to get out and vote and do what it takes to get pro-worker candidates elected," he said. □

## L-744 earns NACBE's national safety award

### Twenty-three locals finish year with no lost-time injuries

MEMBERS OF LOCAL 744, Cleveland, Ohio, have earned the national safety award from the National Association of Construction Boilermaker Employers (NACBE), for finishing the year without a lost-time injury and earning the lowest compensable injury rate. On March 1, NACBE Exec. Dir. John Erickson presented the national and area safety awards to the local lodge with the lowest injury rates in each vice-presidential area at the Boilermaker Construction Division Conference in Miami Beach, Fla.

Erickson told the conference delegates that Local 744, of the Great Lakes Area, had close competition this year with the other area winners - Local 175 (Oswego, N.Y.) of the Northeast Area; Local 69 (Little Rock, Ark.) of the Southeast Area; Local 531 (Amarillo, Texas) of the Central Section; and Local 549 (Pittsburg, Calif.) of the Western States Area.

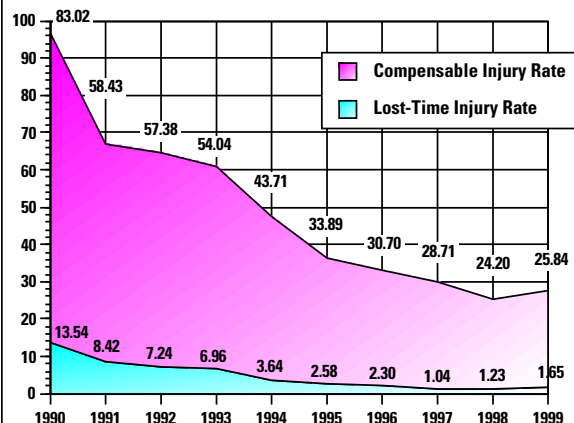
Twenty-three of the 56 construction lodges had a lost-time injury rate of zero in 1999, with 12 of those lodges qualifying for the NACBE safety award's competition. That made the compensable injury accident rate (which includes the number of injuries on a job that do not result in lost-time) the determining factor in selecting the award winners.

For the first seven years of the award's program, Erickson saw a steady decrease in the lost-time injury rates. However, for the second year in a row, the national average for lost-time injury rates has increased (from 1.04 in 1997 to 1.65 in 1999). For the first time since the program started in 1991, the compensable injury accident rate increased in 1999 (from 24.20 in 1998 to 25.84 in 1999). Despite these recent increases, the lost-time injury rate has dropped by 87.81 percent since 1990, and the compensable injury rate has dropped by 68.67 percent. □



Local 744 is the 1999 national safety award winner. L. to r., are NACBE Exec. Dir. John Erickson, NACBE Pres. Wendell Bell, IVP Larry McManamon, L-744 BM-ST Pat Gallagher, Intl. Pres. Charles W. Jones, and Intl. Rep. Clayton Plummer.

### NACBE safety index shows decline in injuries



Since the National Association of Construction Boilermaker Employers (NACBE) began calculating its annual NACBE Safety Index in 1990, the national average for lost-time injury rates has dropped 87.81 percent, from 13.54 in 1990 to 1.65 in 1999. The compensable injury rate has also dropped 68.67 percent, from 83.02 in 1990 to 25.84 in 1999. This reduction means fewer Boilermakers are being injured on the job. Fewer injuries means Boilermaker contractors and owners can be more competitive as they save millions of dollars in direct and indirect injury costs.

### American sweatshops sew U.S. military uniforms

NOT ONLY DO SWEATSHOPS still exist in America, but some have contracts to work for the U.S. government. About 10,000 American women sew government uniforms, often in unsanitary, unsafe conditions. The military makes a profit from buying uniforms at low prices and selling them to other countries, yet it refuses to sign the administration's anti-sweatshop code of conduct.

A good example is the Lion Apparel company. It contracts with the Department of Defense (DOD) to produce military uniforms for the U.S. The DOD has invested \$1 billion in the garment industry, yet Lion Apparel pays their workers as little as \$5.50 an hour, and has been cited 32 times for safety violations in the past 12 years.

The Lion Apparel plant in Beattyville, Ky., uses formaldehyde to keep fabric stiff for processing. But formaldehyde emits fumes that cause shortness of breath, headaches, and skin rashes.

The Union of Needle Trades, Industrial, and Textile Employers (UNITE) tried to organize the workers. According to a report in *Mother Jones*, several employees sent a letter to Al Gore and eight Kentucky congressmen and senators about company threats that the plant would close if they got a union, and that any individual who talked to the union would be fired. Somehow Lion's management received the letter and posted it on a bulletin board. The organizing campaign came to an abrupt halt. The employees did, however, make a small gain. They received a 30-cent raise in hourly wages and an air conditioner was finally installed.

## Way to Go! KUDOS Attaboy! Letters of Praise from Our Customers

### Hayes Mechanical thanks Local One for a job well done

DUE TO CUTBACKS and deregulation in today's industry, owners have become more dependent on union contractors and union labor to support their in-house maintenance and emergency shutdowns.

We, the union contractor and union labor, are often called upon in the 11th hour to come out and get units back on line in the middle of the night. We are basically expected to "hit the ground running."

In order to support owners' needs today, we have safety and quality control guidelines as our priorities, as well as skill levels that demand the best of all involved.

Due to everyone's best efforts, we were able to get two emergency jobs at Midwest Generation's Waukegan Station and the Robbins Incinerator back on line injury free, with x-ray quality welds, and in a professional and craftsmanlike manner.

On behalf of Hayes Mechanical, Inc., we appreciate and thank you for all of your best efforts and look forward to projects in the future with your support and ours as a team. It is through this joint effort that we can maintain our presence in today's workplace.

Also, special thanks to Local One for manning these projects in the middle of the night, as well as for the men who manned the projects.

Congratulations, and thanks for a job well done.

MICHAEL P. MURPHY  
Hayes Mechanical Inc.

### MPSC praises Local 199 for outstanding job at paper mill

MIDWEST PRECIPITATOR Services Corp. (MPSC) was recently awarded a contract for maintenance with Gilman Paper Company in St. Mary's, Ga.

The Boilermakers of Local 199 did an outstanding job. The project was completed on time, on budget, and with no major injuries. This was one of the fastest and smoothest tear-out and re-install projects in MPSC's history.

ROELY GORHAM  
MPSC project manager

**Editor's Note:** L-199 BM-ST Larry Snellgrove was so proud of his member's work, that he submitted their names for recognition: G. Davey Able, Terry Austin, Chris Babcock, Charlie Batten, J. R. Batten, Donald Brown, Larry Bryan, Hollis Burch, James Carlisle, Steve Carlisle, Dettra Crews, John D. Daniels, Ronald Davis, Robert Ferguson, T. J. Herrin, Harold King, Kevin Mathie, Michael McVay, Kenny Meeks, Brett Moody, Terry Moody, Brock Rhoden, Lewis Schingler, Armando Sesso, Gene Spaulding, and Ronald Thrift.

### Local One helps the Venture organization set new records

I AM PLEASED to report that Braidwood Nuclear Station has just set a new ComEd record for a refuel outage. At just 18 days and 18 hours, Braidwood has achieved the first sub-20 day outage in ComEd history.

In addition, Braidwood's achievement ranks as the second best ever for a nuclear plant outage in the

United States. (The record, held by South Texas Project, stands at 17 days and 11 hours.)

But this outage was about more than just reaching new goals for speed. The Venture had its best outage ever for safety (no OSHA recordable or lost-time injuries), and enjoyed its lowest radiological exposure ever.

We recognize that as a company we are no more than the sum of our employees. And we want to acknowledge the help provided by everyone toward the success of this outage. On behalf of the entire Venture organization, please accept our sincerest gratitude to you and the participating members of Boilermakers Local One for the professional service provided to us at Braidwood. We agree that there is no substitute for trained union Boilermakers, and we appreciate all the efforts you made to contribute to our collective success.

ComEd has six refuel outages scheduled for the Fall of 2000 (one at each site - including Clinton - all occurring within a 79-day window). The need for skilled union Boilermakers to support this great effort will be strong. We look forward to working with you as we plan for the formidable task that awaits us.

Thanks again for making Braidwood's outage a record-setting achievement.

PATRICK O'CONNOR, site manager  
Newberg-Perini/Stone & Webster  
The Venture

### Sithe Northeast credits Local 154 for successful project

WE WOULD LIKE to take this opportunity to express our gratitude for the performance of Local 154 leadership and members during the recent six-week unit #2 spring outage at the Keystone Generating Station.

During the early stages of the project, it appeared that completion of the projected work scope would not be possible due to the unavailability of Boilermaker welders. An overrun of the schedule of two-to-four days was forecast. ABB-CE and Local 154 worked closely together and were very creative in manning the job at the most critical times during the outage. Not only was the total work scope completed, it was completed ahead of schedule and Sithe Northeast was able to return the unit to operation one day early.

As you know, safety is extremely important to us, and we are happy to report that there were no recordable injuries to Boilermakers during the outage. There were, however, seven injuries that required first aid treatment.

We appreciate the efforts of the Local 154 membership and would like to recognize Raymond Ventrone, business manager, and John Nucetelli, assistant business manager, for their cooperation and dedication to serving out stations. We value the relationship we have developed over the years as Penelec, then GPU Genco, now Sithe Northeast, and soon to be Reliant Energy. We will face many challenges ahead, but by working together we will be successful.

Thank you for your support and cooperation. This was indeed a safe, quality, and schedule success.

WAYNE M. LEGG, maint. services  
Sithe Northeast

## L-363, Great Lakes earn awards



Intl. Vice Pres. Larry McManamon and L-363 BM-ST John Passiglia Jr., seated, l. to r., accept awards from, standing, l. to r., Ken Pollman, mgr. of power plant services; Keith McFarland, Baldwin Energy Complex vice pres.; Darrell Kohlenberger, PMC project manager; Alan Howkins, PMC vice pres.; and Richard Mooney, PMC chairman.

### Owner, contractor honor Boilermakers for meeting budget and schedule while welding at a 99.7 percent success rate

DOING A GOOD JOB is the goal. And it helps to know your efforts are appreciated. Illinois Power and Power Maintenance Constructors (PMC) want members of Local 363, East St. Louis, Ill., and the Great Lakes Area, to know that they appreciate their hard work.

In January, Illinois Power and PMC presented two awards to Intl. Vice Pres. Larry McManamon and Local 363 Bus. Mgr. and Sec.-Treas. John Passiglia Jr. for the Local 363 and Great Lakes Region members who worked at the Baldwin Energy Complex. □

## Avondale workers meet Gore



VICE PRESIDENT AL GORE, at far right, served coffee and doughnuts to Avondale Shipyard workers, New Orleans, La., in February. Over 2,000 shipyard workers met Gore at 7:00 a.m., along with New Orleans Mayor Marc Morial, Rep. William Jefferson (D-2nd LA), AFL-CIO President John Sweeney and Exec. Vice Pres. Linda Chavez-Thompson, and international presidents of Metal Trades Department unions who will be joining the Boilermakers in representing the recently-organized Avondale workers. □

## L-484 meets secretary of state



LOCAL 484 PRES. Kelly Street, l., and L-484 chief steward James Surratt, r., meet with Illinois Secretary of State Jesse White at a reception hosted by the Teamsters union in Springfield, Ill. The Meredosia local plans to host a community-wide "meet your secretary of state" reception later this year. □



## How to argue your position

# Arguing a grievance is like arguing a court case

If you want to win your grievance, you need to know what argument to use and how to support your claim

**T**O BE A GOOD steward you need to be part detective and part lawyer. When you first learn of the grievance, you act like a detective. You question witnesses and gather evidence to make sure there is a grievance.

Then comes a crucial decision. You need to decide exactly what claim you are going to make and how you will argue your case. To make the right decision, you have to know something about putting together an effective formal argument.

Usually when we talk about arguments, we are talking about those noisy discussions in which both sides get angry and nothing ever gets resolved. But when we talk about arguing your grievance, we are using the term as an attorney or arbitrator would. We are talking about a formal argument, not a disagreement.

Not every grievance goes to arbitration, but you should always prepare your argument as though it will be heard by an arbitrator. First, a well-prepared argument is more likely to convince management that your case is strong. Second, you never know which cases will end up in arbitration, so you should always be prepared.

## What is a formal argument?

A FORMAL ARGUMENT is a course of reasoning aimed at demonstrating truth or falsehood.

In preparing an argument for your grievance, you will do well to remember this definition. Note that the argument will be a "course of reasoning."

That means your argument will be based on logic, not emotion. It will be organized. And it will have a specific goal or target.

To be logical, your argument will rely on facts or statements put forth as evidence. That is why it is important to follow good investigative procedure when you collect facts.

Collect all the facts you can. You may not use them all, but the more you have, the more choices you have for creating a strong argument.

Likewise, do not ignore facts that don't support your position. The other side may use those facts in their case. You must be ready to rebut them.

## The burden of proof

**THERE ARE TWO SIDES** to every argument: affirmative and negative. The affirmative position is the side which makes the "claim." The negative position is one of rebuttal, refuting the claims or evidence of the affirmative. **The burden of proof always rests with the affirmative position.**

The negative position always has the advantage in any argument. Making a claim and proving it is difficult; refuting the claim or some portion of the claim is far easier. For example, when a prosecutor claims that a criminal has committed a crime, he must show that the person was in a specific location at a specific time AND that he took some specific actions that were illegal.

The defense doesn't need to prove where their client was or what he was doing at the time the crime occurred. They just have to show that he wasn't at that specific location OR that he wasn't taking those specific actions.

**EXAMPLE 1:** The company has given Joe Average a disciplinary step for missing work. The company says that Joe has in fact missed more than the allowable time, but since everyone knows he has been going through a divorce, they have been easy on him. Now they feel that Joe has had enough time to get his affairs in order, and they believe that the step is a "wake up call" for Joe. Joe goes to his union steward to file a grievance to get the step removed.

Is the company taking the affirmative or negative position?

**The company is taking the affirmative position.** They have made a claim against Joe Average. Therefore the company has the affirmative argument and the burden of proof.

What do they need to prove? If you look carefully, you see that the company has made three distinct claims:

- 1) Joe has missed work
- 2) Joe missed "more than the allowable time"
- 3) The company has been easy on Joe - they have let him exceed the standard limits for attendance.

Knowing that a negative argument is the easiest to formulate, you tell the company you will rebut their claims. The company has the burden of proof.

## ★ ★ ★ Star Stewards ★ ★ ★

JAMES SERPA, of Local D46, Santa Cruz, Calif., is a *Star Steward*. An employee of RMC Pacific Materials, Serpa "has been an integral part of this local union for over 25 years, specifically working for worker rights and retiree benefits," reports Intl. Rep. Michael Atchison. After a three-year hiatus, Serpa is serving as lodge president again, a position he has held for over 20 years.



James Serpa, Local D46

## 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

You simply need to show that what they are claiming is not accurate.

To win the first claim, the company must show that Joe missed work. So you will need to determine what his attendance record has been. The company will have attendance records. You need to examine them. You can't just take Joe's word for it, because the company will be able to show those records as evidence. If he "forgets" a few of his absences, the company can use the official record to make it look like you haven't prepared your case well.

Once you have the actual record of his attendance, you can look into the second claim: that he has missed more than the allowable time. How much time is allowed? Is there an official attendance policy? Is there specific contract language about attendance? Is there a work rule that stipulates what is an excused absence and what is not? How have Joe's absences been counted, and is this method in keeping with the official method? If your research shows Joe is under the set limit, you can easily refute the company's argument. And if the company has never set a specific limit, you win by showing that fact. You cannot get a speeding ticket when there is no speeding limit.

Finally, the company has claimed that they have been giving Joe a break. To refute this, you need to look beyond Joe's record. It might be necessary to request the attendance records of all employees who are similarly situated. If you find that all employees get a disciplinary step when they reach the number of absences Joe has reached, then the company isn't giving him a break, they're just enforcing the rule. And if other workers have missed more work than Joe without getting a disciplinary step, then clearly they are not giving Joe a break. They may even be treating him more severely than others. In either of these cases, the mention of their easy stance on Joe has no merit, and should not become a permanent part of his file, regardless of whether they prove the other two parts of their claim. Such a statement may prejudice the handling of any grievances Joe files later.

**EXAMPLE 2:** Jane North has been a shop steward for about two years and has always been active in union affairs. She has never gotten along well with Bill Boss, the shift foreman, and in the last three months, she has filed an espe-

cially large number of grievances against him. She has also been seen in the last few months drinking heavily in a local bar on weekends. On Monday morning, Bill sends Jane home on a crisis suspension. He alleges that she had alcohol on her breath, slurred speech, and bloodshot, red eyes. Jane's best friend and fellow steward, Sarah South, files a grievance stating that Bill is simply trying to retaliate against Jane for her recent activity as a union steward.

What kind of argument is this, and how will they prove it?

**The union has taken an affirmative position.** They are claiming the foreman suspended Jane for her union activity. That is a very unfortunate decision on Sarah's part.

How can she prove that Bill suspended Jane for her union activity? He claimed he did it because she was drinking. Since no one can read his mind, we really don't know what he was thinking. Proving that the company has ill will, what lawyers call *animus*, toward a person or toward the union is very difficult. Unless Bill Boss told someone that he suspended Jane in retaliation for her union work, or announced ahead of time that he was planning to do so, then Sarah has no evidence to support her claim.

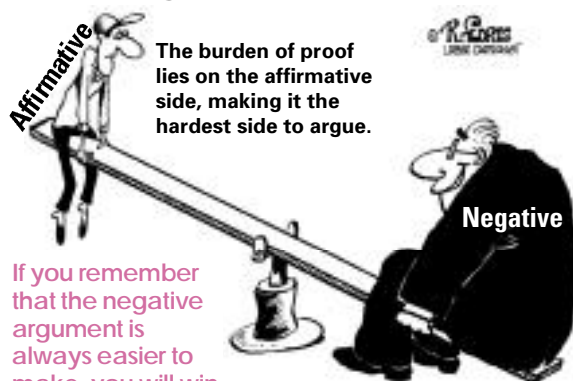
**Sarah should have taken the negative argument.** Instead of accusing Bill of retaliation, she should have simply demanded that he prove Jane was drunk on the job. Then the burden of proof would have fallen on Bill.

How could Bill have proven Jane was drunk? He did not give her a Breathalyzer test. He didn't refer her to a substance abuse counselor. No one else smelled alcohol on her breath. No one else said her speech was slurred. No one else said her eyes were bloodshot. Does the company have a policy about handling people who are drunk on the job? If so, did Bill follow it? If not, how has this problem been handled in the past? As you can see, Bill has a difficult case to prove - one he'll probably lose.

Stewards are often tempted to try to make an affirmative argument when faced with a grievance. **If you remember that the negative argument is always easier to make, you will win more of your grievances.**

In the next issue of *the Reporter*, we will look at the best ways to present your evidence. □

## Every argument has two sides



If you remember that the negative argument is always easier to make, you will win more of your grievances.

The negative position always has the advantage in any argument.

# People with access get special tax benefits

## Congress will rewrite tax laws to fit your needs – if you have connections

WHAT WOULD YOU DO if you wanted to have a tax law changed so that you could avoid paying some of the taxes that everyone else pays?

If you didn't know that was possible, you obviously aren't an executive for a billion-dollar corporation. Companies often get tax exemptions written just for them added to the tax code. All you have to do is hire the right tax lobbyist.

Someone with the right background. Someone like Shirley D. Peterson. In 1989, President Bush made her an assistant attorney in the Tax Division of the Justice Department. Three years later, she became commissioner of the Internal Revenue Service (IRS). In 1993, she resigned and returned to private law practice and became a registered lobbyist, specializing in tax legislation.

When you're trying to get a tax law changed in your favor, it sure doesn't hurt to have a former IRS commissioner doing the talking for you.

That's why Donald C. Alexander, another former IRS commissioner (1972-1977), also went into tax lobbying when he left government service. In fact, the federal government is the main training ground for tax lobbyists. In their 1994 book, *America: Who really pays the taxes?*, Donald L. Barlett and James B. Steele name a slew of former government tax specialists who have since become tax lobbyists.

John J. Salmon was chief counsel and staff director of the House Ways and Means Committee, Robert Lighthizer was chief counsel and staff director of the Senate Finance Committee, Ronald A. Pearlman was in the IRS chief counsel's office, Timothy M. Haake was an attorney with the IRS. All later became tax lobbyists.

And these are but a handful of the high level federal employees who now lobby the people they used to work for.

When the people who have been trained to ferret out tax dodgers go to work for those tax dodgers, common sense suggests that the best interests of the nation get left behind. So do the interests of the average taxpayer.

Yet veterans in Washington see nothing wrong with this revolving door. For them, it is a way of life. As Charles Walker, of Charles E. Walker & Associates, a lobbying and economic consulting firm specializing in tax legislation, told an interviewer in 1987: "Anybody who comes to me and says they want to be a tax lobbyist, I say, go get experience on the Hill."

## Well-kept secrets of tax law

NO ONE NAMES tax lobbyists in the newspapers. That's why you've never heard of these people – or of any of the thousands of lobbyists in Washington.

Newspapers also fail to report on the amendments these lobbyists spawn, those clauses inserted into the tax code that benefit their clients and no one else.

For example, in 1986, Congress passed a tax reform law intended to do away with loopholes and force corporations and the wealthy to pay their fair share of taxes. Corporations making billions of dollars in profits had been able to avoid paying any income tax at all. With backing from President Reagan, Congress set out to revise the tax code to close the loopholes.

Yet the Tax Reform Act of 1986, for all it accomplished, also managed to include a clause granting the Joseph E. Seagram Corporation an exemption from the increase in capital gains taxes that every other corporation had to pay. The exemption saved them about \$40 million in taxes.

The 1986 tax law also contained a clause exempting Koch Industries from

paying taxes on the expansion of their Rosemont oil refinery. And these are just two examples. Even as they were reforming the law, they were making special exemptions for powerful people with the right connections.

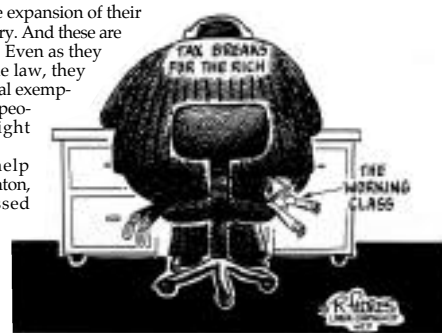
In 1993, with help from President Clinton, Congress passed another tax reform act that made income taxes a tiny bit fairer for most working people. But the act also extended (with a slight reduction) the tax exemption for businesses with factories in Puerto Rico. That exemption has saved a few dozen companies billions of dollars in taxes.

Those billions of dollars don't just get erased from the budget. Someone has to put that money into the treasury. The average taxpayer, and all businesses without factories in Puerto Rico, paid more taxes to make up for what these companies didn't pay.

You probably didn't know that your income taxes were subsidizing some of the largest corporations in the world, such powerhouses as E.I. DuPont, Coca Cola, Merck & Company, Johnson & Johnson, Pfizer Inc., American Home Products Corporation, Schering-Plough, Squibb Corporation, Warner-Lambert, and American Cyanamid Co. But that's what happens when multinationals get tax breaks we don't get.

## The P.R. battle for tax breaks

DO TAX BREAKS for businesses stimulate the economy? Do they increase employment, and, ultimately, result in more tax revenue? Those are the claims we've been hearing from conservative groups for years. But are they true?



A good case to study is Section 936 of the Internal Revenue Code, which allows companies operating in Puerto Rico to ship all their profits back to the U.S. tax-free.

This law expanded a partial exemption started in the 1940s to draw businesses to the island in an effort to reduce unemployment in the poverty-stricken territory. For a while, it worked. The number of factories rose, and unemployment dropped. So in 1976, Congress passed Section 936, exempting all profits.

Under the old Puerto Rican exemption, the U.S. Treasury lost an average of \$300 million a year. In the five years after 936 was passed, the average annual loss quadrupled, to \$1.3 billion a year. Meanwhile, private employment on the island decreased.

A 1985 White House report pointed out that companies were getting tax credits far in excess of the wages they paid. The report found that in 1982, when the average wage in Puerto Rico was \$14,210, the average tax credit under 936 was more than \$22,000. Fourteen corporations got tax benefits in excess of \$100,000 per employee.

It would have been cheaper for the U.S. government just to hire workers for the average wage rather than give these tax breaks to these multinational corporations. To his credit, President Ronald Reagan included the repeal of 936 in his tax reform bill of 1986.

That didn't sit well with the companies benefitting from 936, and they had plenty of money to combat the change. Very quickly, such major corporations as DuPont, SmithKline Beecham, Johnson & Johnson, Schering-Plough, Squibb, etc., began a public relations campaign to convince the U.S. public and Congress that doing away with this special tax exemption would destroy Puerto Rico's economy.

In letter after letter and article after article in major newspapers such as the *New York Times*, they played the same tune. The fact that all of these companies stood to lose a considerable tax break if the law were changed was hardly ever mentioned.

Their campaign worked. Section 936 was reinstated. It worked again in 1993, when President Clinton attempted to remove the clause. Although the tax concession was scaled back, the companies have still escaped payment of at least \$10 billion in taxes since 1993.

And while profits for the companies in question have gone up, Puerto Rico's employment rate in the manufacturing sector has gone down. □

This article is based on information from "America: Who really pays the taxes?" by Donald L. Barlett and James B. Steele, and from articles in the *New York Times* and the *Nation*.

## How Bush and Gore compare on tax issues

HOW DO THE TWO MAIN presidential candidates rate on tax issues? If you judge by how much the candidate has done to provide tax relief for working people, Gore comes out ahead.

### Al Gore

AL GORE SERVED in Congress 14 years before being elected vice president in 1992. He had numerous opportunities to vote on tax legislation affecting workers and other middle class taxpayers. The Citizens for Tax Justice (CTJ), a nonprofit group dedicated to tax reform to help working families, examined his record and found that he "generally voted for (or against) important tax bills based on their effect on equity and fiscal neutrality." They also examined his recorded statements over the past 22 years and determined that he "showed a special concern for tax equity issues as they affect low- and middle-income American taxpayers."

CTJ looked at the eight most important tax bills to go through Congress from 1979 to 1993. On all eight, Gore's votes supported the position the CTJ believed was best for working families. In 1986, while voting for one of the most far-ranging tax reform laws to date, Gore publicly stated the bill did not go nearly far enough, and provided a long list of aspects of the bill with which he was "disappointed."

In 1993, Gore left the Senate to become vice president. The vice president presides over the Senate and only votes to break a tie. In 1993, as vice president, Gore cast the tie-breaking vote in the Senate on a bill that aided deficit reduction while making the tax system more fair for working people. Since then, he has not been required to cast a deciding vote on a tax bill.

### George W. Bush

GEORGE W. BUSH has only held elective office since 1995, when he became governor of Texas. But he has already shown that he is willing to raise taxes on working families to give corporations and the wealthy tax breaks.

In his 1994 campaign, echoing his father, he said, "Read my ears... There will not be a tax increase when I am governor" [*Houston Chronicle* 10/27/94]. He then proposed raising the sales tax and creating an entirely new tax – the Value Added Tax (VAT).

His 1997 tax plan called for repealing the Corporate Franchise Tax and lowering property taxes, while raising the state sales tax and adopting a Value Added Tax (VAT). A disproportionate share of the burden for VATs and sales taxes falls on middle- and low-income taxpayers.

According to an official report by the Texas Legislative Budget Board, Bush's plan would have benefitted

Texans with higher incomes more than those with lower incomes. The largest benefits would have gone to Texans making over \$75,000 a year.

And the plan fell more than \$1 billion short of paying the state's bills, so he planned to spend the state's surplus.

Texas already has one of the most unfair tax systems in the nation. A 1996 study by the Citizens for Tax Justice found that low-income Texas families pay an average 13.8 percent of their income to state taxes, middle income families pay 8.6 percent, and wealthy families pay only 4.4 percent. Bush's proposal would have made it even more unfair for working families.

In 1998, the state voted to adopt an amendment to the state constitution, raising the homestead exemption from \$5,000 to \$15,000. George W. uses this amendment to claim he lowered property taxes. But the Texas Comptroller's Office says that school district property taxes rose by 10.4 percent on single family homes from 1997 to 1998.

In 1999, Bush proposed \$2.6 billion in sales, corporate, and property tax cuts. The legislature passed \$1.9 billion of those cuts. Over 57 percent of the cuts went to corporations.

For more detailed information on the tax records of the presidential candidates, visit these Web pages:  
<http://www.ctj.org/html/bush.htm>  
<http://www.ctj.org/html/gore.htm>



# 32nd Annual **LEAP** Conference



**March 20-24, 2000**  
**Washington, D. C.**

# LEAP Conference kicks off year of political action for Boilermakers

200 delegates commit to educating members, registering voters, and getting out the vote for candidates who support workers and our families

THE NOVEMBER ELECTIONS were the main topic of conversation when more than 200 Boilermakers from across the country gathered in Washington, D.C., for the 32nd annual Legislative Education-Action Program (LEAP) conference.

Delegates were sent to the conference by their local lodge LEAP committees to learn about the issues, lobby Congress, and bring back the knowledge necessary to help Boilermaker members make a difference in this year's local, state, and national elections.

They succeeded in all respects.



"What the government gives, the government can take away, and they will, if we are asleep at the switch."

Charles W. Jones, Intl. president



"We can't outspend them, but we can outvote them. We must get all members and their families registered."

Ande Abbott, legislative director



"Ask yourself: If not me, who? If not now, then when? Get active now to win back the House in November."

Clarissa Middleton, asst. to leg. director

Intl. Pres. Charles W. Jones opened the meeting with a call to action. "What the government gives, the government can take away," he told the assembly. "We've got to take back the House of Representatives. The House sets the legislative agenda as much as the president does. Under a Republican House, we've been struggling to keep them from taking away our most basic rights as workers. With a House controlled by the Democrats, we will have a far better opportunity to get our agenda on the floor."

Jones pointed out that the Republican Congress has repeatedly attempted to do away with the Jones Act, OSHA, and even the National Labor Relations Act that guarantees us the right to form a union. He predicted a terrible future if anti-worker forces ever gain enough seats in the House to override a presidential veto.

"They [the Republican majority in Congress] want to use our Social Security surplus to give a tax cut to the wealthy and powerful. They want to privatize the accounts, giving a trillion dollar windfall to Wall Street. They don't care whether we have anything when we retire, as long as they can help their friends get richer."

"President Clinton's veto, or his threat to veto, has saved us from some legislation that would have been disastrous for workers," he said. "What the government gives, the government can take away, and they will take it away if we're asleep at the switch. We need to get registered to vote, to get our families registered, and we need to vote in November for candidates who will look out for working families."

Following Pres. Jones's remarks, Director of Legislation Ande Abbott and his assistant, Clarissa Middleton, explained this year's legislative targets. Each year, the legislative office chooses a small number of issues for the Boilermakers to follow during the upcoming year. Thousands of bills come before Congress each year – far too many for us to effectively lobby all of them. Abbott and Middleton find the ones they believe will affect our members and families the most, and we focus our efforts on those bills during the year.

## Get informed and get active

A KEY FEATURE of the LEAP conference is the explanation of these issues. Abbott and Middleton spend considerable time going over the details. You will find summaries of these issues beginning on page 12. These issues can be complex, but it is important that we understand how they will affect all of us.

Issues chosen this year include raising the minimum wage, passing a patient's bill of rights, setting aside money to strengthen Social Security and Medicare, passing bills to encourage shipbuilding, and reforming Section 415 of the tax code so our members can collect all they are rightfully due when they retire. The agenda also includes ensuring that the Davis-Bacon Act applies to federally-financed school construction, establishing an ergonomics standard for safety, protecting the right of workers damaged by asbestos to sue manufacturers, and opposing permanent normal trade relations with China.

The union is the only organized voice that workers have in Congress. Without the work of Abbott and Middleton, the Boilermakers would not have any impact on Washington. They are able to keep up with the proposed legislation, a full-time job in itself. In addition, because they speak on behalf of an entire union, they can have more impact on a congressman than one individual alone would have.

But without continued action by individual members, Abbott and Middleton cannot be effective. Congress needs to know that the entire union cares about these issues. They need to know that we decide who we will vote for by examining their voting records. All members need to contact congressmen, and they need to remind them that we base OUR votes on THEIR votes. We watch how they vote on the bills we support, and we only vote for candidates who support our agenda.

A theme that ran through the entire conference was the call for members to get active and make a difference in the November elections. Several speakers talked about the power unions have at the polls and the importance of using our power to elect people who will work hard to improve life for the working men and women of America.

And that means electing enough Democrats this fall to give that party a majority in the House of Representatives. Although a handful of Republican congressmen support workers' issues, their leadership does not. The majority party decides what bills get debated and voted on. So with a Republican majority, we have a very difficult time just getting our bills up for a vote, much less passing the vote.

## We must return the majority in the House to the Democrats

REP. MAX A. SANDLIN (D-1st/TX) explained why it is important to elect Democrats this fall, saying, "You have to decide what direction we want to take in this country. Do we want to have the agenda of this country set by Tom DeLay and Dick Arme and Mr. Hastert? [All anti-worker Republican leaders.] Or do we want Dick Gephardt, who stands up for working people, who stands up for education, who stands up for senior citizens to set the agenda for the next two years?"

Sandlin also exhorted delegates to "remember that you have the power to effect change in this country through your actions at the ballot box. Adults in union households represented 23 percent of the voter turnout [in 1998]." Union political action made a difference in 1998, and it can do so again this year.

Sandlin went on to outline some of the problems he hopes Congress will face. "We have the greatest economy that the world has ever seen, yet we have working families in this country who can't buy a new refrigerator, who can't fix their car, who can't buy a new set of tires, who are having trouble sending their children to colleges."

"We have the finest medical system that the world has ever seen, but we have trouble getting access to that medical system. It is too expensive for working families."

"We have a trillion dollar surplus, yet we are telling our children to go to school in makeshift buildings with crowded classrooms and overworked teachers because we want a tax cut."



"Do we want our direction to be set by DeLay, Arme, and Hastert, or by a man who understands workers?"

Rep. Max A. Sandlin, D - 1st Texas

"We have senior citizens who built this country, who fought world wars, who made this country what it is, and provided for us the freedoms that we have today – senior citizens who are choosing between rent and food and prescription drugs, because they don't have enough money for all three. That's wrong in the greatest and most powerful country that the world has ever seen."

Of particular importance to Sandlin is the issue of high drug prices and finding some way to help retired Americans be able to afford the prescription drugs that keep them alive. He denounced the drug company practice of targeting areas and raising drug prices according to what gets used most in that region.

"We did a study in my congressional district in northeastern Texas and found that for the drugs they use most often, senior citizens are paying twice as much as the HMOs. Now if you go to Denver, you might be able to buy those drugs at a reasonable price. Why? Because in Denver drug companies target the drugs that the young folks use and those cost twice as much."

Calling on labor leaders to pay respect to our senior citizens by doing all we can to protect Social Security and Medicare, Sandlin explained why he believes unions are important not only politically, but also economically.

"Contrary to popular belief, unions are the most pro-business organizations in this country," he explained. "Unions protect and defend the most important asset for American business today – the American worker. That's where the profits come from. That's how we build our country. On the back of the American worker."

## We can't get distracted. It's all about who is on your side.

"I'VE ADDRESSED EVERY Boilermakers' Legislative Education-Action Program since being elected in 1990," Rep. Neil Abercrombie, D - 1st Hawaii, told the meeting. "This is my tenth anniversary. What it tells you is that we are still in this together."

Vowing to "go seven days and nights a week for the next eight months until we win this election for working people in this country," Abercrombie explained what he believes workers have to do to make a difference in this year's elections.

Continued on page 11





'We are in this together. We have a chance to get back the House. We must give 100 percent this year.'

Rep. Neil Abercrombie, D - 1st Hawaii



'We don't vote "maybe" in the House. We vote "yes" or "no." Their votes show where candidates stand.'

Rep. Rosa DeLauro, D - 3rd Conn.



'The most important thing America has done is create Social Security to keep seniors out of poverty.'

Rep. Charles B. Rangel, D - 15th N. Y.



'Whatever you think of global warming, the Kyoto Protocol clearly isn't the way to solve this problem.'

Bill Cunningham, UJE

Continued from page 10

"Vince Lombardi said, 'Leave no regrets on the field.' We can't leave any regrets on the field. In November, I'm going to know that I have given 100 percent to [try] to see that working men and women win this election.

"We've got to be able to say with Lombardi: 'In man's finest hour his greatest fulfillment of all that he holds dear is that moment when he has worked his heart out in a good cause and has left exhausted from the field victorious.' That is what we are going to do in November. We are going to leave the field victorious."

Abercrombie also outlined why it is so important for union members to get involved in this year's elections.

"George W. Bush calls himself a compassionate conservative. What he means by compassionate and conservative is he feels real bad for you when you lose your job, his heart just runs over with compassion.

"A national paycheck protection bill. That's what he wants. He wants to stab every one of you and your families in the heart. He doesn't have a clue what you've been through, what you're going through, what you want for your families. It's all abstract to him.

"We have a chance to take this place [the House of Representatives] back. Every single member, not only the Boilermakers, but every single working man and woman of this country, every single union member, has got to get registered to vote, get their families registered to vote, their spouses registered to vote, even their low-down, no-good brother-in-law registered to vote. Everybody's got to get in there because this is the chance to take this country back for working people and only American labor can do it.

"How easy it is for people to say, 'Oh, my vote doesn't count. All politicians are crooks.' But we can't get distracted. This is about who is on your side.

"There are going to be divisions. We worry about whether Gore is right on every single issue. Nobody is right on every single issue! We need to elect somebody we can negotiate with. Somebody whose ear we can catch."

Abercrombie ended his speech by bringing the audience back to the purpose of union support. "Unions exist to make working conditions better and to raise wages and benefits. That is our purpose, and we must never forget it. We must support candidates who will help us in our mission.

"I saw [a news commentator] this week and he was saying, 'I can't understand why people are upset about gasoline prices going up.' And I said, 'That's because you don't have to worry about paying for it. Cause you've got so much money. You've never worked a day in your life. You don't know what it is to have to work to pay those bills.' I want to have a Congress in there that is going

to invest money in the people of this country so we can put them back to work so we can all pay the price of gas."

### Forget the promises – check candidates' voting records

REP. ROSA DELAURO, D - 3rd Conn., told the delegation that "it was just hot air that came to town in 1994," when the Republicans gained control of both Houses of Congress.

"This crowd [Republicans] has been on the wrong side of every issue that is important to working men and women of this country. While we have fought for safe workplaces, the Republican Congress has worked to undermine OSHA. While we fought for the right of our workers to organize, they tried to block the NLRB and to gut its power through legislation. When we participated in the political process – their Paycheck Protection Act tried to stop us. And again, and again, they have failed working Americans."

According to DeLauro, the Republicans have learned that they can't be hardliners. "They're talking about compassion. They're talking about things that matter to workers."

But it's just a political ploy, she said: "They are the very same people who have been on the wrong side of these issues that we care about . . . Don't listen to what they say. Look at their voting record. We don't vote 'maybe' in the House. You vote 'yes' or you vote 'no' and it is a clear record of where you stand on the issue."

DeLauro also spoke about pay equity between men and women:

"Equal pay for equal work is about improving the lives of our families. Two-thirds of working women provide half or more of their household income today. Families today need two paychecks to get by.

"The sad fact is that even with the best education today, circumstances are that a woman won't be paid the same as her male colleagues. In fact, college-educated women earn an average of \$11,000 less than college-educated men. That is wrong. That is unfair in our society and we need to turn that around.

"The Paycheck Fairness Act would put teeth in our current law and help to better enforce the equal pay law. It's been more than 35 years since the equal pay act was passed. I think we have waited long enough to end this kind of wage gap in our society."

Like the other speakers, DeLauro exhorted the delegates to support candidates who will stand up for the most basic worker protections.

"Ask yourself, 'Are they going to support using the surplus to strengthen Social Security and Medicare, or are they going to support the tax cuts for the wealthiest people in this country and squander that surplus? Are they going to

stand up for the right of unions to participate in the political process or go back to supporting the Paycheck Protection Bill?"

"We need to strengthen Social Security and Medicare, pay down the debt so that we can get the interest rate under control, provide for the prescription drug benefit, make key investments in education.

"[We must] elect a Congress that is pro-working family."

### Our country should adopt union movement's principles

REP. CHARLES B. RANGEL, D - 15th N. Y., also praised unions for their contribution to the American economy and the American lifestyle.

"If you study history, you will see that the things that we just take for granted today – vacation time, a decent pension, education for our kids, a health program for seniors, minimum wage, and even the ability to be able to get a part of the great prosperity of this country – none of this was given by the federal government. None of these things were given by the private sector. People fought and died for these things just to be able to say that they were part of the great union movement.

"The most important thing that we've done in America is [create] that Social Security system. You have no idea the pride that has been instilled in older people who would have been destined to poverty . . . [T]hat Social Security check gives them such self esteem that they are not begging and asking anybody for anything, they are not on welfare. They've made their contribution, and now they've got that check that belongs to them.

"I remember my beloved mother, when I use to tell her how easy it would be for her to take that pension check and to have direct banking for it. 'Oh no,' she said, 'that's my check and that mailman is going to give me that check in my hand because I am so proud of that pension check.'"

Rangel discussed the future of Social Security, pointing out that we can project how the changing demographics of the country will eat away at the Social Security surplus. But the system does not need radical change. With a few small adjustments, it will be solvent into the foreseeable future. But we must act now, before there is a crisis.

Rangel also voiced strong support for raising the minimum wage. "We have entrepreneurs who get bonuses and annual salaries of five and ten billion dollars a year. Who are they to object that workers get \$6.15 an hour?"

He ended his talk by asking the delegates to embrace the principles of the trade union movement.

"We expect to get a fair shake from this country, not because we are Democrat, not because we are Republican,

but because we work hard. If you are looking for principles that we are going to have as a nation, then take the principles of the trade union movement. We want not only decent wages, but a decent education. We want to be able to improve ourselves so we can improve life for our families."

### Kyoto Protocol is not the answer for global warming

BILL CUNNINGHAM, from the coalition Unions for Jobs and the Environment, spoke about the Kyoto Protocol and our government's response to the possible threat from global warming.

The Kyoto Protocol calls for industrialized nations to reduce their emissions of "greenhouse gases," such as carbon dioxide and water vapor. These gases tend to warm the atmosphere. Some scientists believe the increase in release of these gases caused by industrialization is warming the atmosphere to dangerous levels.

But the science behind these theories is hardly conclusive. Scientists disagree about the amount of global warming, the cause of it, and how it will affect the planet. Cunningham warns that taking such a drastic step as implementing the Kyoto Protocol without knowing whether it will work is a mistake.

"Whatever you think of [global warming]," Cunningham said, "the Kyoto Protocol clearly isn't the way to solve this problem."

The Kyoto protocol excludes all developing countries. The developing countries make up the majority of the world's population. They are also the area where emissions of greenhouse gases are growing fastest. If we want to reduce greenhouse gases worldwide, we should not exempt those countries that have the most potential for creating greenhouse gases. In its present form, the Kyoto protocol will not reduce greenhouse gases worldwide.

Another problem with the Kyoto protocol is that immediate implementation of its standards would cause many companies to move their factories from the U.S., where emissions are limited, to developing nations where there are no limits. This would merely shift the source of greenhouse gases from the U.S. to other countries.

It would also shift our jobs to those countries. Numerous studies predict massive U.S. job loss under Kyoto.

"One study shows 1.1 million jobs lost," he said. "The aluminum industry will disappear. Another study shows the average impact on American families will be about \$1,010 a month, with a 37 percent increase in electricity costs, \$0.25 cents per gallon increase in gasoline, and overall about a 25 percent increase in household energy costs." □

# BCTD outlines election action plan

## Plan targets 15 key House districts for intense activity

BOB POWERS, Building and Construction Trades Department (BCTD) legislative director, and Kevin O'Sullivan, a BCTD grass-roots organizer, were at the LEAP conference explaining the BCTD's election-action plan for 2000.

The BCTD has targeted 15 key House districts for intense activity, rather than spread their limited resources over all 435 districts. They have also targeted two Senate races.

"The idea is to have someone on the ground in each of these districts, working with the BCTD," said Powers. "We have chosen districts where we think we can have the most impact."

"The BCTD will coordinate the grass-roots program," O'Sullivan explained. "The day-to-day work will be done by the unions in the district."

"Our job is to educate our members, to get them to understand what is at stake here," Powers said. "We will have to work together on this campaign, all 15 international building

trades. It won't work unless we are united in our effort."

### Districts we don't have, but believe we can win

**California's 27th District** – Jim Rogan (R) has a 14 percent lifetime Boilermaker record and is vulnerable.

**Montana at large** – An open seat

**Pennsylvania's 10th District** – Don Sherwood (R) has a 20 percent Boilermaker record. He won by only 515 votes in 1998.

**Washington's 2nd District** – Open seat

**Kentucky's 6th District** – Ernest Lee Fletcher has a zero percent record.

**Michigan – statewide effort** – Debbie Stabenow (D), a strong Boilermaker supporter, is hoping to unseat Spencer Abraham (R), who has a 34 percent record on Boilermaker issues.

**Pennsylvania – statewide effort** – Ron Klink (D), our very good friend, has a good chance to unseat Rick Santorum, who has a 20 percent lifetime record on Boilermaker issues.

### Districts we want to hold

**Connecticut's 5th District** – Jim Maloney (D), the incumbent, has been a very good friend. He is vulnerable, and we have 10,000 members in his district.

**Illinois' 17th District** – Lane Evans (D) is another good friend.

**Kansas' 3rd District** – Dennis Moore (D) is our only friend in the Kansas delegation, with an 80 percent record. He was elected with support from the Boilermakers and remembers our help.

**Michigan's 8th District** is open as Debbie Stabenow is running for Senate. We are supporting Diane Byron.

**Michigan's 10th District** – Dave Bonior (D), the minority whip, with a 90 percent record over a long career in the House, now needs our help.

**New Jersey's 12th District** – Rush Holt (D) is the incumbent in a district where we have 11,000 members.

**New York's 1st District** – Michael Forbes (D) switched last year from Republican to Democrat. He supports



"Our job is to educate our members. We have to work together, all 15 international building trades."

Bob Powers, BCTD legislative director

our issues, but faces a tough race in this Republican district.

**Pennsylvania's 4th District** – This seat is open because Ron Klink, a very good friend, is running for Senate.

**Pennsylvania's 13th District** – Joseph Hoefel, with an 80 percent record, needs and deserves our support.

**Wisconsin's 1st District** – Paul Ryan (R) is a rare animal, a pro-labor Republican. We need to keep him in office. □

# High stakes for working families

## Social Security, shipbuilding, and retirement laws are just a few of the working-family issues in Congress

A N IMPORTANT PART of every LEAP conference is the identification of legislative priorities for the upcoming year. The legislative office identifies a few issues that they will follow closely during the coming year. They choose the bills to follow based on how well the bill supports our union's mission and how much the bill will impact the lives of our members and our families if it is passed.

Some of the bills mentioned here we support. Others we oppose. And in some, we support the bill, but we want to make sure some specific language gets included in it.

While in Washington, delegates to the LEAP conference learned about some of these bills and then met with legislators to let them know how these issues will affect our members and our families. You can let your legislators know how you feel about working-family issues, too. You don't have to travel to Washington, D.C., to make your point. All it takes is a phone call, a letter, or a visit to the office your legislator keeps in his or her home state.

Congress has already shown us how they feel about working families this year when the Senate passed a bankruptcy bill (S. 625) in February, that included \$75 billion in tax breaks for businesses over a ten-year period while increasing the minimum wage by only \$1 per hour over three years – a measly 33 cents a year.

Many more working-family issues will come up for vote this year, making it an important year for workers to contact their legislators. Legislators hear from Big Business every day. But Big Business and workers rarely want the same things, so legislators need to hear from working families, too.

Here's a look at just a few of the upcoming working-family issues.

### Minimum Wage

ON MARCH 9, the House passed a Republican tax-cut and minimum-wage bill that gives upper income taxpayers \$11 in tax breaks for every \$1 that goes to

minimum-wage workers over the next decade, according to the Economic Policy Institute and Citizens for Tax Justice. It also removes important overtime provisions in the Fair Labor Standards Act.

President Clinton urged Congress to pass a "clean, straightforward" \$1-an-hour-over-two-years wage bill – such as Rep. David Bonior's H.R. 325 – and threatened to veto both House and Senate versions because of the tax cuts for the rich provisions.

We support Rep. Bonior's bill.

### Patients' Bill of Rights

THE HOUSE AND SENATE are meeting to iron out the differences between House and Senate bills on the Patients' Bill of Rights measures. The House version (H.R. 2723) – backed by working families, their unions, and a handful of GOP physician members who bucked their party's leadership – extends patient protections to the 161 million Americans in private health plans. It also provides for a timely, independent, external review of disputed medical decisions and allows patients to hold health plans accountable when HMO decisions injure or even kill patients (current law prohibits suing HMOs for their harmful medical decisions). It protects health care workers from retaliation by their employers when they act as advocates on behalf of patients, and ensures that individuals have access to emergency room care and prescription drugs and can participate in clinical trials.

In contrast, the Senate bill (S. 1344) excludes more than 100 million people who are in "self-funded" health care plans. The Senate version gives health plans, not doctors, the final say on medical treatment decisions. It lacks language on patient advocacy, access to specialists and clinical trials, and a continuity of care provision that would allow patients to continue to see their health care provider when the provider has left the managed care network.

The Boilermakers support adding these provisions to the final law.

### School Construction

DESPITE BIPARTISAN SUPPORT for three school construction bills (H.R. 1660, H.R. 1760, and S. 1454), Congress failed to act last year. These bills authorize federal tax subsidies for school districts to build, modernize, and repair public schools to reduce class size, enhance learning, and wire classrooms for new technology. One or more of these bills is expected to be considered this session. In addition, two other bills (H.R. 3705 and S. 2124) have been introduced that would provide \$1.3 billion in loans and grants to help repair our nation's most run-down schools.

We support a school construction bill with Davis-Bacon protections.

### Social Security

LAST YEAR, RISKY Social Security privatization schemes were stopped in Congress – but they may be revived this election year.

AFL-CIO unions have not endorsed a specific Social Security proposal. We believe that any Social Security reform must be centered on using the projected federal budget surplus to strengthen the system, must maintain the guaranteed benefits Social Security now provides, should not raise the retirement age, and should raise the earning caps subject to the Social Security payroll tax to ensure wealthier wage earners pay a fair share.

### Medicare

PRESIDENT CLINTON'S BUDGET proposal sets aside almost \$300 billion of the projected ten-year federal budget surplus to extend Medicare's solvency under current projections from 2015 to 2027. It also includes a provision to provide prescription drug coverage for Medicare beneficiaries. Three out of five seniors lack dependable drug coverage. Several bills addressing the issue of providing universal prescription coverage also are pending, including S. 841, H.R. 1495, and H.R. 664. Clinton also has proposed tax credits to allow people between ages 55 and 65 to buy in to Medicare and to help offset the cost of caring for elderly relatives.

The Boilermakers support this approach and oppose bills to privatize Medicare with a voucher system proposed by Senators John Breaux (D-LA) and Bill Frist (R-TN) and Representative Bill Thomas (R-21st CA).

### Ergonomics

MORE THAN A DECADE'S worth of scientific research and government surveys – some 2,000 studies and articles, according to the Occupational Safety and Health Administration (OSHA) – show that poorly designed workplaces, and jobs that require constant repetitive motion, awkward posture, and forceful movements, are significant safety and health hazards. Each year, more than 1.8 million workers suffer from painful carpal tunnel syndrome, injured backs, and other musculoskeletal injuries. More than 600,000 of them are forced to take time off from work so their injuries can heal, according to OSHA.

Eliminating those hazards and redesigning jobs and workplaces can spare an average of 300,000 workers from painful, potentially disabling injuries each year and save \$9 billion in health care and lost time costs annually. Many employers have told OSHA that ergonomics programs produce a net economic gain because they reduce injuries and improve performance.

But Big Business and its allies in Congress have fought these common sense workplace rules with big bucks and an almost religious zeal. And union members have fought back with a grassroots campaign that brought to light the crippling pain of on-the-job repetitive motion injuries.

In November 1999, OSHA issued its proposed standard on workplace ergonomics. But this congressional session, anti-worker lawmakers and their corporate allies have vowed to prevent passage of the ergonomics rule.

The Boilermakers support implementation of OSHA's new standards.

### Taxes

LAST YEAR, THE GOP'S \$792 billion proposed tax-cut package suffered an embarrassing defeat. Most of its bene-

Continued on page 13



## High stakes for working families

Continued from page 12

fits – such as a capital gains tax cut and repeal of the estate tax – would have benefitted the wealthy instead of providing funds to strengthen Social Security and Medicare.

This year, Republican leaders have changed tactics. They have proposed several smaller tax bills, such as H.R. 6, which eats up some 20 percent of projected budget surpluses, and a bill that would give tax relief for private school costs as part of a voucher-like program (S. 1134).

The Boilermakers will oppose most of these measures, because they threaten Social Security by using up the surplus on tax breaks for the rich. Our position is that Congress establish a comprehensive budget framework to strengthen Social Security and Medicare before using projected budget surpluses to pay for tax cuts.

There is some good news for retirees who work. Early this spring, Congress passed a bill to repeal the Social Security earnings limit that penalized working seniors ages 65-69 years, and President Clinton signed it April 7.

### China's Trade Status

HARRY WU WAS jailed for 19 years and forced into slave labor for criticizing the Chinese government. After his release, he moved to the U.S. In 1995, during his third trip to China to document human rights abuses, he was arrested at the border and sentenced to 15 years as a spy. He was released only because of international pressure.

Wu is one of millions who have been imprisoned and tortured in the Chinese government's effort to ban freedom of speech, religion, and workers' rights. Yet Congress wants to grant China permanent normal trade relation status so businesses can invest there. Currently, China's trade status is decided annually after Congress assesses China's record on human and workers' rights, prison labor, and compliance with other trade agreements.

China has a long history of violating agreements, as U.S. farmers learned last fall when they refused to honor a pledge under a 1999 pact to purchase agricultural products. Because of these violations of past agreements and basic human rights, we oppose normal trade relations with China.

### Tax Code Section 415

SECTION 415 OF THE Internal Revenue Code limits the retirement benefits that a multi-employer pension plan can pay to a covered worker in two ways – a dollar limit and compensation-based limit.

The "dollar limit" sharply reduces the pension benefit for those choosing early retirement. Section 415 harms many of our members who started their career at a young age and retire after 30 years of hard, physical labor, only to find that they cannot collect the full amount that they are entitled to collect by the pension plan.

The "compensation-based limit" sharply reduces the pension benefit of our members whose pay has fluctuated significantly year to year. It bases compensation limits on the average of the three highest paid consecutive years. In an industry such as ours, where the availability of work varies year to year, workers seldom have three high-paid years in a row. They find that this provision prevents them from collecting the amount their pension contributions have earned them when they retire.

The Boilermakers support H.R. 3632, which changes the language of the Tax Reform Act of 1986 to allow all of our retirees to collect the full benefits they have earned through their hard work.

### Saipan Scam

AMERICAN MANUFACTURING jobs are at risk because of a legal loophole which allows foreign-made products to be sold under the "Made in the USA" label.

The island of Saipan is a commonwealth of the United States and can legally put "Made in America" labels on their products. But Chinese and other Asian investors in Saipan are applying "Made in the USA" labels to products made with foreign-made materials by the labor of foreign "guest" workers, who are tricked into moving to Saipan by the promise they are "going to America." In Saipan they are forced to live in factory-owned housing under inhumane living conditions that would be illegal in the U.S. Yet the goods they produce carry the "Made in USA" label.

Saipan exports to the U.S. are growing 45 percent annually, causing loss of jobs in the U.S. textile industry. Saipan officials are looking the other way as their own citizens experience a 45 percent unemployment rate while Chinese companies bring thousands of workers from China to work in their factories. They are looking the other way as the human rights of these guest workers are violated on American soil.

Stop the Saipan scam. Ask your elected officials to protect the "Made in the USA" label and to end the human rights abuses in Saipan.

### Asbestos Litigation

EVEN DECADES AFTER the dangers of asbestos became known, companies continued to manufacture asbestos products, putting millions of people at risk of developing disabling and deadly diseases. Asbestos causes asbestosis and has been linked to cancer of the lung, brain, colon, intestines, and liver, mesothelioma, and many other diseases. The ill effects of asbestos normally take 15 to 30 years from exposure to first symptoms.

Companies in the asbestos industry are trying to eliminate their financial responsibility to asbestos victims through the introduction of two bills in Congress, H.R. 1283 and S. 758.

These bills relieve the asbestos industry of its responsibility to the asbestos victims by placing the burden of proof on the victims to prove which asbestos product and which company's asbestos caused their ill health. Because construction workers often have multiple exposures to asbestos and symptoms do not present themselves for many years, it is impossible to pinpoint which exposure caused the disease. These bills would effectively end all asbestos exposure claims.

To relieve a company of their legal obligations is not right. These bills encourage companies to put corporate profits before human life and health. Nothing short of full responsibility by asbestos manufacturers is acceptable.

The Boilermakers strongly oppose H.R. 1283 and S. 758 or any other legislation that relieves the asbestos industry of its obligation to asbestos victims.

### Ship Loan Program

THE TITLE XI LOAN guarantee program was revived and amended in the 1993 fiscal year budget to stimulate commercial construction in the U.S., and to

## Swiftly is California bound

MORRIS POWELL is taking his donkey, Swiftly, to the Democratic National Convention in August. Powell, a 34-year member of Local 656, Chattanooga, Tenn., works at ABB Combustion Engineering, and is active in state and local politics. He serves on the Georgia State Democratic Committee and the Walker County Democratic Committee. Swiftly, a four-year old donkey, acts as the official donkey for the Walker County Democratic party, and will now serve as the "unofficial official" donkey of the Democratic National Committee. A group of young Democrats will form a caravan, and follow Morris as he trailers Swiftly from his home in Rising Fawn, Ga., to the Democratic National Convention in Los Angeles. While at the convention, Powell will have a Boilermaker banner on Swiftly's stall to boast his union pride.

You will soon be able to access more information on Swiftly through his Web site at: [swiftlythedonkey.com](http://swiftlythedonkey.com)



Swiftly, a four-year old donkey belonging to Local 656 member Morris Powell, at right, is traveling to Los Angeles as mascot of the national Democratic convention.

maintain the defense shipbuilding industrial base. Since then, over \$3 billion in commercial ship construction has been generated through the program.

When the budget office saw that \$58 million of the ship loan guarantee program had not been used, they drastically cut the program's budget for the fiscal year 2001 to \$2 million.

But they were acting on incorrect information. There really wasn't any money left over. The loan papers for the building of four ships, using all of the \$58 million, simply had not yet been completed. Now the program will be short \$48 million in the fiscal year 2001.

Subsidies generate contracts far in excess of the amounts they cost the taxpayer. Current plans call for subsidies of \$50 million, but that is a small fraction of the investment that money will bring. A fiscal year budget of \$50 million in 2001 will guarantee \$1 billion for pending ship construction contracts.

The Boilermakers strongly support this program. The loss of jobs that could result from failure to fully budget this program is staggering.

Contact your legislators and ask them to increase the Maritime Administration's authorization and appropriation by \$48 million to provide \$50 million for Title XI in the fiscal year 2001.

### All American Cruise Act

THE U.S. IS THE largest cruise ship market in the world and one of the fastest growing markets. In 1987, three million North Americans vacationed on one of 60 cruise ships operating from a U.S. port. By 1998, the number of passengers had grown to almost seven million, and the number is expected to reach ten million by 2003. Today, there are 123 cruise ships serving the American market. That number is expected to increase to 160 by the year 2003.

And every one of the large oceangoing cruise ships serving the American market is built and operated by foreign companies to avoid U.S. tax laws.

The U.S. tax laws must be changed so U.S. companies can have an opportunity to develop an American cruise industry. The All-American Cruise Act of 1999 (H.R. 3392) will provide tax parities for U.S. companies, including U.S. shipbuilders, U.S. cruise owners, shore-side hotels, and U.S. companies operating environmentally clean-burning engines manufactured in the U.S. The Boilermakers support bring-

ing the U.S. dollars that our citizens spend on cruises back into the U.S., by taking this step to rebuild the American cruise industry.

### Operating Leases

IN 1999, CONGRESS granted the Navy extended lease authority of 20 years or more for noncombatant ships. But the way a "lease" is defined is keeping the Navy from getting those ships.

As it stands now, the lease is defined as "a capital lease." Instead of budgeting the annual lease amount, the Navy has to budget the entire lease amount. If a lease could be defined as a "ship operating lease," the Navy could budget an amount equal to the actual annual lease payment. This would allow the Navy to lease new, efficient ships. In many cases, the savings in maintenance costs covers the annual lease payments.

Navy regional commanders-in-chief have repeatedly warned that the decline to a 316 ship naval fleet has placed the nation's security at risk. Recent budgets do not even provide enough money to maintain a fleet of this size into the future. Congress has budgeted for the building of only six combatant ships in each of the past seven years. At the rate we are retiring ships, this budget falls far short of sustaining even a 300 ship fleet.

If Congress will change lease definitions, the Navy can start to rebuild its fleet. The Boilermakers support a change in this definition. We encourage you to request your U.S. senators to change the definition for extended lease authority from "capital leases" to "ship operating leases."

### Keep Up With Congress

STORIES IN the Boilermaker Reporter will keep you informed about these issues. You can also follow House and Senate bills on the Internet. Each week that Congress is in session, the legislative office sends out a LEAP Update that explains some of the important actions that have taken place and identifies upcoming issues. You can access the latest Update and previous Updates at the Boilermakers' Web sites:

<http://www.IBB.workingfamilies.com> and <http://www.boilermakers.org>

You can also follow the progress of bills before Congress at Thomas, a Web site sponsored by the Library of Congress. You can search by subject or bill number at: <http://Thomas.loc.gov>

## Local 744 earns awards for fund-raising efforts

### Local lodges in the Great Lakes Area earn all four CAF awards

MEMBERS IN THE Great Lakes Area went home with all four awards given to local lodges and vice-presidential areas for their success in raising funds for the Campaign Assistance Fund (CAF) at this year's LEAP conference.

Each year, awards are presented to the local lodge contributing the largest amount of money to CAF and to the one having the highest CAF contribution per member. This year, Local 744, Cleveland, Ohio, earned both of these local lodge awards. In 1999, Local 744 members contributed \$39,871 (an average of \$116.92 per member) to CAF.

Awards also go to the vice-presidential area contributing the most money to CAF and to the vice-presidential area showing the biggest improvement in CAF contributions. The Great Lakes Area earned both of these vice-presidential area awards. In 1999, the Great Lakes Area raised \$83,550 in CAF contributions—\$24,881 more than they had raised in 1998.

Local 744's contributions helped the Great Lakes Area win the award for the most improved vice-presidential area, as well as the award for the largest CAF contribution from a vice-presidential

area. This is the first time the Great Lakes Area has earned the award for highest CAF contributions, and the second year in a row they have won the award for improvement.

Local 744 members have earned a total of five CAF awards in three previous years. In 1993 and 1998, they earned both CAF awards (highest total and highest per member), and last year they earned the highest total award.

### Who contributes to CAF?

TOTAL BOILERMAKER contributions to CAF in 1999 were \$337,591.86. That total is 2.66 percent more than 1998's total of \$328,837.18.

But our union's potential for raising money to support candidates who will work for us is much greater than these numbers show. Only 44 local lodges participate in the CAF program, out of nearly 300 lodges in the United States. Local lodges which are not raising money for CAF, should consider setting up a program to allow them to participate in this important endeavor.

If we want our union to support candidates for office, we need to raise money for CAF. It is illegal to use union dues to support candidates for federal office. Contributions to federal candidates must come from a political action committee (PAC) fund. CAF is our



John Clark, at left, and Francis Keating, at right, accept awards for the highest contribution to CAF by a local lodge and the highest average contribution per member for Local 744, Cleveland, Ohio, from IP Charles W. Jones.

PAC. All CAF contributions are voluntary. Most lodges that do donate to CAF rely on occasional contributions from members or special fund-raising activities, such as raffles, T-shirt and cap sales, or other events.

The best way to raise money, though, is to negotiate a CAF checkoff into your collective bargaining agreement. In this way, members who wish to give to CAF can have their contributions deducted directly from their paychecks. This money adds up quickly. Local 744 uses a CAF checkoff, as does Local 193, the local with the second highest dollar amount contributed in 1999.

Most International officers and staff members use the payroll deduction method to give to CAF. Staff members donated \$46,045 to the fund in 1999.

Retirees are also using payroll deduction to contribute to CAF. Many of them have a small amount deducted

from their pension checks each month. In 1999, retirees donated \$97,514.56 in this way. They know that we use CAF monies to help elect candidates who will help us keep our jobs and our pensions, and who will protect Social Security and Medicare.

CAF monies are also raised through sales of raffle tickets and other activities at the Construction, Railroad, CLGAW, and SFEAW division conferences.

Legislative Director Ande Abbott uses the slogan, "Have your voice heard, put in your two cents worth," to stress the impact Boilermaker members can have in the legislative field if each one of us simply donated two cents per hour worked to CAF.

To learn how your local lodge can raise money for CAF, consult the *Boilermaker LEAP Manual* or call Legislative Director Ande Abbott at 703 560-1493. □

## And the winning number is . . .



AUTUMN VANSKOY, daughter of NTL President Ronny Vanscoy, picks a winning ticket in a raffle drawing to raise money for the Campaign Assistance Fund (CAF). Raffles to raise money for CAF are held at every LEAP conference and at many division conferences. Local lodges may use raffles to raise money, but should be careful to follow the law, which is explained in the *Boilermaker LEAP Manual*. You may also contact the legislative office at 703 560-1493 for information.

Family members are welcome at all LEAP conference functions. While in Washington, D.C., Autumn attended meetings and went to Capitol Hill with the NTL LEAP delegates, where she collected 30 congressional autographs. □

## L-193 members deserve an award for their efforts, too



International President Charles W. Jones, at left, meets with Local 193 LEAP delegates, l. to r., Michael Konski, Ernest Dorsey, and Mike Dorsey, at the congressional reception.

## Ingalls honors President Jones



DAN KNECHT (left), vice president of labor relations for Ingalls Shipbuilding, presented an official cap from the two jima to International President Charles W. Jones to acknowledge the legislative efforts of President Jones and our union on behalf of the American shipbuilding industry. Ingalls owns a shipyard in Pascagoula, Miss., and recently purchased Avondale Shipyard in New Orleans. Pictured are (l. to r.) Knecht, Intl. Vice Pres. Newton B. Jones, Local 693 President J. J. Criddell, Intl. President Jones, Local 693 Business Manager Frank Ludgood, and Local 693 LEAP delegate Sammie Cole Sr.

### If we gave a second place award, L-193 would win it

THE LOCAL LODGE that raises the most funds for the Campaign Assistance Fund (CAF) gets an award. The runner-up is often ignored. In the case of Local 193, that would be a mistake.

The Baltimore local raised \$38,960.51 for CAF in 1999. That is far more than every other local except one: Local 744 of Cleveland, Ohio, raised \$39,871.

Since 1990, Local 193 members have earned CAF awards for their fund-raising efforts six times. For three years in a row, from 1994 through 1996, they received both local lodge awards—for highest total contributions and for highest contribution per member.

The third place local was—well, let's just say that Local 744 and Local 193

are way ahead of the pack. Both locals have negotiated check-off provisions into their contracts.

With check-off, those members who wish to contribute to CAF can have a small amount subtracted from each paycheck. They hardly notice the little bit that gets taken out each paycheck, but by the end of the year, the total contribution is considerable. Just think how painless it would be to designate two cents per hour worked to CAF. For most people, that's less than one dollar a week. Yet if all members did it, CAF would grow substantially.

To learn how your local can implement a check-off provision—or other methods to raise money for CAF—consult the *Boilermaker LEAP Manual* or call Legislative Director Ande Abbott at 703 560-1493. □



## CONGRESSIONAL RECEPTION



REP. NEIL ABERCROMBIE (D-1st HI), at right, with International Vice President Jim Hickenbotham.



REP. BENJAMIN L. CARDIN (D-3rd MD), center, with, l. to r., IP Charles W. Jones, and L-193 delegates Michael Konski, Ernest Dorsey, and Mike Dorsey.



REP. ROBERT B. ADERSHOLT (R-4th AL), fifth from left, with, l. to r., Stan Gray, L-583; Danny Phillips, L-112; John Helvin, L-108; H. M. Turner, L-112; Steve Speed, L-108; Frank Ludgood, L-693; H. E. Turner, L-112; and L-584 delegates Dewey Walker II and Ronald Cooley.



REP. PHILIP S. ENGLISH (R-21st PA), center, with L-154 delegates, l. to r., Onorato Bucci, Tom O'Connor, IR Bob Heine, Al Cafrelli, and Tony Smarra, Wendell Walters of L-151, Stanley Wolfe and Dan Quinn of L-154 in back, Charles Goodman of L-151, and AAIP Joe Stinger.



SENATOR DANIEL K. AKAKA (D-HI), right, with Legislative Director Ande Abbott.



REP. BOB ETHERIDGE (D-2nd NC), center, with Fleet Spell II of L-905, at left, and International Representative Steve Beal.



REP. THOMAS H. ALLEN (D-1st ME), center, with L-29 delegates, l. to r., Joseph Birolini, Stephen Goodhart, and Jeff Perry, L-920 delegates Don Dinwoodie and Patrick Chevalier, and Paul Meade of L-29.



REP. CHAKA FATTAH (D-2nd PA), center, with L-13 delegates, l. to r., John Rowley, Frank Riley, Granville Strachan, Tom Strain, Bill Hill, David Bryan, Al Cafrelli of L-154, and James B. Heron Jr.



REP. ROBERT A. BORSKI (D-3rd PA), fourth from right, with L-13 delegates, l. to r., John Rowley, Frank Riley, Granville Strachan, Tom Strain, Bill Hill, Al Cafrelli of L-154, and James B. Heron Jr.



REP. TIM HOLDEN (D-6th PA), fourth from left, with Local 13 delegates, l. to r., Frank Riley, Granville Strachan, John Rowley, Bill Hill, David Bryan, James Heron Jr., and Tom Strain.

## CONGRESSIONAL RECEPTION



REP. RUSH HOLT (D-12th NJ), second from right, with, l. to r., IP Charles W. Jones, and Local 28 delegates Chris Murphy, Raymond Cushing Jr., and John Devlin.



REP. JOHN LEWIS (D-5th GA), right, with Legislative Director Ande Abbott.



REP. JAY INSLEE (D-1st WA), center, with Local 104 delegates, l. to r., J. Sean McQuillen, Kristie McQuillen, Larry Knapp, and IP Charles W. Jones.



REP. KEN R. LUCAS (D-4th KY), represented by John Lapp, second from right, with, l. to r., Raymond Smith of Local 667, Garry Ledford of Local 105, and George Pinkerman of Local 667.



REP. DALE E. KILDEE (D-9th MI), left, with International President Charles W. Jones.



REP. FRANK R. MASCARA (D-20th PA), third from left, with L-154 delegates, l. to r., Onorato Bucci, Tom O'Connor, Tony Smarra, Al Cafrelli, IR Bob Heine, Dan Quinn, and Stanley Wolfe.



REP. NICHOLAS V. LAMPSON (D-9th TX), center, with International President Charles W. Jones and Peerless Jefferson of the National Transient Lodge.



REP. CAROLYN MCCARTHY (D-4th NY) with Thomas Klein of Local Five.



REP. SHEILA JACKSON LEE (D-18th TX), represented by Al Cappa at left and Tonya Clay at right, with National Transient Lodge delegate Peerless Jefferson.



REP. PATSY T. MINK (D-2nd HI) with Legislative Director Ande Abbott.



## CONGRESSIONAL RECEPTION



REP. ALAN B. MOLLOHAN (D-1st WV), second from left, with, l. to r., Raymond Smith and George Pinkerman of Local 667, and Ronny Vanscoy of the National Transient Lodge.



SEN. CHARLES ROBB (D-VA), second from right, with, l. to r., International President Charles W. Jones, and Frank Hartsoe and Jeff Morris of Local 45.



REP. RICHARD E. NEAL (D-2nd MA), third from left, with L-29 delegates, l. to r., Stephen Goodhart, Paul Meade, Jack Meade, Jeff Perry, and Joseph Birolini.



REP. DEBBIE STABENOW (D-8th MI), center, with Steve Gromala of Local 696, at left, and International President Charles W. Jones.



REP. WILLIAM J. PASCRELL JR. (D-8th NJ), second from right, with Local 28 delegates, l. to r., Chris Murphy, John Devlin, International President Charles W. Jones, and Raymond Cushing Jr.



REP. JOHN S. TANNER (D-8th TN), center, with, l. to r., IVP Othel Smith Jr., Roy Martin of L-453, Vinson Harper of L-453 behind Darlene Luttrell of S14, Mitchell McCormick of S14, L-455 delegates Joseph McGahey, Bobby McGahey, and Ed Vance, and Richard Smith of L-453.



REP. DAVID PHELPS (D-19th IL), center, with, l. to r., International Representative Gene Lyon, and Bill Staggs of Local 483.



REP. ROBERT E. WISE JR. (D-2nd WV), third from right, with, l. to r., Raymond Smith of L-667, IP Charles W. Jones, George Pinkerman of L-667, Ronny Vanscoy of the NTL, and Gary Ledford of L-105.



REP. RALPH REGULA (R-16th OH), third from right, with, l. to r., Tony Stahl of L-106, Frank Estergall of L-1086, Jeff Beitel of L-1073, Ken Blankenship of L-106, Bill Foley of L-1086, IR Ron Lyon, Terry Heiser of L-1191, and Intl. President Charles W. Jones.



Representatives of the National Labor Relations Board (NLRB), l. to r., NLRB Exec. Sec. John Turner, NLRB member Peter Hurtgen, NLRB member J. Robert Brame III, IP Charles W. Jones, GC Rep. Michael Manley, and NLRB Chairman John Truesdale.

# MAKE IT SAFE

## Workplace Safety Awareness

### Take precaution when working from scaffolds

A FEW MONTHS ago, a New York Boilermaker fell 30 feet to his death. His death was one among thousands of worker deaths from falls in the past ten years.

According to the National Institute for Occupational Safety and Health (NIOSH), 3,491 workers fell to their deaths from 1980 to 1985. Of those, 461 (17 percent) fell while working from a scaffold.

The Occupational Safety and Health Administration (OSHA) promulgated regulations in 1971 to protect workers from the hazards of working from scaffolds. In 1996, they revised the construction industry safety regulations to address scaffolds.

Yet workers continue to fall to their deaths.

The Boilermakers MOST program now offers classes to train safety trainers in OSHA scaffold standards. (See story beginning on page one of this issue.) In addition, NIOSH has recently issued an "Alert" to warn workers about the dangers of death and injury caused by falls from suspension scaffolds, one particularly hazardous type of scaffold.

The Alert focuses on six deaths due to falls from suspension scaffolds and describes the circumstances surrounding the deaths and the crucial prevention steps which could have saved their lives.

The cases reported in the Alert represent only a small percentage of the actual deaths caused annually by falls from scaffolds in the United States. To prevent future deaths and injuries, workers must be told of the hazards they face and the means of prevention. The following summarizes the key information in the NIOSH Alert.

### Preventing worker injuries and deaths caused by falls from suspension scaffolds

#### Who is at risk?

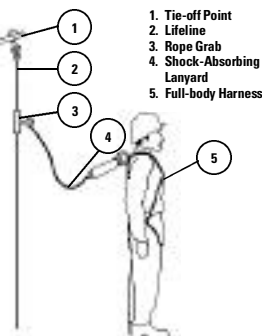
WORKERS WHO USE suspension scaffolds are at risk. Suspension scaffolds are defined as one or more working platforms suspended by ropes, or other means, from an overhead structure.

#### Why are workers dying?

WORKERS ARE IN DANGER of falling from suspension scaffolds. Falls frequently occur as the result of improper installation or operation of scaffold equipment, defective scaffold equipment, insufficient worker safety training, or failure to provide or use personal fall protection equipment. (See the figure above for a description of a lanyard, just one type of fall protection equipment.)

#### How can workers be protected?

THE FOLLOWING precautions should be taken to prevent serious injuries and fatal falls while working from suspension scaffolds:



Lanyards can be used to restrain workers in position, and to arrest falls. By keeping the length as short as possible, a worker can't fall more than two feet while wearing the restraining device.

- Comply with current and proposed OSHA regulations for working with scaffolds. Proposed regulations include requirements for all scaffolds regarding capacity, construction, access, use, and fall protection.
- Assume that design and construction of scaffolds conform with OSHA regulations.
- Shield scaffold suspension ropes and body harness or harness system droplines (lifelines) from hot or corrosive processes, and protect them from sharp edges or abrasion.
- Inspect all scaffolds, scaffold components, and personal fall protection equipment before each use.
- Provide personal fall protection equipment and make sure that it is used by all workers on suspension scaffolds. When working from a scaffold, always use fall protection (both guardrail systems and body harness or harness systems).
- Use structurally sound portions of buildings or other structures to anchor droplines for body harness or harness systems and tiebacks for suspension scaffold support devices.
- Secure droplines and tiebacks to separate anchor points on structural members.
- Provide proper training for all workers who use any type of suspension scaffold or fall protection equipment. If you work from a scaffold, participate in any training programs offered by your employer.
- Follow scaffold manufacturers' guidance regarding the assembly, rigging, and use of scaffolds.

For copies of the NIOSH Alert [Publication number DHHS (NIOSH) 92-108], write or fax requests to NIOSH Publications Dissemination 4676 Columbia Parkway, Cincinnati, OH 45226; FAX: 513-533-8573. For information about this or other occupational safety and health concerns, call toll free: 1-800-35-NIOSH.

For information about MOST scaffold safety training, contact the MOST office at (913) 281-5036.

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

## Avondale agrees to pay OSHA fine, revise safety program

AVONDALE INDUSTRIES has agreed to pay a \$357,750 penalty and revise their safety and health program to settle two fines levied by the Occupational Safety and Health Administration (OSHA) for safety violations.

Under the settlement agreement, Avondale avoids paying over half of the \$717,000 originally demanded by OSHA by agreeing to end litigation and begin implementing the new safety programs immediately. The Louisiana-based shipbuilder will audit all accidents and injuries over the past five years, implement a scaffold erection and maintenance training program,

provide enhanced safety training for supervisors, and provide quarterly audits of medical and OSHA logs.

OSHA Administrator Charles Jeffress told the *Daily Labor Report* that Avondale's willingness to "improve safety and health conditions for its workers... is encouraging." Avondale Industries merged with Litton Industries in 1999.

Boilermaker Safety and Health Specialist Milan Racic filed the original OSHA complaints when safety violations were uncovered during our efforts to bring union representation to the workers of Avondale. □

## Health and safety in the political arena

### Loophole lets MCOs party on Medicare funds

TAXPAYERS ROUTINELY pay millions of Medicare dollars for items that have nothing to do with medical care, according to a recent government report. An audit of nine managed care organizations (MCOs) that participate in Medicare by the Inspector General of the Department of Health and Human Services (DHHS) found that the MCOs wasted \$66.3 million in 1997 on expenses unrelated to medical care.

They splurged on parties, massages, crystal vases for executives, and trips to resort locations. Taxpayers also picked up the tab for a New York-based HMO's \$150,000 party - including visits to Radio City Music Hall, Madison Square Garden, a dinner cruise, and fireworks.

The report listed the expenses in seven categories it said Medicare normally would not pay for, and estimated that MCOs exaggerated their administrative costs by about \$1 billion a year for the years 1994 through 1996.

While the Inspector General only assessed a small number of the MCOs participating in Medicare, it believes that this problem is prevalent in a majority of MCOs across the nation. If half of the nation's MCOs engage in similar wasteful practices, taxpayers would be losing \$1.4 billion per year.

Under current regulations, companies that participate in Medicare are not required to follow Medicare's principle of paying only "reasonable" costs when determining administration expenses. This loophole lets these organizations waste taxpayer money without any repercussions.

### Ergonomics standard faces battle for approval

IN THE FIRST four weeks of hearings on the Occupational Safety and Health Administration's (OSHA) controversial proposed ergonomics standard, the agency heard from roughly 400 witnesses, according to an OSHA official. The hearings featured 370 witnesses from the public, seven from the National Institute for Occupational Safety and Health, and 28 testifying on behalf of the agency.

While supporters and opponents of the proposal have offered different scenarios about how and when a final rule will be published, one thing is clear: all roads lead to the courthouse. Opponents in industry already are talking about lawsuits over the proposed ergonomics standard.

The proposal, issued last November, would require employers in manual handling and manufacturing operations to implement ergonomics pro-

grams in their workplaces and would extend the ergonomics requirements to other worksites upon the recording of a single instance of a musculoskeletal disorder. Opponents question whether the proposal is necessary, despite the fact that ergonomic hazards have been the nation's biggest job safety problem for decades, crippling and injuring more than 600,000 workers each year.

### Alberta plans to privatize health care despite price

ALBERTA PREMIER RALPH Klein has announced a new health care plan that will pave the way for private, for-profit hospitals in Alberta, making their system more closely resemble the U.S. medical care system.

Klein claims that contracting out some services will reduce costs and make waiting lists shorter. Yet medical care costs half as much in Canada as it does in the U.S. And when Australia, Great Britain, and New Zealand attempted to contract out parts of their medical care systems in an effort to shorten waiting lists, the lists grew longer instead of shorter.

Many Albertans also fear that this change will allow medical conglomerates from the U.S. to move into Canada under the cloak of the North American Free Trade Agreement (NAFTA).

### Drug costs for seniors rise

THE PRICE OF the 50 drugs most commonly used by senior citizens rose at nearly twice the rate of inflation last year, according to an independent study released by the White House.

The study by the nonpartisan Families USA consumer group provided fresh evidence that America needs a prescription drug benefit for the elderly. Roughly half of U.S. senior citizens lack any insurance to cover the costs of their medications.

The study found that prices of the 50 prescription drugs used most frequently by older Americans rose 3.9 percent over the last year against a 2.2 percent increase in inflation.

A pharmaceuticals industry trade group criticized the study, saying that government data ran counter to its results. The Pharmaceutical Research and Manufacturers of America said, "Families USA ignores the fact that the 50 medicines... help keep patients out of the hospital, off the surgery table, on the job, and in the home."

Many drugs, such as Xalatan, a drug used to treat glaucoma, were developed with taxpayer-financed research, but are now sold by private companies at enormous profits. The makers of Xalatan sell it for \$45 a bottle, nearly 100 times what it costs to produce. □



# New contract summaries

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

## L-5—New York City

JERRY CONNOLLY, BM-ST of Local 5, New York City, N.Y., reports contract ratification, effective Nov. 1, 1999 to Oct. 31, 2002, for six Local 5 members who perform light manufacturing of electronics for industrial boilers at **Frederick Cowan & Co., Inc.**

## L-27—St. Louis, MO

DONALD LINK, BM-ST of Local 27, St. Louis, Mo., reports contract ratification, effective Jan. 1, 2000 to Jan. 1, 2003, for ten Local 27 members at **Jones & Lockhart Welding, Inc.**

## L-37—New Orleans

MEMBERS OF LOCAL 37, New Orleans, La., have ratified an agreement, effective April 1, 2000 to March 31, 2001, for workers who perform ship repair at **Economy Iron Works, Inc.**

## M68—Cincinnati

ROY TRANBY, financial sec.-treas. of Local M68, Cincinnati, Ohio, reports contract ratification, effective April 1, 2000 to March 31, 2003, for 55 Local M68 members who perform all types of plating at **Micro Metal Finishing**. Tranby also reports contract ratification, effective Jan. 17, 2000 to Dec. 1, 2002, for 15 Local M68 members, whose duties include all types of plating work at **Varland Metal Service, Inc.**

## L-83—Kansas City

ROGER ERICKSON, BM-ST of Local 83, Kansas City, Mo., reports contract ratification, effective April 1, 2000 to March 31, 2003, for seven Local 83 members who work in the boiler shop at **Woodley-Griggs Boiler Repair**.

## L-104—Seattle, WA

MEMBERS OF LOCAL 104, Seattle, Wash., have ratified a contract agreement, effective Feb. 6, 2000 to Feb. 1, 2003, for 40 Local 104 members who manufacture ships, barges, boats, and perform miscellaneous metal fabrication at the **Fishermen's Boat Shop** in Everett, Wash.

TIM CARR, Local 104 BM-ST, also reports contract ratification, effective April 1, 2000 to April 1, 2001, for members performing repair work at **New Way Forming, Inc.**

## L-204—Honolulu, HI

JOHN KING, BM-ST of Local 204, Honolulu, Hawaii, reports contract ratification, effective Jan. 1, 2000 to Dec. 31, 2002, for Local 204 members who work at the **Honolulu Shipyard, Inc.**

## L-242—Spokane, WA

MARLIN McCURDY, BM-ST of Local 242, Spokane, Wash., reports contract ratification, effective Dec. 1, 1999 to Nov. 30, 2003, for 60 Local 242 members who make steel buildings at **Garco Building Systems**.

## L-300—Philadelphia

INTL. REP. STEVE BEAL reports contract ratification, effective Jan. 1, 2000 to Dec. 31, 2002, for 30 members of Local 300, Philadelphia, Pa., who produce environmentally-clean rooms and incubators at **Hotpack/SP Industries, Inc.**

## L-329—Philadelphia

INTL. REP. ROBERT HEINE JR. reports contract ratification, effective March 1, 2000 to Feb. 28, 2003, for members of Local 329, Philadelphia, Pa., who work at **Bradley-Sciocchetti, Inc.**, and at **Danson, Inc.**

## D342—Plattsburgh, NY

INTL. REP. ROBERT SIMMONS reports contract ratification, effective Dec. 1, 1999 to Nov. 30, 2002, for ten members of Local D342, Plattsburgh, N.Y., who make stone and asphalt products at **Malone Quarries**.

## D361—Nelson, AZ

INTL. REP. MICHAEL ATCHISON reports contract ratification, effective Feb. 15, 2000 to Feb. 14, 2003, for 40 members of Local D361, Nelson, Ariz., who work at **Chemical Lime**.

## D364—Paris, ON

INTL. REP. ED MATTOCKS reports contract ratification, effective Jan. 1, 2000 to Nov. 30, 2004, for ten members of Local D364, Paris, Ontario, Canada, who work in production and maintenance at **Dufferin**

**Aggregates**, and effective Jan. 1, 2000 to Nov. 30, 2002, for ten Local D364 members who work in production and maintenance at **LaFarge Canada, Inc.**

## L-443—Manitowoc, WI

INTL. REP. LEONARD GUNDERSON reports contract ratification, effective Nov. 1, 1999 to Oct. 31, 2004, for two members of Local 443, Manitowoc, Wis., who perform maintenance work at **Lakeside Maintenance**.

## L-484—Meredosia, IL

INTL. REP. JAMES PRESSLEY reports contract ratification, effective Jan. 18, 2000 to Jan. 16, 2004, for 216 members of Local 484, Meredosia, Ill., who make adhesive and resin at **National Starch & Chemical**.

## D533—Hagerstown, MD

INTL. REP. ROBERT SIMMONS reports contract ratification, effective Dec. 15, 1999 to Dec. 14, 2002, for 380 members of Local D533, Hagerstown, Md., who make vinyl windows and siding at **Certainteed Corp.**

## L-582—Baton Rouge

INTL. REP. DENNIS KING reports contract ratification, effective Dec. 2, 1999 to Dec. 2, 2001, for 21 members of Local 582, Baton Rouge, La., who make heat exchangers at the **Ohmsted of Louisiana** St. Gabriel Plant.

## 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 members of Local 1703, Racine, Wis., at Lindberg Heat Treating, are, l. to r., Sec.-Treas. Christopher Decker, Richard "Rambo" Koshen, Kevin Sanders, Pres. A. B. Herron, and John King.

## L-725—Springfield

INTL. REP. VINCENT DICLEMENTE reports contract ratification, effective Feb. 8, 2000 to Feb. 8, 2003, for 50 members of Local 725, Springfield, Mass., who work in the production and maintenance unit at **Storms Forge**, a division of Doncasters, Inc.

## L-1509—Cudahy, WI

INTL. REP. HOWARD COLE reports contract ratification, effective April 17, 2000 to Sept. 28, 2003, for 175 Local 1509 members who produce large forgings at **Ladish Company, Inc.**

## L-1666—Dayton, OH

INTL. REP. RON LYON reports contract ratification, effective March 3, 2000 to March 2, 2004, for 90 members of Local 1666, Dayton, Ohio, who work at the **Harris-Thomas Drop Forge Company**.

## L-1703—Racine, WI

INTL. REP. HOWARD COLE reports contract ratification, effective March 1, 2000 to Feb. 28, 2003, for 53 members of Local 1703, Racine, Wis., who make heat treat metal parts at **Lindberg Heat Treating**.

## L-1255—Chicago, IL

INTL. REP. JAMES PRESSLEY reports contract ratification, effective Feb. 12, 2000 to Feb. 11, 2004, for 267 members of Local 1255, Chicago, Ill., who forge pliers and hooks for the electrical industry at **Klein Tools, Inc.** in Skokie, Ill.

## 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 27 agreements outlined above is based on information provided in the Contract Summary and Transmittal Report forms, and covers approximately 1,672 employees.

### Wage Increases

EIGHTEEN facilities received pay increases in 1999, averaging \$0.41 per hour or 2.44 percent. Twenty-one facilities will receive pay increases in 2000, averaging \$0.51 per hour or 2.86 percent. Twenty-two facilities will receive pay increases in 2001, averaging \$0.53 per hour or 2.75 percent. Sixteen facilities will receive pay increases in 2002, averaging \$0.54 per hour or 2.83 percent. Four facilities will receive pay increases in 2003, averaging \$0.35 per hour or 3.75 percent.

### Pension

TWENTY-THREE facilities participate in some type of pension program. There are 14 facilities which participate in

the Boilermaker-Blacksmith National Pension Trust. Their contributions range from \$0.15 to \$2.20 per hour. Average cents-per-hour contributions are \$1.21 for the first year, \$1.23 for the second year, and \$1.24 for third year.

Nine facilities offer a 401(k); ten also have company-sponsored plans; three have profit sharing; two contribute to an Individual Retirement Account (IRA); and one Canadian facility participates in Registered Retirement Savings Plans (RRSP), which are similar to the IRAs found in the U.S.

### Shift Differential

TWENTY-FOUR agreements provide for a second shift premium, of which 19 report a cents-per-hour premium that ranges from \$0.20 to \$0.60. The average is \$0.38 per hour.

Twenty agreements provide for a third-shift premium, of which 18 provide a cents-per-hour premium that ranges from \$0.20 to \$1.00. The average is \$0.51 per hour.

Of the remaining, three provide a percentage of pay (not enough for an average), and one agreement provides a 1/2 hour of additional pay plus

\$0.05 per hour for second shift.

### Sickness & Accident

TWENTY-THREE agreements provide weekly sickness and accident indemnity. Of these, 18 pay a set dollar amount ranging from \$175 to \$413 per week. Average rates are as follows: first year — \$282.07; second year — \$286.51; third year — \$289.85.

The remaining agreements provide a percentage of the employee's earnings ranging from 50 percent to 66.66 percent. The length of time off ranges from 13 to 52 weeks. The most common is 26 weeks found in 13 agreements.

### Life Insurance/AD&D

TWENTY-THREE agreements provide life insurance. In 22 of the agreements, there is a set dollar amount ranging from \$5,000 to \$50,000. The average benefit for the first year is \$28,166.

The remaining agreement uses the annual wage as the benefit by multiplying wages by one and one-half.

### Vacation

TWENTY-TWO agreements provide a one-week vacation. Twenty-three agreements

provide a two-week vacation.

Twenty-three agreements provide a three-week vacation. Twenty agreements provide a four-week vacation.

Eleven agreements provide a five-week vacation, and three agreements provide a six-week vacation.

Of the above agreements, seven receive vacation pay based on a percentage of their annual income.

### Paid Holidays

TWENTY-FIVE agreements provide for paid holidays. The number of paid holidays ranges from three to 14. The average is ten.

### Other Provisions

TWENTY-THREE agreements provide funeral leave.

Paid leave for jury duty is found in 19 agreements.

Union leave language is found in 14 agreements.

Eleven agreements provide all or partial reimbursement for the purchase of safety shoes.

Five agreements provide paid leave for those persons who spend two weeks at military encampment each year.

Four provide a severance payment package.

## Don't forget to add a CAF check-off provision in your next contract

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

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

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

If we want our union to support candidates for office, we need to raise money for CAF. Most lodges that donate to CAF rely on occasional contributions from members or special fund-raising activities, such as raffles, T-shirt and cap sales, or other events.

The best way to raise money, though, is to negotiate a CAF checkoff into your collective bargaining agreement. In this way, members who wish to give to CAF can have their contributions deducted directly from their paychecks. This money adds up quickly.

## L-182's Hall records CD

**Former Boilermaker will donate \$2 to the National Apprenticeship Fund for each CD purchased by a member of this union**

ROBERT H. Forsyth Jr., who joined Local 182 in 1984, has turned in his Boilermaker tools for a guitar. He has just finished his first recording, under the stage name of Robert Hall.

"It took me a year to write the 11 songs on my CD, and another year to record and complete the project," said Hall. "It was a lot more work than I had anticipated. Hundreds of hours of work are involved in making a 40-minute CD."

Hall did most of the acoustic guitar work, all the lead vocals, and most of the background vocals as well. So far, he's had a few radio interviews and is receiving some air time.

But he hasn't forgotten his roots. "The Boilermakers have been good to me. For each CD I sell to a Boilermaker, I will donate \$2 to the National Apprenticeship Fund. I feel it is important to the future of the union to train our apprentices to become proud and skilled craftsmen."

To order a copy of Hall's CD, send a check or money order in the amount of \$12.50 to Robert Hall Forsyth, 132 Point Drive #8207, Draper, UT 84020. Be sure to include your local lodge number so Hall can keep track of all Boilermaker donations.

He's also on the Web at [www.roberthall.org](http://www.roberthall.org) □



Robert Hall is donating proceeds from his CD to the Boilermakers' apprenticeship fund.

## L-29's Gilcoine weds his sweetheart at job site



IT WAS A HARD-HAT WEDDING, held at a job site similar to the one where they first met 20 years earlier. The wind chill was 45 degrees below zero, but that wasn't going to stop them from tying the knot. Bill Gilcoine, a 23-year member of Local 29, Boston, Mass., wed Deb Williams, a painter with District Council 36, on January 17, 2000, during their lunch break at the Canal Electric Plant in Sandwich, Mass. Local 29 ABM Paul Meade was best man; Carole Newcomb was maid of honor. (With her back to the camera is the Justice of the Peace who performed the wedding ceremony.) □

## Wife of L-647 retiree gets her moose

DEB KOSTER, wife of 31-year Local 647 member Marvin Koster, Minneapolis, Minn., brought down this 1,000-pound moose. It took her four shots from a 30-06, earning her a once-in-a-lifetime moose tag in North Dakota. Marvin may be retired as a Boilermaker, but he now helps his wife run their bar, the Westernaire Bar, in Center, N.D. □



## L-13's Heron donates 17th gallon of blood

JAMES P. HERON JR., a 31-year member of Local 13, Philadelphia, Pa., was recently featured on a local television station for donating 17 gallons of blood.

Heron first donated blood in 1972, at the southeastern Pennsylvania Red Cross blood donor headquarters, and has since made donations about every other month at mobile units. So far, he has given a total of 136 pints.

With the most common blood type, O positive, Heron often thinks about how many people he has helped. "Whenever I go to Philadelphia's Veterans Stadium, I look around and wonder if anyone I helped is there."

In an emergency, anyone can receive type O blood; therefore, people with type O blood are known as "universal donors." Heron is a universal donor; however, he humorously adds that he is also a full-blooded Irish-American.

Heron says he always feels good after giving blood, and he encourages everyone to become regular donors. "There's always a need for blood," Heron says. "Remember, the Red Cross is usually the first group you see on the scene when there's been a disaster." □



## L-40's Heady retires



Larry "Wrinkles" Heady, a L-40 member, second from right, receives a cake in honor of his retirement at the D.C. Cook Nuclear Power Plant in Bridgman, Mich. L. to r., general foreman Tom Kopp, foreman George "Terry" Lajoie, and steward Bob "Trapper" Card.

LARRY HEADY, a 29-year member of Local 40, Elizabethtown, Ky., has retired as a field construction boilermaker. He started his career at W. R. Grace in Owensboro, Ky., where he served as a union steward for 13 years. In 1974, he put on his traveling shoes to become a field construction boilermaker, and worked all across the country. His last job was at the D. C. Cook Nuclear Power Plant in Bridgman, Mich., where he got to work with one of his lifelong friends and union brother, Ron "Cornbread" Webster.

His coworkers at the Michigan power plant threw Heady a retirement party, where he received a pre-arranged phone call from another of his long-time friends, Local 175 BM-ST John Fultz. □

## L-587's Roberts has two honor students on university baseball team



Damian Roberts, at left, and Jeremy Roberts, at right, are the sons of Dana and Larry Roberts (Larry is a member of Local 587). Both are honor students, playing baseball on scholarships at Southern Arkansas University.

### His youngest son is also American Legion baseball player of the year

LARRY W. ROBERTS joined Local 587, Orange, Texas, in 1999, and he has plenty of reasons to be proud of his sons. Both are honor students who earned scholarships to Southern Arkansas University (SAU) in Magnolia, where they are playing baseball.

His youngest son, Jeremy, is the 1999 American Legion Baseball Player of the Year. A 1999 honor graduate of Woodlawn High School, Jeremy earned the outstanding offense award, and was all-conference and all-district player for three years. He plans to major in pre-engineering at SAU.

Damian, a 1999 honor graduate of North Arkansas Community College, was nationally ranked in RBIs in Division II baseball, was ranked first in the division with a batting average of .522, and was picked for the all-regional tournament team. He plans to major in kinesiology at SAU. □

## L-108's Gene McDonald retires after 26 years



GENE MCDONALD has retired after working 26 years at the trade. McDonald, who often worked as a foreman on area outages, is a 23-year member of Local 108, Birmingham, Ala. When he ended his ten-hour shift at M & D Power Constructors on March 31, McDonald's co-workers gave him a Boilermaker watch and treated him to a retirement party, orchestrated by his son, Robert, an 11-year member of Local 108. Pictured, l. to r., are Jack King, Wayne Milam, Libby Ratliff, Gene, C. R. Dixon, Robert, Carey Forrester, Tommy Payne, and Eddie Brower.

### Locals award pins

#### Local One - Chicago, Ill.

**30 years** - Fausto Calederon, Robert Gregory, Raymond Strzykalski

**25 years** - Edward J. Downs, William J. Kidd, and Jack D. Ruby

#### Local 29 - Boston, Mass.

**35 years** - Robert A. Senechal

**30 years** - Richard E. Angevine, James F. Armitage, David A. Cordeiro, Gabriel Cordeiro, Damon W. Curtis, Jimmie W. Loftus, Thure A. Munro, William A. Richards Jr., James F. Shephard Jr., Nathan W. Spencer, and Raymond D. Spencer

**25 years** - William R. Anson, Ernest A. Christmas, Joseph P. Fay Jr., Wayne R. Gauthier, John A. Kallenberg Jr., Ralph E. Maxwell, James L. Nicholson III, Richard A. Saucier, and Edward D. Yukon

#### Local 374 - Hammond, Ind.

**50 years** - Matthew Meneghetti

**45 years** - William Lynn

**35 years** - Leon Bland, Kenneth R. Burk, Thomas J. Salakar

**30 years** - Frank Camacho, Harold G. Hacker, Larry Springer

**25 years** - Donald H. Anderson, Gary L. Begle, Terry G. Boyd, David L. Brosz, Melvin P. Coomer, Paul W. Davis, Terry L. Duzan, Willie Edwards, Raymond F. Els-

berry, Roy R. Fleck, Edwin K. Flowers, Harold A. Franzman II, Russell R. Gehlhausen, Daniel W. Heeke, Raymond Houston, Colin Lackey, Ronald R. Mains, Robert Marshall III, Allen E. Pick, Francis K. Reed, Larry A. Seger, Robert O. Sinclair, Darrell J. Sparks, Rodney K. Wall, Walter W. Zale

**20 years** - Paul C. Davis, Robert J. Flores, Timothy F. Gericke, Robert L. Gonzales, Jackie L. Good, James F. Heeke, John M. Lesko, David C. Memmer, Orville J. Merkel, Timothy A. Merkel, Terrence A. Nord, Randall W. Sallee, Larry T. Sparks, Danny L. Turner, Anthony R. Williams

**15 years** - Jim R. Tisdale, Louie W. Zollman

#### Local 531 - Amarillo, Texas

**60 years** - Roy C. Martin

**55 years** - F. G. Hudgins

**45 years** - Jack Garrard

**40 years** - Jimmy Bennett

**35 years** - Gary Adams, Joe Darter, Tommy McDonald, Ray Urton, Jerry Williams, and Kenneth Williams

**30 years** - Robert Flanary and Jesse Williams

**25 years** - Kelly Adams, Mike Brown, Scott Carey, Steve Connelly, Richard Irwin, Ronnie Lewis, Mike Perry, Leo Williams, and Steve Winters Jr.

**20 years** - Clarence Cooper Jr.

**15 years** - Tom Woolsey



## Live in comfort with union-made heating & cooling

IF THIS IS THE YEAR you need a new furnace, boiler, heat pump, baseboard or wall heater, air conditioner, gas stove, or even a stovepipe, check out the quality of these products first, made by members of the Boilermakers, IUE, Machinists, Steelworkers, Teamsters, and the UAW.

### Home furnaces, heat pumps, & air conditioners:

Air Pro, Armstrong, Bryant, Burnham Boilers, Carrier, Coleman Evcon, Comfortmaker, Empire, Empire Comfort (Boilermaker Local S7 - Belleville, Ill.), GE Zoneline, Guardian, Heil, Lennox, Payne, Quantum, Rheem, Tempstar, York.

### Other equipment:

Cozy brand wall, floor, and console gas stoves by Louisville Tin & Stove (Boilermaker Local S20 - Louisville, Ky.); gas stoves and logs by Empire Comfort Systems (Boilermaker Local S7); baseboard and panel heaters by Embassy Industries; gas, wood, coal, and pellet stoves by United States Stove Co. (Boilermaker Local S56 - South Pittsburg, Tenn.); strip and duct heaters by Delta Flo Mfg.; and stove pipe, chimney caps, and hearth accessories by GSW Jackes Evans Mfg. Co. (Boilermaker Local S100 - St. Louis, Mo.).

## Get election flyers in English, Spanish

A 1998 STUDY SHOWED that the most effective tool for motivating members to be politically active is the job-site flyer. One-page flyers on workers' issues handed to members on the job (or immediately before or after) can make an enormous difference in a close election.

This fall we expect to see a number of close races. The Boilermakers Department of Communications has available a series of copier-ready flyers in English and Spanish. For more information, contact Donald Caswell (913) 371-2640.

## Learn truths about Social Security

HOW BAD IS the Social Security shortfall problem? For the past several years, we have heard a steady drumbeat telling us that our cherished social insurance program is destined to fail and we must begin to look for ways to scrap it.

But how much of what we are hearing is true and how much is propaganda from people who want to get their hands on the Social Security surplus? Will the baby boomers bust Social Security? Can we improve it by letting Wall Street manage the funds?

The answers to those questions can be found in a special section devoted to explaining Social Security on the Boilermakers Web site at <http://www.boilermakers.org/SS.html>.

This page contains links to articles on Social Security by dozens of financial experts. Don't be fooled by news articles intended to convince us to dismantle Social Security. Get the facts. Decide for yourself.

## Local 684 helps Hurricane Floyd victims

Members raise money, food, donations, and a roof!

FIRST CAME HURRICANE FLOYD, leaving devastation for miles around. Then came the Boilermakers, leaving food, money, labor, and a hope for a better future.

After Hurricane Floyd hit their area, the members of Local 684 in Norfolk, Va., collected \$518 and non-perishable food items for the victims. But the food bank and the relief center had plenty of food. What the victims really needed, they said, was help getting back into their homes.

One victim, Elaine Johnson, lived alone. She refused to leave her home, even though her roof was badly damaged and water leaks were damaging her kitchen. Local 684 members collected another \$180 and got Home Depot to donate roofing shingles. The Local 684 shop stewards then replaced Ms. Johnson's roof.

"We tore off a tin roof and added 1,400 square feet of plywood and shingles," said L-684 President Johnny Thomas. "We replaced several areas of deteriorated wood around the roof border, and painted parts of the house exterior. It took us 16 hours to finish the job. Everyone was tired and exhausted, but the joy on Ms. Johnson's face made the labor worthwhile."

"We even got a Christmas card from Ms. Johnson. At the bottom she wrote, 'I'm really enjoying my new roof. Thank you very much and thanks to the union. May God forever bless you.'"



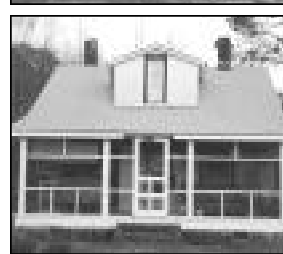
ABOVE: Elaine Johnson, center, thanks Local 684 members for repairing her home. L. to r., James Anderson, David Tew, Greg Camden, Johnny Thomas, Joe Tatum, Teva Pretlow, Bill Stevens, Steve Tarkenton, Ramone Henderson, Doug Goodman, and Michael Patterson. Not pictured is Mike Combs.

RIGHT: L-684 members, Norfolk, Va., replace a damaged tin roof and border, then add a little paint.

LOWER RIGHT: Elaine Johnson's home looks as good as new, thanks to the caring members of Local Lodge 684.

Photos by Local 1999 President Sam Hill.

Thomas sends a special thanks to Local 684 members James Anderson, David Tew, Mike Comb, Steve Tarkenton, Joe Tatum, Bill Stevens, Mike Patterson, Doug Goodman, attorney Greg Camden, and roofing contractor Teva Pretlow for volunteering their services. Photos were taken by Local 1999 President Sam Hill. □



## Ontario Boilermakers battle dangerous bill

Bill 69 would allow employers to change terms of collective bargaining agreement, ignore hiring hall

A BILL BEFORE the Ontario Legislative Assembly poses one of the most comprehensive threats to unionized workers Canadians have seen.

Bill 69 proposes radical, far-reaching changes to the province's Labour Relations Act that seriously threaten the union's ability to negotiate and maintain a collective bargaining agreement.

Provisions of Bill 69 include creating mechanisms for employers to circumvent the hiring hall, reduce wages and benefits on union jobs, and in some cases completely void the collective bargaining agreement.

Although the provincial government claims this law is necessary to allow Ontario contractors to remain competitive, union analysts say the bill appears to have been designed with no other purpose than to reduce workers' wages and benefits. The bill's supporters claim it provides a flexibility in manning projects not possible under current law, but union representatives point out that collective bargaining agreements are presently structured to allow for variations in wage rates, benefits, and other terms when needed to allow union contractors to be more competitive.

### Bill 69 destroys the hiring hall

A KEY PROVISION of Bill 69 allows employers to name/hire up to 76 percent of the employees required for a project, rather than going through the traditional hiring hall rotation list. Thus, contractors will not be required to hire local workers, even though they may be completely qualified. This provision will no doubt be used by some contractors to "punish" some categories of workers, such as older work-

ers, workers with physical limitations, or workers perceived by the employer as being troublemakers, such as health and safety activists.

### Bill 69 threatens foundation of collective bargaining

THE MOST DISTURBING of many bad provisions in this bill is one allowing companies to seek amendments to collective bargaining agreements they have freely agreed to. This provision

would allow unionized firms to lower wages or reduce benefits on jobs despite objections from the union by referring this proposal to an arbitration process, which is heavily tipped to favor the arguments of employers over those of the workers.

Bill 69 is a threat to union members throughout Ontario. It would reduce the role of the collective bargaining agreement so greatly that workers may legitimately ask why one is necessary.

Not only should every Boilermaker in Ontario oppose this bill, but every worker in Canada should watch it carefully. If it can happen in Ontario, it can happen in your province. □

## Worker regrets voting nonunion

This letter is from *Steellabor*, the publication of the United Steelworkers of America.

I WANT TO MAKE a public apology to all those connected with Local 1010. When they came to me at the Research Department at Ispat Inland to join their team last September, I did not listen. When union representative Dennis Shattuck came to my house to talk of the advantages of the union, I did not listen. When I got a letter from Rep. Pete Visclosky about joining the union, I did not listen.

Instead, I chose to listen to others. After being told things would probably be better without a union, I voted, along with 23 others, not to unionize. I talked many others into voting "no," not only this past election, but all the others as well. I believed the company would take care of its salaried employees. By a 24-17 vote, the union was voted out last September.

My reward for voting the union out was having my 30-year pension slashed nearly in half. The old plan would have given me around \$1,200 a month, whereas under the new plan, I'll get about \$700. If I had joined the union, my monthly pension at 30 years would be \$2,080. The new contract calls for promotions every two years for union members. I went ten years between promotions; some have gone as many as 20 years.

The new contract calls for Local 1010 members to get yearly raises. The company gives me a one to two percent raise every 15 months. Union members have negotiated eye care, but I have none.

I'm hoping we get one more chance to unionize in the Research Department before the company kicks us in the teeth (I hope not too hard, because I have very poor dental coverage).

Once again, my apologies to Local 1010, Shattuck, and the 17 people in research to whom I did such an injustice.

BERNIE ZEMEN, Highland, Ind.

## Visit IBB.workingfamilies.com

It's the best way to put the Web to work for you and your family



**You're invited to visit a new online community created especially for union members**

It has many things that union members and their families are interested in, plus valuable offers and discounts.

**AND IT'S ALL IN ONE PLACE.**

### It's easy to use

We know our members don't want to spend a lot of time searching for things on the Internet, so we made it easy. Just point and click.

### It's for union members

We've loaded it with special deals and discounts negotiated with the power of more than 13 million union members. Members can find valuable information for working families and news from your union.

**AND IT'S ALL FREE.**

### We can even help you get connected

If you're not on the Web, we've negotiated a special rate for Boilermaker members that's less than many other major services.

Union members can purchase reliable Internet service for \$14.95 a month. They will receive 150 hours of service every month, and **we'll guarantee that rates will not go up for at least three years!**

Simply call 1-800-806-2150 to receive a free installation CD, or you can download the software online at:

[www.IBB.workingfamilies.com](http://www.IBB.workingfamilies.com).

### Here's just a sample of what you will find at our new Web site:



**Free E-mail.** Send and receive messages from friends and family members.



**Local news, local weather, and sports.**



**Shopping discounts** negotiated with the power of more than 13 million union members.



**Timely information** about union activities.



**Healthcare, fire-safety information, and home-improvement tips.**



**The ability to track your stocks** in your retirement plan with up-to-date prices every 15 minutes.



**Financial services, including union-sponsored values on auto financing, insurance, and home mortgages.**



**CheckFree online bill payments.**



**Voting records of senators and congressmen on issues you care about**

**Much, much more.**

## Union Plus Family Savers offers discounts on everyday consumer products and services

**Your union membership can save you money on these products and more**

THROUGH THE UNION Privilege Program, you and your family can save on everything from hearing health care to car rentals and more! Whether it's planning for your son's or daughter's college education, or planning a trip to a theme park, these discounts can help. Here are the discount benefits the program offers:

### Theme park discounts

YOU CAN SAVE ON admission fees, travel costs, and other vacation-related purchases at any Disney, Six Flags, or Anheuser-Busch theme park, or at Universal Studios.

### Walt Disney World hotel discount

THERE'S EVEN A SPECIAL UNION-members-only rate at the Hotel Royal Plaza, located near Orlando, Fla.

### Union-printed union-made checks and return-address labels

MEMBERS CAN EXPRESS their union pride when they order these competitively priced checks featuring the "union-made" stamp and individual union logos.

### National Ear Care Plan (NECP)

OFFERS SAVINGS ON hearing aids and hearing protection, access to an extensive network of hearing-care professionals nationwide, and a free annual hearing test.

### Flower Service

YOU CAN SEND flowers anywhere in the country or the world – for less.

### Dental & Vision

THIS PLAN OFFERS savings on your family's out-of-pocket dental costs.

### Car rental discounts

AS A UNION MEMBER, you can get up to 15 percent savings on car rentals from Avis and Budget.

### North American Van Lines discount

SAVE 40 PERCENT off field rates on interstate moves.

For more information call 1-800-452-9425, or visit the Union Privilege Web site at [www.unionpriv.org](http://www.unionpriv.org).

## 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 &amp; NAME

**CORRECTION** – Due to a reporting error, the name of L-45's Howard Matney was incorrectly included in the "In Memoriam" column of the Mar-Apr 2000 issue.

1	Urlicks, Bruce	45	Robertson, James	126	Platen, Carlos	374	Stampfer, George	647	Kulcoski, William
5	Mignone, Michael	45	Tillery, Julian	146	Blain, Gilbert	374	Walker, Elton	647	Leikas, John G.
6	Espinosa, Edward T.	60	Mayer, Larry	146	Linklater, Archibald	374	Williams, Van	647	Lemler, Earl
6	Johnson, Willie	66	Parkhill, M. L.	154	Springer, Roderick	408	Covington, James C.	651	Thorton, Michael
6	Rhodes, Otis	M68	Purdum, Carl	154	Feltsky, Robert	433	Blanton, Zoya	656	Ryan, Edgar W.
7	Huthmacher, M.	72	Campbell, Francis	158	Krill, David	433	Chastain, Kenneth	667	Clark, Clayton
7	Park, Robert	72	Hoppe, John	158	Clough, Donald	433	Kelley, Stephen	667	Fulkniur, William
7	Templeton, Robert	72	Muir, Robert H.	158	Lichtenberger, H.	433	Post, Earl	667	Jacobs, James
7	Yavicoli, Harry	83	Barker, France	158	Manes, Rayburn	433	Wildner, Elmer	667	McGlone, Curtis
10	Muldrow, Lawrence	83	Edmonds, Gilbert	158	Spainhour, Lyle M.	453	Booker, Paul E.	696	Denowski, Anthony
13	Di'Marcella, M.	83	Harrison, Jimmie O.	169	Bittner, Richard	453	Spears, Edward	717	Shaw, Hayward
13	Gilmer, James	92	Hill, Luther	169	Sawdo, Roger	454	Coble, William	723	Young, Otis R.
26	Ponsell, George	92	Ohls, Richard	169	Usher, Richard	454	Vaughn, Jerald	735	Lombardo, Dominic
27	Owen, Calvin	92	Trent, Donald	169	Yates, Elmer R.	500	Benedetti, Charles	744	Lowery, James
27	Sanker, Charles	92	Underhill, Evar	169	Zink Jr., Joseph	502	Calkin Sr., Wayne	744	Ryglewicz, Stanley
27	Sheppard, Charles	94	Straw, Ernest	D194	Gormley, James	502	Knutson, Kenneth	744	Vanvalien, William
28	Bott, Henry	104	Hutchins, William	D209	Lewellen, Jackie	502	Loberg, Lloyd	802	McKee, William
28	Moos, Milton	104	Johnson, Gunnar	242	James, Earl	524	Dicken, Terry	908	Payne, Robert
28	Pierce, Robert	104	Killmer, Edward O.	290	Allen, Caby	524	Reinmiller, Robert	D999	Garnett, Michael
28	Raab, Edward	104	Morse, Isaac H.	M300	Kinnett, Dana	531	Cagle, Harry	1162	James Sr., Jesse
29	Demaris, Norman E.	104	Norris, James	357	Rogers, Sherman	549	Bolfing, Wilbert	1509	Kitzman, Gordon
29	Lafferty, David	104	Pitchford, Homer	363	Marthin, Thomas	549	Bounds, Kevin	1509	Konkol, Chester S.
D37	York, Nallace	105	Presley, Ernest	374	Bruder, Charles	549	Lewis, Ronald	1509	Liska, Charles
40	Adelman, Clifton	105	Schoenlaub, H. J.	374	Harris Jr., Frank	549	Morales, Raul	1660	Kimble, Robert L.
				374	Leach, Charles	592	Bryan, Allen O.	1999	Davis, Thomas

## DEATH BENEFITS

THE DEATH BENEFIT PLAN under the Boilermaker-Blacksmith National Pension Trust has paid the beneficiaries of the following deceased members who were covered by the plan since the last issue of our publication.

## LODGE, NAME &amp; BENEFIT

LODGE, NAME & BENEFIT			LODGE, NAME & BENEFIT			LODGE, NAME & BENEFIT			LODGE, NAME & BENEFIT		
Intl.	Perkins, Tyrone C.	\$3,000.00	72	Brummer, Eugene P.	3,000.00	105	Hoderlein, Carl A.	3,000.00	549	Gregory, Vernon L.	3,000.00
NTL	Becker, William J.	3,000.00	72	Campbell, Francis M.	3,000.00	105	McVey, Robert B.	3,000.00	549	Sackett, Homer Jay	3,000.00
NTL	Bergstad, Albert O.	3,000.00	72	Dietterle, Erwin A.	3,000.00	105	Meade Sr., Timothy M.	3,000.00	549	Straw, Ernie	3,000.00
NTL	Culpepper Jr., Allen	3,000.00	72	Ehrlich, Clarence A.	3,000.00	105	Stottlemeyer, Victor H.	3,000.00	549	Thomas, William G.	3,000.00
NTL	Davis, William E.	3,000.00	72	Gaston, Jimmy D.	3,000.00	105	Williams, Warren	3,000.00	568	Odum, James R.	3,000.00
NTL	Kennemuth, Ralph A.	6,000.00	72	Heilig, George E.	3,000.00	112	Manning, John B.	3,000.00	568	Roehlen, Burchard G.	3,000.00
NTL	Love, James B.	3,000.00	72	Hoppe, John E.	6,000.00	112	Mizell, Roy E.	3,000.00	568	Trumbly, Francis A.	3,000.00
NTL	McCrary, James A.	3,000.00	72	White, Norman A.	3,000.00	117	Androsky, William A.	3,000.00	582	Ryland, Carl	3,000.00
NTL	Shank, Wayne M.	3,000.00	74	Yung, John	3,000.00	117	Tyren, Edwin	3,000.00	583	Goodwin, Carl C.	3,000.00
NTL	Towler, Jesse M.	3,000.00	74	Burdick, Sam C.	3,000.00	124	Sprague, Gerald J.	3,000.00	587	Bufford, Ravis J.	3,000.00
1	Beba, Nicholas	3,000.00	79	Meadors Jr., Irvin J.	3,000.00	132	Harper, Virgil O.	3,000.00	587	Guillory, Donald R.	3,000.00
1	Botwinski, Ben H.	3,000.00	79	Holland, Herbert	3,000.00	154	Mack, Frank	3,000.00	587	Hall, Clyde D.	3,000.00
1	Murley, Bobby T.	3,000.00	83	Roy, John E.	3,000.00	154	Miller, James A.	1,500.00	590	Lollar, Lucille P.	3,000.00
1	Patrick, Charles R.	3,000.00	83	Davis, Wesley C.	3,000.00	154	Miller, James A.	1,500.00	647	Braziel, James W.	3,000.00
5	Bonich, Frank	3,000.00	83	Edmonds, Gilbert C.	3,000.00	154	Ray, Jeffrey S.	6,000.00	647	Gulseth, Maurice	3,000.00
5	Korkowski, William G.	3,000.00	83	Herrington, James R.	3,000.00	169	Clay, Turhan E.	1,213.35	667	Fulknierr, William L.	3,000.00
6	Andrews, Donald L.	3,000.00	83	Hess, David B.	3,000.00	169	Gibson, Edward A.	3,000.00	667	Jacobs Jr., James E.	3,000.00
6	Barbosa, Joseph	3,000.00	85	Jackline, Wesley S.	3,000.00	169	Sanford, Alonzo W.	3,000.00	679	Wright, John S.	3,000.00
6	Berchold, Walt E.	3,000.00	85	Hendricks, William B.	3,000.00	182	Judkins, James F.	3,000.00	688	Lizana Jr., Viren John	3,000.00
6	Dove, Edward W.	1,500.00	92	Koester, Harold C.	3,000.00	193	Bremer, Paul D.	3,000.00	696	Stuart, William S.	3,000.00
6	Francesconi, Alfred	3,000.00	92	Bailey, Floyd Louis	3,000.00	204	De La Cruz, Gilbert L.	3,000.00	697	Lang, Lester J.	3,000.00
6	Gale, William J.	3,000.00	92	Doney, Samuel A.	3,000.00	237	Most, Wayne R.	6,000.00	697	Swanson, Melvin L.	3,000.00
6	Kaanapu, Frederick P.	3,000.00	92	Hanlin, Elba F.	3,000.00	242	McLellan, Robert B.	3,000.00	744	Bittel, Leroy F.	3,000.00
6	Leonard, M. L.	3,000.00	92	Hubbard, George W.	3,000.00	355	Arison, Charles E.	3,000.00	744	Smith, Brian D.	2,493.22
6	Mondragon, Ralph G.	3,000.00	92	Jones, Charles E.	3,000.00	358	Foster, James D.	3,000.00	748	Sklarz, John S.	3,000.00
6	Morrison, Johnny W.	3,000.00	92	Kreis, Harry L.	3,000.00	358	Gaughan, Thomas P.	3,000.00	752	Doucette, Raymond J.	3,000.00
6	Pearson, Robert N.	3,000.00	92	McBride, William G.	3,000.00	363	Critchfield, Glenn W.	3,000.00	802	Bakey, Joseph	3,000.00
6	Prewitt, Paul E.	3,000.00	96	Valderas, Alfredo H.	3,000.00	363	Dunne, Lawrence J.	3,000.00	802	Buckley, William J.	3,000.00
6	Smith, Berton	3,000.00	101	Knighon, Archie G.	3,000.00	374	Nickell, Roy E.	3,000.00	802	Czamota, Bernard L.	3,000.00
6	Unger, Wallace R.	3,000.00	101	Wiser, Roland C.	3,000.00	374	Stampfer, George	3,000.00	802	Davis Sr., Felton A.	3,000.00
6	Wise, Junious	3,000.00	101	Zaberdac, Joseph	3,000.00	449	Madden, John P.	3,000.00	802	Detwiler, Charles	3,000.00
7	Jarzynski, John E.	3,000.00	104	Cyber, John C.	3,000.00	453	Harris Sr., Edward A.	3,000.00	802	Evans Sr., Elton	3,000.00
7	McCarthy, Frank	3,000.00	104	Chittum, Troy E.	3,000.00	453	Johnson, R. Dallas	3,000.00	802	Myers, William R.	3,000.00
13	Leonardo, Robert L.	750.75	104	Clark, George D.	3,000.00	453	Thompson, Brance	3,000.00	807	Fernandez, Lawton B.	3,000.00
13	McEwen, Milton T.	3,000.00	104	Conley, Anton A.	3,000.00	454	Ermendez, James L.	3,000.00	906	Hallowich, Paul P.	5,348.78
13	Stanki, Charles K.	3,000.00	104	Cristel, Henry B.	3,000.00	454	Johnson, James W.	3,000.00	1234	Yeargan, Ardis M.	3,000.00
13	Stine, Kenneth D.	3,000.00	104	Dunn, Merle F.	3,000.00	455	Beasley, James L.	3,000.00	1248	Buckley Sr., Robert L.	3,000.00
13	Young, Russell Edgar	3,000.00	104	Feldman, Morris	3,000.00	455	Gray, Douglas C.	449.78	1509	Johnson, William M.	3,000.00
26	Barnard, Lewis D.	3,000.00	104	Houlton, Walter H.	3,000.00	455	Motes, Jasper R.	1,872.70	1509	Karhut, John S.	3,000.00
26	Bryant, Ben C.	3,000.00	104	Jeberg, Henry S.	3,000.00	487	Besserdich, Arden H.	3,000.00	1509	Magnus, Floyd M.	3,000.00
26	Willis, Bernard F.	3,000.00	104	Knapp, Rudolph	3,000.00	487	Charles, Randall	3,000.00	1509	Niedzolkowski, John	3,000.00
27	Holt, Ralph T.	3,000.00	104	Main, Felix W.	3,000.00	487	Guillette, Wallace	3,000.00	1509	Repinski, Carl M.	3,000.00
27	Kleisse, Raymond L.	3,000.00	104	Pollack, Iver	3,000.00	500	Loberg, Lloyd V.	3,000.00	1592	Buskaritz, Frank	3,000.00
27	Manley, Verle L.	3,000.00	104	Riddle, Harry L.	3,000.00	500	Springsted, Dale D.	3,000.00	1603	Stephenson, Glen E.	3,000.00
27	Phelps, Elmer Wayne	3,000.00	104	Sheridan, Willis H.	3,000.00	502	Knutson, Kenneth A.	1,500.00	1670	Keffer, Edith M.	3,000.00
28	Engle, Frank	8,000.00	105	Bovard, Ralph E.	3,000.00	502	Knutson, Kenneth A.	1,500.00	1702	Huntsman, William	3,000.00
28	Kelley, Winfred F.	5,000.00	105	Hammons, Danny R.	3,000.00	526	McClary, Willard S.	3,000.00	2000	Hammond, Herman	2,133.84

</

# Don't let reformers destroy Social Security

IN MARCH, the Social Security Administration (SSA) released their latest projections for Social Security. They reported that the Old Age, Survivors, and Disability Insurance (OASDI) funds will be able to meet all obligations for another 37 years – even if we change nothing about the system.

That is good news. It means we have 37 years in which to adjust Social Security to make up for our longer lifespans and varying birth rates. Rarely do we get so much advance warning regarding a potential problem.

Yet news accounts make the shortfall sound imminent. As recently as this morning (May 16), a story in the *New York Times* stated that “demographic changes will soon threaten the solvency of Social Security.”

I suppose it depends on what your definition of “soon” is.

In 1982, the Social Security trustees report predicted a shortfall by July of 1983 if nothing was done – a warning time of only 15 months. To me, that qualifies as “soon.”

The fact that Congress was able to act in those 15 months to make the necessary adjustments to avoid a Social Security shortfall makes me confident that we can find a solution for this projected shortfall in the next 37 years.

Nonetheless, many Americans – especially younger Americans – have little confidence that Social Security will be available to pay their retirement benefits. A CBS News/*New York Times* poll showed that 45 percent of Americans feel this way. That number is considerably smaller than the 61 percent

who felt that way in 1981, but it is disturbing nonetheless. This lack of confidence opens the door for politicians to propose schemes to “save” Social Security through privatization.

Presidential hopeful George W. Bush jumped on that bandwagon in May, with a plan that would allow workers to place a portion of their Social Security taxes in private accounts, which they could invest in stocks and bonds.

Like most of his proposals, this plan is long on promises and short on details, but he explained enough to make it evident that his plan will not work. Not only will it raise the costs of administering Social Security, but it will reduce benefits for most workers. Worst of all, it will eliminate the most

## Social Security provides old age, survivors, and disability insurance – it is not an investment vehicle

fundamental aspect of social insurance: guaranteed benefits.

Yes, Bush promised that those at or near retirement would still get the full benefits guaranteed by the current system. But he made no such promise for workers in their 20s, 30s, 40s, or 50s.

He cannot make that promise for two reasons. First, diverting some Social Security money to private accounts does not change the fact that there isn't enough in the fund to meet all future obligations. Private accounts may earn at a higher rate than the Treasury bills

Social Security buys, but those higher earnings remain with the individual accounts. The general fund remains short – unless Bush lowers the guaranteed benefits for future retirees.

Second, those who choose to put part of their Social Security money in private investment accounts cannot be guaranteed anything. No one knows what the stock market will do. If it is up when they're ready to retire – great. If it is down, then so are their retirement benefits. Bush points out that over any 20-year span the market has always gone up, but retirement decisions are made on much shorter notice. What does a person do if the market collapses just before he or she retires? Work another 20 years?

In fact, a study conducted by the General Accounting Office (GAO), Congress's research arm, found that private investment accounts are a good deal only for those in the top ten percent of wage earners. They looked at three Texas counties that tried private accounts for nearly two decades and came to this conclusion: “In general, low-wage workers and, to a lesser extent, median-wage earners, would fare better under [the current system]. High-wage earners can expect to do better under [privatized plans].”

The report also noted that women, no matter their age or economic status, would be losers under a system of private accounts, because current Social Security protections for women are wiped out under privatization.

Finally, this GAO report showed that the expense of maintaining the private accounts system is far greater than the



Charles W. Jones  
International President

two percent administration costs that Social Security currently runs. Bush's plan would be even more expensive than the Texas plans, because he wants the federal government to regulate the way these private accounts are invested. That means creating an entire system of auditors and investigators to look over the shoulders of those who open private investment accounts.

The projected shortfall is real. Let's fix it. But not by creating private investment accounts. Social Security is social insurance – not a wealth-building plan.

We must ensure that all Social Security recipients get every penny that is guaranteed to them by law. Not just the wealthy ones. Not just the lucky ones.

Let's keep the “security” in Social Security. □

## Letters to the Editors

### L-667's Deem on unionism

I WAS RAISED in a union household, and the food I ate, and the clothes I wore came from union wages. I've seen my dad come in from the job, disgusted, cold, and hungry, sometimes from standing on the picket lines fighting for what he believed in. So, you might say I got a little education on unions at an early age. I've never forgotten those days, or the heated discussions my dad and uncle had on unions. I'm proud of them both, because I'm working under the conditions, what little bit we have left, that they made for me. I've even experienced picket lines myself in the coldest part of our state in the winter months. I think instead of teaching our young people the political aspect of unions, they should first be taught about unions – what they stand for and the purpose of them. Not only the young, but the old as well, because 70 percent of the members are worried about how much money they're going to make this year, getting in debt so far that they can't make their payments on unemployment. They should sit down and read the obligation they took when they were initiated into the Boilermakers union. I can't remember any wording in it that says you should mistreat another brother because of money. All men, including brother Boilermakers, should be treated equal.

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

### L-374's Kyle on early retirement

I WONDER IF the (pension) board is aware of the changes in the field? Contractors no longer put the older members to work helping the welders, nor do they give them tool room jobs

like they did in the past. Now, it's up the stack or down the track. If you hire in on a job and you are 50 years old, you can bet you'll make the first layoff. I heard a (company) employee make the statement, “There is no room in the field for anyone who is 50 years old.”

So with this in mind, is 30 years and out with full pension too much to ask? Is a death benefit that will at least give a member something besides a pine box to rest in peace too much to ask?

MIKE KYLE, L-374  
Derby, Ind.

### L-555's Wiens on training

OUR TRADE HAS a long and successful past. In order to remain a strong, vital trades group, we are going to have to keep current. To stay superior to nonunion shops, locals across Canada and the U.S. must invest funds on training the journey person.

BOB WIENS, Local 555  
Winnipeg, Manitoba, Canada

### L-13's McElhaugh on annuity

MAYBE AN APOLOGY letter attached to our annual annuity statement would have helped the thousands of members prepare for the disappointing investment performance of our fund. The automatic withdrawal from our hard-earned paycheck is undisputedly a terrific way to invest for our family's future. Realistically, few (if any) Boilermakers would be able to save an amount equal to a year's worth of contributions. However, we need OUR fund managers to work as hard as we have to everyday as Boilermakers. I, for one, feel we deserve better performance and some new ideas.

JOEY MCELHAUGH, L-13  
Jim Thorpe, Pa.

### Widow commends co-worker

ON FEB. 23, 2000, my husband, Rev. Ben D. Armstrong, a member of L-514, died in an automobile accident in Lewisburg, Tenn. One of my husband's coworkers, Timmy Morton, and another unknown motorist tried to rescue my husband from the wreckage. Their attempts were not successful, but I think their acts should not go unrecognized.

In these complex times, so many people are involved in their own lives and problems. So often, we measure success and accomplishments by what we achieve, instead of by one's efforts. The thought of these two risking their own lives and health to assist my husband is most commendable.

This story is exemplary of what people talk about in the South... people helping people and expecting nothing in return. This is a story about a man of distinguished valor.

MRS. JEANETTE ARMSTRONG  
Columbia, Tenn.

### L-105 widow thanks members

I RECENTLY LOST my husband, Mike “Jenks” Jenkins, of Local 105 (Chillicothe, Ohio), and I want to express my sincere thanks to all of Mike's Boilermaker brothers who sent cards and took up collections. Their kind words meant a lot to me and Mike's family. It helps to know so many felt the same about Mike as we did. Mike would have been so proud of his brother Boilermakers, although he would not have been surprised by their actions. After all, he knew just how great the Boilermakers are. Believe me, he told me more than once!

God bless you all,  
MRS. GAYLA JENKINS and family

### L-128's Hendrie asks for more Canadian content in Reporter

I HAVE BEEN A LOCAL 128 Boilermaker in Samia, Ontario, for the past 27 years. Most of my time has been spent in the Shell Refinery. I am very proud to be a Boilermaker, whether it be in Canada, or in the U.S., or any other country. Although I was very proud to see that our brother, Joe Maloney, had been put in a very high position in the AFL-CIO, being at one time the B.A. here in Samia, there is something that bothers me. The Canadian content in the news vessel was almost nil for the Mar/Apr issue. I am very interested to read what is going on in the U.S., with the Boilermakers and the great strides you are making over there, but we are also making great strides over here and if no Canadian content is in the vessel, what is the use in sending it over here. Remember, we are all brothers/sisters and we are all union for the same cause. A little Canadian content would not hurt. Hope you agree.

PETER HENDRIE, L-128, proud Boilermaker from North of the border

**EDITOR'S NOTE:** The *Reporter* relies on members and local lodge officers to submit stories, story ideas, and photos. If you want to see your local or a member mentioned in the *Reporter*, someone has to pick up a pen or a phone. We have no other way of knowing what is happening. Please send stories, photos, and suggestions to the address given below.

## Got something to say?

SEND A LETTER TO THE EDITOR:

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