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CLGAW Division meets in KC

Delegates discuss industry and political issues, improve leadership skills

OVER 70 LOCAL LODGE representatives attended the biannual conference of the Boilermakers' Cement, Lime, Gypsum & Allied Workers (CLGAW) Division in Kansas City, July 19-20, 2000, at the Westin Crown Center Hotel.

Intl. Vice Pres. Jim Hickenbotham hosted the conference, along with CLGAW Div. Dir. Charles Huntbach.

The first speaker was Intl. Pres. Charles W. Jones. Reviewing labor history since the days of the Great Depression, Jones recalled the efforts of President Roosevelt to help the workers of America. "He made a lot of strides, and then the Japanese bombed Pearl Harbor. We stopped making autos and refrigerators and started making guns, tanks, and planes," Jones said. "The U.S., which had been a sleeping industrial giant, came alive and became an arsenal democracy."

But those days are over, he said. The U.S. now gets their Navy ships repaired in Japan. Americans are having to work two jobs because the good jobs are going overseas.

"Why do they [Congress] want to take away the eight-hour day and overtime pay?" Jones asked. "Because what the government gives, the government can take away. This is a political world - you have to be involved whether you like it or not. We are not for one party or the other. We are for those who are for our members," he said. "You've got to get to the polls and vote in your interest."

Intl. Sec.-Treas. Jerry Willburn provided a three-year comparison of the financial status of the Cement Division and the International Brotherhood. He

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Delegates to the biannual conference of the CLGAW Division meet at the Westin Crown Center Hotel in Kansas City, July 19-20.

Boilermaker products highlight Union Industries show

THE INTERNATIONAL promoted Boilermaker-made products at the AFL-CIO's Union Industries show in Milwaukee, May 5-8.

Members of Locals S2 (Lavergne, Tenn.) and S14 (Lewisburg, Tenn.), who work at International Comfort Products (ICP), along with a representative of the International Association of Machinists union, worked one booth, raffling off Boilermaker-made products every hour.

Raffled items included eight-inch adjustable crescent wrenches made by Local 1256 members at Klein Tool in Moran, Kan., and Swing-A-Way can openers made by Local M13 members in St. Louis.

One of the Boilermakers' newest bargaining units was represented at a booth sponsored by the Union Insurance Group. These new members of Local One in Chicago, Ill., sell life, health, auto, home, and commercial insurance.

"The show provided a great opportunity to let people know about the union, and the products we produce," reported Intl. Rep. Gary Don Bryant. To help promote the show, ICP donated a three-ton Tempstar split system air-conditioner, which was raffled off to lucky winner Danny Morris of West Allis, Wis.

ICP produces heating and air-conditioning products under the brand names of Heil, Tempstar, Arcoaire, Comfortmaker, and ICP Commercial.

Other Boilermaker companies featured at the booth included A. C. Humko, Attwood Corp., Aurora Casket, Emerson Electric, Empire Comfort Systems, Fedders Corp., Hudson Food Service Equip., L. C. Thomsen, Louisville Tin & Stove, MacGregor Golf, Peerless-Premier, Perlick Corp., PMI-Vulcan Hart, R.E. Chapin, Roesch, Servco, Snap-On Tools, Spalding & Evenflo, Steiner

Continued on page 3

Taylor Forge earns national recognition

Boilermaker employer honored for commitment to collective bargaining, employee relations

TAYLOR FORGE Engineered Systems, Inc. has received a Labor-Management Award Certificate of Honor from the AFL-CIO's Union Label & Services Trades Department.

Nominated by the International Brotherhood of Boilermakers for the annual labor award, Taylor Forge earned special recognition from the AFL-CIO for its commitment to the collective bargaining process and to the production of high-quality, union-made products and services.

"This is the first time that the Boilermakers union has nominated a company for the award," explained Joe Stinger, administrative assistant to the International President, as he made the award presentation to Taylor Forge President Tom Walsh and Exec. Vice Pres. Mike Kilkenny at their Paola, Kan., facility.

"We have over 2,000 contracts and could only submit one name," said



Taylor Forge President Tom Walsh, third from right, accepts the 2000 Labor-Management Award Certificate of Honor from the AFL-CIO's Union Label & Services Trades Department. Participating in the award presentation are, l. to r., Local 84 Pres. Paul Obermeier, AAIP Joe Stinger, Taylor Exec. Vice Pres. Mike Kilkenny, Intl. Rep. Gary Meyer, and Local 83 ABM Randy Cruse.

Stinger. "In all, over 100 unions submitted company names for this award, and only nine companies received the 'honor' award."

Taylor Forge, a manufacturer of large steel-fabricated products for the energy and aerospace industries, has been in business for over 50 years. They operate steel fabricating facilities in Kansas, employing members of Boilermaker Local 84 at their Paola facility and

members of Boilermaker Local 83 at their Garnett facility.

"The International Brotherhood and our respective local lodges have always enjoyed an excellent bargaining relationship with the management of Taylor Forge," said Intl. Pres. Charles W. Jones. "The company has always shown great respect for the collective bargaining process."

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Take Five on election day

Make a difference this year – get family, friends and neighbors to vote

WORKERS CANNOT HOPE to influence the elections with our money. We simply do not have enough. Presidential hopeful George W. Bush has already amassed more than \$70 million for his campaign, mainly through \$1,000 donations from wealthy individuals. How many of your friends have donated \$1,000 to a candidate?

The only way workers can influence elections is by getting out to vote. You have registered, you have studied the issues and the candidates, and now it's time to vote. When you head out to the polls, don't go alone. Take others with you – family members, friends, neighbors, co-workers.

Don't assume that they will get there on their own. People fail to vote for any number of reasons. They have good intentions. They promise they'll vote for pro-worker candidates. But when the day arrives, somehow they do not make it to the polls.

Some get busy and decide it's too much trouble. Some don't have a way to get to the polling place. Some are shy and like to avoid public places. Some think voting is a waste of time. Some simply don't realize that it is election day. Some get distracted and, before

Countdown to Election 2000

- Step 1: Register to Vote
- Step 2: Learn the Issues
- Step 3: Spread the Word
- Step 4: Vote in Primaries
- Step 5: Take Five

they know it, the polls have closed. Some just plain forget.

We can increase the number of workers voting a great deal if we make the effort to take people with us to the polls. A proven method for doing so is called Take-Five.

It's simple, really. A day or two before election day, tell five people that you're going to take them with you to the polls. When the day comes, do it. Go by their houses or place of work, get them, and take them with you.

Communities where unions have used this approach have been successful in electing pro-worker candidates.

Make a vow today to take five people with you in November. And then be good to your word. It only takes a few minutes to get five people to the polls, but those few minutes can make a lifetime of difference. □

Boilermakers hold public office

WHO WOULD YOU rather have making the decisions that influence your life – someone from a working family who understands your problems and needs, or someone who has never worked for a living?

Too many elected positions in government are held by people from the business and professional communities – people who have difficulty understanding what workers go through every day, what we need, and how their decisions affect our lives.

Below you'll find a list of Boilermakers who are doing their part to make sure the voice of workers is heard. They believe so strongly in the democratic process and community service that they have gotten themselves elected to public office.

Gary Cookston, Local 656, member of Democratic Committee, Marion County, Tenn.

Lyle Grimes, member of Democratic Committee, Jefferson Parish, La.

Rick Horn, Local 105, city council, Greendale, Ind.

Charles Miles, Local 656, member of Rhea County Industrial Development Board, Rhea County, Tenn.

Morris Powell, Local 656, delegate to Democratic National Convention from Dade County, Ga.

Grover Skyles, Local 656, city council member, Dunlap, Tenn., and member of Sequatchie County School Board

Eugene L. Townsend, Local D239, mayor, Three Forks, Mont.

This list is by no means complete. These are just the ones we have learned of as of today. We ask all Boilermakers who hold elected positions in their communities to contact the *Boilermaker Reporter* so we can list your name and position in future articles about Boilermakers in public office. □

How donations to the Campaign Assistance Fund make an impact

THE CAMPAIGN ASSISTANCE FUND (CAF) provides a way for Boilermakers to make their political donations have impact. Individual donations of modest amounts are combined together to create a political contribution large enough to get a politician's attention.

Wealthy individuals can get the attention of politicians by writing personal checks for \$1,000. Few workers can afford to donate that much money to a politician or a political cause. Your \$5 or \$20 or even \$50 donation can hardly attract much attention when businessmen routinely donate \$1,000 to their favorites.

By combining dozens of small donations from individual members, CAF is able to contribute up to \$5,000 to a candidate who supports our agenda. A donation of that size gets attention. If the candidate gets elected, we have a person in office who knows we helped him or her get there.



NTL Pres. Ronny Vanscoy (left) presents a check from the Boilermakers' Campaign Assistance Fund to Rep. Robert E. Wise Jr. (D, 2nd Dist.-W. Va.) at the 2000 Legislative Education-Action Program conference in March. Rep. Wise has an 83 percent record of voting with the Boilermaker agenda.



the Boilermaker Reporter

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A prize-winning newspaper

CLGAW Division meets in KC

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said, "Last year, for the first time, the CLGAW Division was in the black, and this year, so far, your division is in the black again."

Willburn stated that the CLGAW Division is a very stable division, representing 11 percent of the total membership.

He also discussed the importance of getting out to vote. "I want you to take five," said Willburn. "And I don't mean for rest. I want you to take five people with you to the polls."

Speakers discuss contracts, legislative and legal issues

DIV. DIR. HUNTBAUGH responded to Willburn's request, making a commitment to take five people to the polls as he joined Pam Dumlum in presenting their joint contract analysis report. Their new compiled report replaces the individual reports presented by division representatives at past conference meetings.

"It is now the most comprehensive report for the Brotherhood," said Dumlum, asst. to the dir. of research and collective bargaining services. "It covers 9,024 workers, of which 8,480 are members of this union – a 94 percent membership rate, the highest of any Brotherhood industry."

Ande Abbott, director of the Boilermakers' legislative and shipbuilding departments, discussed the power of the vote. "We've got people who don't think their vote is important. I bet every CEO votes, but it is our collective vote that has the power."

He discussed legislative issues that affect workers in the Cement Division – less money is allocated for roads and highways, which means less demand for cement; global warming is blamed on cement kilns, yet there is no scientific evidence that carbon dioxide emissions contribute to global warming; free trade bills mean the American worker has to be more competitive, but how can they compete with workers who make nine cents an hour?

"Politicians need money to get elected – and they need votes," explained Abbott. "We'll never be able to out-fundraise them, but we must do some."

"Right now our people in the manufacturing industry, who need the help the most, are not participating very much in CAF [the Boilermakers' Campaign Assistance Fund]," said Abbott. "If we can get all the cement industries in, we'll have more than we can spend on a national level, and then we'll be able to help on the state level."



IVP Jim Hickenbotham welcomes delegates to the biannual CLGAW Division conference.

Dick Waers, of the Blake & Uhlig law firm, presented the General Counsel's report. He said it has been a slow year for labor law, with no monumental decisions; however, if a Republican president and a Republican Congress are elected, this could shift.

Employer panel reveals company attitudes

FIFTEEN EMPLOYER representatives attended the biannual conference of the CLGAW Division, with eight employer members addressing the group.

Don Hammerstrom, of Holnam, Inc., talked about his company's efforts to increase safety awareness. The Boilermakers represent five of their 12 plants. "Lost-time accidents have dropped from 35 in 1998, to four so far this year. Three of our Boilermaker plants have zero accidents."

Gerry Hyde, of Lone Star Industries, said the old adage, "There's nothing more sure than change," is certainly true for Lonestar. "Dyckerhoff, A.G., a German company, purchased Lone Star in October 1999. They are moving the corporate headquarters from Connecticut to Indianapolis," he said. Their number one priority is to increase profits.

Hannah Lendrum, CEO of the Wagner Quarries Company, said her favorite part of the labor agreement reads: "The Company and the Union will continue to work cooperatively." To her, this symbolizes the success of her company.

Dave Repasz, of Southdown Inc., said, "We must focus on productivity to remain competitive." They have joined "Partners in Progress" to improve their partnership relationships.

Gary Church, of Ash Grove Cement, said, "The more advanced your skills, the more you will be prepared for good jobs, and the more you can protect yourself from change."



Officers of Local D208, Martinsburg, W. Va., at their first CLGAW Division meeting. L to r., L-D208 comm. mbr. Mary Tabler, Rec. Sec. Woody Cameron, Pres. Chris Perkins, Intl. Rep. Raleigh Eversole, and comm. mbr. John Grove.

John O'Brien, of Lafarge Canada, said multi-national growth and expansion is their goal. "Successful employees and successful unions need successful companies. It's not a one-way street. Companies need a pro-employee outlook."

Carlo Almoto, of Essroc Materials, said that all eight of their plant locations employ union workers, with the Boilermakers representing workers at two of their plants. He said Essroc is focusing on improving relations and safety at their U.S. plants.

Vern Stuessy, of Lehigh Portland, gave a joint report with Local D106 President Rick Donbert Jr. They discussed a project they have been involved in for over four years, which they credit for their positive work environment and improved attitudes with respect and trust for both labor and management. Donbert described the role of the "Burning Zone," a committee of six union and six management leaders. "This opened up communications so we could work together to solve problems," he said. Stuessy echoed Donbert's sentiments, saying, "We still have a long way to go, but we've made considerable progress. We are there together – everyone has value."

The conference concluded with a dinner and raffle drawing. Sale of raffle tickets through the conference raised over \$1600 for the Campaign Assistance Fund (CAF). □

Taylor Forge earns recognition from AFL-CIO's Union Label Dept.

Continued from page 1

In nominating Taylor Forge for the award, Jones outlined the company's participation in negotiating a drug-testing program that has served as a model for other Boilermaker negotiations.

"This program covers all employees in the bargaining unit, as well as management employees, with the chairman, president, and executive vice president being treated the same as all bargaining unit employees," said Jones. "The Taylor Forge owners recognize that the well-being of their employees and their relationship with the union are critically important fac-

tors to the overall health and profitability of their company. The employees in turn have responded to that concern by working to make Taylor Forge the success that it is today."

That success was recently recognized when Taylor Forge earned the 1998 Kansas Governor's Award for Excellence for the outstanding business in the state.

In the last ten years, Taylor Forge has added 121 jobs and expanded their facilities by over 70,000 square feet. They have also developed extensive on-site training opportunities for the bargaining unit employees, all conducted during scheduled work hours and at the company's expense, and they reimburse employees for college classes they take on their own time.

Another example of Taylor Forge's concern for its employees is its payment of an experimental treatment for the family member of a bargaining unit employee. When the company learned that the treatment was not covered by insurance, they stepped in and paid the bill. "For obvious reasons we cannot be more specific," said Jones, "but the cost of the treatment was significant. This situation, while extraordinary, is indicative of the mutual respect between Taylor Forge, their employees, and the union."

In accepting the award, Taylor Forge President Tom Walsh thanked the Boilermakers union for the nomination. "To be the first Boilermaker manufacturing company to receive this national award is indeed a special recognition," said Walsh. "The future of our company depends on true cooperation between labor and management." □

Boilermaker products highlight Union Industries show



Danny Morris, second from right, won a three-ton Tempstar air-conditioner from ICP at the Boilermakers' Union Industries show booth. L to r., IR Gary Meyer, S14 Pres. Ken Frazier, Morris, and IR Gary Don Bryant.



AFL-CIO Exec. Council mbr. and Tennessee State Fed. Pres. Jim Neeley visits the Boilermakers' booth at the Union Industries show. L to r., Derek Werner, HR mgr., ICP; IR Don Bryant; IR Gary Meyer; Neeley, IVP Othal Smith Jr., and AIP Howard Lyon.

Continued from page 1

Corp., Tennesco, Union Tools, U.S. Stove, Warwood Tool, and Whirlpool. More than 200,000 people attended the annual AFL-CIO's Union Industries show of over 400 exhibits covering

space equal to 4.5 football fields. Before the show opened, hundreds of Milwaukee area high school students and their teachers attended an exclusive preview of the exposition, so they could get a

close-up look at some of the types of union jobs that are available.

Next year's Union Industries show will be held at the Los Angeles Convention Center, April 27-30, 2001. □

Right-to-work invades Canada

Bill C-436 will weaken unions, lower wages across Canada

RIGHT-TO-WORK LAWS are a bad deal for workers. Boilermakers in 22 states throughout the U.S. know that fact all too well.

These deceptively named laws are intended to weaken unions, to drive a wedge into a union's solidarity so that workers do not have as much power when they sit down to negotiate a contract. In the states that have passed these laws, the anti-worker authors of this legislation have been successful.

As the graphs below illustrate, workers in right-to-work states are far behind other American workers in every measurable category of economic and social well-being. The average annual pay in free states was \$29,843 in 1997, compared with only \$25,408 in right-to-work states - a 17 percent difference.

Workers in right-to-work states get fewer benefits on the job and through their governments. A higher percentage of them have no health insurance or pensions. Because wages are lower, these states have less money to spend on schools; the average expenditure per pupil was only \$4,534 in right-to-work

states in 1994, compared to \$5,817 in states allowing union security clauses.

Lower spending levels account for the higher school drop-out rates in these states, as well as lower health rankings for both children and adults.

All of these things result from the fact that in right-to-work states, unions represent a smaller percentage of the workforce - an average of 8.1 percent compared to 16.2 percent.

Given these terrible statistics, you might think Canadians would want nothing to do with this law. You would be right - at least as far as workers are concerned. Dick Martin, former secretary-treasurer of the Canadian Labour Congress, once described right-to-work as "totally foreign to the labour relations legislation that has been in force in Quebec and the rest of Canada for many years."

He said, "This so-called 'right-to-work' is actually anti-trade union and anti-worker and it really only profits employers. There's no element of fairness in it whatsoever."

But fairness is not the issue. Businesses like this law because it gives them a great advantage in dealing with unions. No doubt that is why a group

of Canadian businessmen is now trying to introduce right-to-work laws into Canada. Reform Party MP Jim Pankiw (Saskatchewan) has introduced Bill C-436 in the House of Commons.

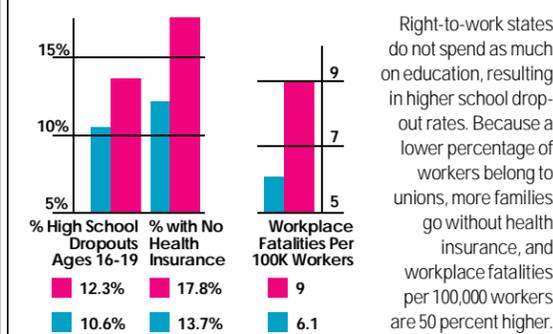
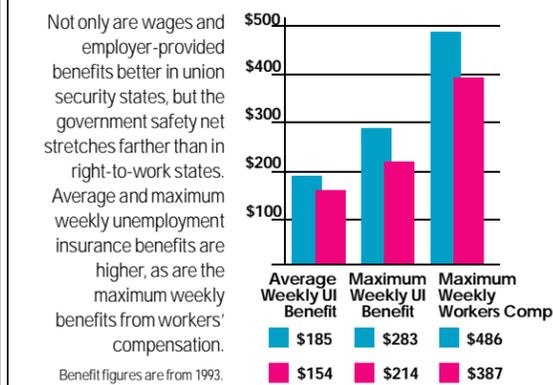
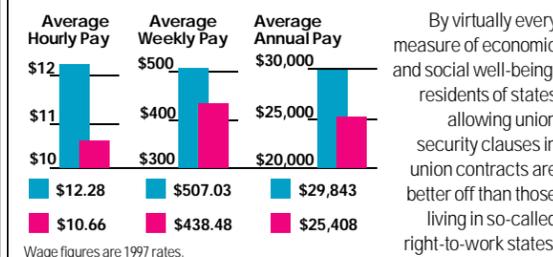
If this proposed Right-to-Work Act receives the support of 100 Parliament members, the bill will get fast-tracked and brought back before the House of Commons for a final vote.

Joseph Maloney, secretary-treasurer of the AFL-CIO's Building and Construction Trades Department and a member of Boilermaker Local 128 in Toronto, Ontario, Canada, said: "It doesn't take much to read between the lines. [The] Reform [Party] wants to introduce right-to-work in Canada and incorporate it into the Constitution. If this ever happened, Canada's labour relations would be dragged to the lowest levels of the right-to-work states in the U.S."

Maloney and Boilermaker IVP Richard Albright are encouraging all Canadian members to contact their local members of Parliament from the New Democratic Party, Liberal Party, Progressive Conservative Party, Bloc Quebecois, and other parties, and voice opposition to Bill C-436.

Demand that your member of Parliament vote "No" to stop this attack on Canadian workers. □

Union Security States vs. Right-to-Work States



ON THE CAMPAIGN TRAIL

Right-to-work is alive in U.S., too

THE REPUBLICAN PARTY's platform this year includes a plank calling for a national right-to-work law. Republican nominee George W. Bush wholeheartedly supports this plank. As governor of Texas, he is a strong backer of their right-to-work laws.

Republicans Rep. Goodlatte (Va.) and Sen. Coverdell (Ga.) introduced a bill (H.R. 792/S. 424) calling for a national right-to-work law earlier this year. It has 134 co-sponsors in the House and 23 in the Senate, and George W. Bush's blessing.

In sharp contrast, the Democratic Party has a long history of supporting labor unions and opposing right-to-work laws. Democratic nominee Al Gore has repeatedly stated his belief in unions and union security.

We must guard against being fooled by false slogans, such as 'right-to-work.' It provides no 'rights' and no 'works.' Its purpose is to destroy labor unions and the freedom of collective bargaining. We demand this fraud be stopped.

- Martin Luther King, Jr.

When researching online, always check your source

Web sites are not always what they appear to be

Everything on this Web site is anti-worker and anti-union.

The Labor Home Page is an example of what some people call a stealth Web site. Nowhere on this Web site is there any indication of who put it up, who maintains it, or whose views are being promoted on it. The site's name and URL are intended to deceive Web surfers into believing they are on a Web site that cares about workers.

Many Web sites use this stealth approach. Sites that specialize in pornography and hate literature rarely reveal who maintains them.

The owners of the Labor Home Page have good reason to hide their identity, because those owners include nearly every anti-union organization in the U.S. If people doing Web research on labor issues knew who was behind this site, they would never trust a word on it.

This Web site is a product of a consortium of conservative and pro-business groups like the Heritage Foundation, the National Review, and National Right-To-Work. Everything on it is intended to weaken unions and hinder progress for workers.

When your children do research on the Internet, make sure they know who has put the information up. All legitimate sources of honest information, such as colleges, libraries, and government agencies, put their names prominently on their Web sites.

The Boilermakers proudly display our name on both of our Web sites: www.boilermakers.org and www.IBB.workingfamilies.org. The AFL-CIO is proud to display their name on their web site as well: www.aflcio.org. If you want to do research on labor issues, these sites are a good beginning. They contain lots of useful information, and all of the links on our links' pages will take you to legitimate sources, not stealth Web sites intended to deceive.

When we recently did a search using the phrase "right-to-work," we discovered a Web site that appears to be designed to mislead researchers. It calls itself "The Labor Home Page" and can be found at www.labor.org. That name and that address make the site seem like the perfect place to do research on such labor issues as right-to-work, Davis Bacon, and labor law. Instead, the site is bitterly anti-union, filled with deceptive articles that distort labor issues and provide an anti-worker stance on every issue they take up.

When your children do research on the Internet, make sure they know who has put the information up. All legitimate sources of honest information, such as colleges, libraries, and government agencies, put their names prominently on their Web sites.

The Boilermakers proudly display our name on both of our Web sites: www.boilermakers.org and www.IBB.workingfamilies.org.

The AFL-CIO is proud to display their name on their web site as well: www.aflcio.org. If you want to do research on labor issues, these sites are a good beginning. They contain lots of useful information, and all of the links on our links' pages will take you to legitimate sources, not stealth Web sites intended to deceive.

We know the truth is on our side. □

Persistence pays off in southwestern U.S.



Local 92 members are replacing one of the main water supplies to the people of Los Angeles, Calif.

Boilermakers are now performing 90 percent of the aqueduct welding in southern Nevada and California

IN 1998, A MAJOR PROJECT to build aqueducts began in the southwestern U.S. With work totalling in the tens of billions of dollars through the next 20 years, this project promised to employ quite a few Boilermakers. There was only one problem. Boilermakers weren't getting the work. In the first phase of the project in Nevada, our contractors weren't bidding on the work, and it was all going to the Pipefitters.

That didn't sit well with then-Asst. to the Intl. Pres. Don Laceyfield. Laceyfield, who now serves as International vice president of the Western States area, knew the Boilermakers have a decision of record which says all aqueduct work should be assigned to our members.

So he set out to find a way to ensure that the Boilermakers in the area started getting this work. With a little ingenuity and a lot of hard work, Laceyfield succeeded. Boilermakers are now doing 90 percent of the pipeline aqueduct welding for the Southern Nevada Water Authority, the San Diego Water Authority, and the Eastside, Domenigone, and Metropolitan water projects in southern California.

By forming an alliance with the Laborers union and using Laborers on some of the less critical tasks, the Boilermaker contractors are able to prepare bid packages that are a bargain for the owners. The owners get our Boilermaker expertise, but they don't have to pay a premium price for every person on the job.

Boilermakers are making a positive impact on the aqueduct industry

THE POTENTIAL FOR future work is enormous, and Laceyfield hopes his success in the southwest will have an impact for the industry all over the U.S. and Canada.

Doug Paxton, a manager for J. R. Jacks Construction Corp., agrees. Paxton said the Boilermakers' performance at Lake Meade "will carry a positive impact for the industry in the future."

He called it a "good day" when Local 92 members showed up at the ozonator water treatment plant

Helping to light the way



Local 34's Jesse Dominguez installs a ditch light on an older Burlington Northern locomotive at the Argentine LMIT railroad yard in Kansas City, Kan.

MEMBERS OF LOCAL 34, Topeka, Kan., who work at the Argentine LMIT railroad yard in Kansas City, Kan., are upgrading former Burlington Northern and Santa Fe locomotives with ditch lights.

Jesse Dominguez, who joined Local 34 in 1993, said the ditch lights are placed on the front platform of a locomotive so a headlight is closer to the level of traffic. Ditch lights not only improve visibility for train crews, but also make the locomotives easier for oncoming traffic to see. The older locomotives were equipped with lights at the top.

In April, Dominguez told the *Argentine Murray Employee News* that the ditch lights keep the light on the track. "They are set right over the rail and cocked at an angle so crews can see at least up to 500 feet in front of them." □



Local 92 members, I. to r., Mike Cornell, Joe Collins, Doug Paxton, and Bob Traistor, are earning kudos for their work at the Lake Meade ozonator water treatment plant.

being constructed at Lake Mead for the Southern Nevada Water Authority.

"The line had been in progress for several months, but no progress was being made by the trades attempting the installation," explained Paxton. "Three Boilermakers turned that problem around in short order. The recent addition of two more Boilermakers complements the accomplishments being performed."

Local 92 members are working with pipe sections that range in weight from 30 tons to 51 tons each, with wall thicknesses of one inch, and a 181-inch diameter inlet duct. Paxton says the hot and windy conditions add to the physical hardship of the job.

Don Stein, general superintendent, and Bill Singleton, project manager for J. R. Jacks, said: "[We are] proud to have the Boilermakers on the job due to the skill professionalism of these next generation Boilermakers."

Local 92 BM-ST Ed Marquez credits the apprentice training program for his members' success. "It is their extensive training and knowledge that enables them to do a professional job in a timely manner," he said.

Marquez has already received highly complimentary remarks from contractors and clients regarding his members' work.

The City of Los Angeles is especially grateful to the Local 92 members, whose efforts kept their water service from being interrupted. They just completed a ten-week job for the Department of Water and Power (DWP) in Los Angeles, Calif., installing 2,700-feet of 54-inch welded steel concrete lined and coated pipe at the boundary of Beverly Hills and Los Angeles. A job that went into two 12-hour shifts, seven days a week, for at least three of those weeks.

Donald Durham, construction and maintenance supervisor for the Los Angeles water department, praised the Local 92 members for their participation.

"The old pipeline was in a sad state of deterioration and is an important artery in the supply of water to the people of Los Angeles. Any rupture in the line would have caused a significant interruption in the water service and an additional cost of buying water from the MWD, which could put a drain on their reserves," explained Durham. "Special thanks are in order for the members of Boilermakers Local 92 for their participation in the installation." □

L-6 scraps two Navy ships



INTERNATIONAL OFFICERS tored Astoria Metals Corporation in San Francisco, where 60 members of Local 6, Oakland, Calif., are scrapping two ships for the U.S. Navy. International Vice President Don Laceyfield, Shipbuilding Director Ande Abbott, and International Representative John Chapman joined Local 6 BM-ST Mike Grabowski, Astoria Metals President and CEO Douglas Watson, and General Manager John Pickering at the scrapping facility to see how the Navy award was progressing and to discuss future work. Local 6 has represented Astoria workers since 1997. It was the first opportunity for Laceyfield to tour the facility since becoming vice president in January. Pictured, I. to r., are Chapman, Laceyfield, Watson, Grabowski, and Abbott. □

L-146 builds cokers

SINCE 1978, LOCAL 146, Edmonton, Alberta, Canada, has represented the employees of Dacro Industries. Last winter, the size of that shop's bargaining unit increased from 140 to 175 workers to accommodate the company's largest single order in its 26-year history.

Local 146 members are building four coke drums for Suncor Energy's oilsands mine. Each weighs 415 tons, measures 33 feet in width and 334 feet in length, and costs between \$5 and \$6 million. Two cokers are near completion, and two have already been delivered. Each coker requires two 160-wheel trailers that stretch the length of a football field, and takes ten days to travel from Edmonton to Suncor in Fort McMurray.

At Suncor, 2,700 workers are building a sulphur plant, hydro-treatment unit, bitumen production facility, and power plant. According to Intl. Vice Pres. Rick Albright, hundreds of Local 146 members are also working at the Suncor site, performing rigging, welding, and maintenance services.

Contractor and owner praise L-28 members

MEMBERS OF LOCAL 28, Newark, N.J., have earned letters of praise from Mechanical Construction, Inc., and the Coastal Eagle Point Oil Company for their work on an emergency outage.

Joe Sullivan, general manager of Coastal's oil refinery in Westville, N.J., was impressed by the Local 28 members' "professionalism, hard work, and aggressiveness" while working on Coastal's MSCC Unit in June 2000.

"It was through their efforts that we formed a strong team, returning to operation in 17 days," reported Sullivan.

Michael Bray, president of Mechanical Construction, Inc., said, "It's not often enough that the local union members and business agents get the praise and thanks that are due in our industry." He commended the members for their record-time performance and quality craftsmanship, but it was their safety performance which impressed him the most.

"I believe the most important fact is that your members did [the job] with zero accidents," said Bray. "This only proves to me that your members are serious and dedicated to the realization of the same that we, as a union contractor, need to sell the union labor we are both so proud of."

L-693 expands yard, gets ready to build cruise ships

AS THE MEMBERS of Local 693, Pascagoula, Miss., get ready this summer to build the first U.S.-made cruise ships in over 40 years, they are helping Ingalls Shipbuilding increase their work area by building components for four buildings, totaling 635,000 square-feet. The new enclosed-work areas will let the shipyard workers build vessels inside, reducing lost time due to bad weather. Some of the new buildings' I-beam columns are as tall as 104 feet and weigh over 44 tons. Some of the roof trusses are so large - over 160-feet long and more than 20-feet high - that they must be assembled near the construction site.

Local 693 members are also building a 250-foot extension to Ingalls' dry dock system, all in preparation for building the largest U.S. cruise ships ever built and the first large cruise vessels built in America in more than 40 years. Ingalls also built the last American-built large cruise ships, which were delivered in 1958.

In operation since 1938, Ingalls is Mississippi's largest private employer, with over 11,000 workers. Local 693 has represented employees at this facility since 1939, where members have built 106 merchant ships, 13 tankers, 40 barges, 26 oil rigs, six passenger liners, 158 naval ships, eight submarines, two locomotives, 500 rail cars, a dry dock, and an assortment of 62 other vessels.

Correction: Local 487

LOCAL 487, KEWAUNEE, WIS., has represented the employees of Kewaunee Engineering Corp. since 1945, not 1957 as reported in the Mar-Apr issue of the *Boilermaker Reporter*. Purchased in October 1999 by Oshkosh Truck Corporation, the plant is now known as Kewaunee Fabrications LLC.

What are the unfairest taxes of all?

Local and state taxes are weighted heavily against middle-class and poor workers

IN NEW JERSEY in 1993, the Firuses, a working-class family, paid \$4,800 in taxes on their \$155,000 home. That's a tax rate of about three cents on the dollar. In California, the Wicks paid property taxes of \$5,756 on their multi-million-dollar home – less than one-half cent on the dollar. Fair?

Pennsylvania's income tax gets 2.8 cents of every dollar a person makes, regardless of income or number of dependents. So a single parent making minimum wage pays the same tax rate on her \$10,700 income as Richard Mellon Scaife, the Pittsburgh publisher worth more than one billion dollars, pays on his millions in income. Fair?

The average worker making \$40,000 in Alabama pays about one-half of one percent of his annual income in gasoline taxes. Someone making ten times as much money pays less than one-tenth of a percent of his income. Fair?

State and local taxes nearly always weigh more heavily on middle income and lower income workers than on the wealthy. A 1996 analysis by Citizens for Tax Justice showed that only four states tax their wealthiest citizens at the same or higher rates than the poor. Only eight tax the rich at rates similar to middle-income workers.

Since Ronald Reagan came to Washington and started the movement to reduce the size of the federal government, Congress has been reducing spending on vital programs and shifting the burden to the states. Over the past 30 years, state and local taxes have grown at two to three times the rate of federal taxes. Unfortunately, this also shifts the tax burden to workers.

Local taxes are regressive

THE FEDERAL GOVERNMENT relies on a mildly progressive income tax for the majority of its tax revenue. States rely more on property, sales, and excise taxes. These taxes tend to be regressive.

Nationwide, 75 percent of local government revenue comes from property tax. Working families put a much larger percentage of their incomes into their homes than wealthy families, so property taxes make up a higher percentage of their income. To make matters worse, property taxes vary widely from state to state, county to county, and even house to house.

Because property taxes are passed from landlord to tenant, families that rent pay a larger portion of their income toward housing than home owners.

Sales tax and excise taxes take a big bite out of workers' incomes. On average, middle-income families pay four times as great a share of their incomes in sales and excise taxes as rich families. Poor families pay six times as much.

One reason is that wealthier people save more of their income. Another is that sales taxes apply to goods, which everyone buys, but not to the services that constitute a major portion of the spending of the better off. States that tax the sale of daily necessities like medicine and food put an especially heavy burden on the poor and middle class.

The most common excise taxes are on gasoline, cigarettes, and beer. These taxes take about 1.3 percent of the income of poor families, 0.6 percent from middle-class families, and only one-tenth of a percent of the income of the best-off.

Forty-three states have income taxes, but few of them are as progressive as the federal income tax. Six states impose the same rate for everyone, regardless of income.

Other states have tried to make their income tax rates progressive, but failed. Alabama and Maryland, for example, levy their highest income tax rates on anyone earning more than \$3,000 a

year. As a result, a working-class family in Maryland with an income of \$45,000 pays the same state income tax rate as Hugh L. McColl Jr., CEO of Bank of America, who got over \$48 million in salary in 1999, not counting his \$27 million in stock bonuses.

The war between the states

WHEN HE WAS PRESIDENT, George Bush gave the nation a lesson in how rich people can take advantage of the enormous differences in state taxes.

The White House is in the District of Columbia, where the top income tax rate is 9.5 percent. Bush also owned a home in Maine, where the top tax rate is 9.89 percent. But Bush avoided paying income tax in either location simply by renting a hotel room in Dallas, Texas, which does not have an income tax and calling that his official residence.

Many states go out of their way to lure wealthy people like the Bushes into their state by advertising their low tax rates. When it comes to luring businesses, they go even farther.

States (and counties and cities) go to businesses and say, "If you promise to hire people from within our community, we'll forgive your taxes for ten (or 20) years." Many communities even take out bonds to pay for the construction of these businesses – bonds that must be paid off by the taxpayers.

If a state makes a good enough deal, a company will shut down their plant, lay off their workers, and move. Some areas have given so many sweetheart deals they have almost no commercial tax base, so all taxes are borne by the workers.

In 1992, BMW got South Carolina and Nebraska into a bidding war for the new plant they were planning. South Carolina won by coughing up \$130 million in state and local tax breaks and pledging to train 2,000 workers for the company, plus pay the interest on a \$25 million bond used to buy the site.

BMW repaid the citizens of South Carolina by refusing to pay the going rate of \$17 an hour for auto workers.

In 1989, George W. Bush got a similar deal after buying 1.8 percent of the Texas Rangers for \$605,000. He and his partners convinced the citizens of Tarrant County to build the Rangers a new ball park for \$135 million. In 1997, they sold the Rangers for \$250 million. Bush's share is between \$10 and \$14 million. Tarrant County taxpayers are still paying for the stadium. □

SOURCE: Institute on Taxation and Economic Policy Tax Model; Citizens for Tax Justice

This year's tax cuts benefit businesses, wealthy

IN AN ELECTION YEAR, we can expect to hear congressional leaders say they are voting to cut taxes. Tax cuts win votes – even if the voters never really see the money they are promised.

This year, Republican leaders in Congress outdid themselves. With seven tax reduction bills, they claim they're giving working families a break.

But working families don't benefit much from these tax cuts, especially families of low-paid workers.

As the chart below shows, almost two-thirds of the tax savings – more than \$50 billion – go to the wealthiest ten percent. Workers will be lucky to see savings of a few hundred dollars.

The three percent telephone tax repeal and deductions for health and long-term care insurance are the only ones that help the lowest-paid workers, and even these bills save families in the

top 20 percent income bracket five times as much as they save families in the bottom 20 percent.

The Pension Reform Act provides some tax relief for workers who have IRAs or 401(k) plans, but the top 20 percent reap more than half of the benefits from this cut. A bill reducing taxes for retirees on Social Security applies only to the top 23 percent – retirees who make more than \$39,300 a year.

Middle-class couples and families may see a small tax reduction from the marriage penalty repeal, but three-quarters of all dollars saved through this bill will go to families with incomes in excess of \$65,000.

And then there's the repeal of the estate tax. Fewer than two percent of taxpayers are affected by this law. Currently, a couple can leave an estate worth up to \$1.4 million without pay-

ing any tax. That limit is scheduled to rise to \$2 million in 2006.

Congressional Republicans voted to do away with all estate taxes, claiming that estates have already been taxed.

That is simply not true. Capital gains are not taxed until a property changes hands. The first opportunity to tax the capital gains of an estate is when it passes to the heirs. People who inherit money, real estate, or stocks are receiving income, and that income should be taxed just as it is for the rest of us who work for our income.

Repealing the estate tax will cost the federal treasury \$30 billion a year, more than any other tax cut proposed by Congress this year, yet it only benefits the richest two percent.

SOURCE: Institute on Taxation and Economic Policy Tax Model; Citizens for Tax Justice

Costs and Reward of This Year's Tax Bills

Costs to the U.S. Treasury of tax bills are shown in billions of dollars. Average savings shown are for all seven tax bills combined, per year.

Income Group	Income Range	Marriage Penalty	Estate Tax Repeal	Retirement Savings	Minimum Wage	Telephone Tax Repeal	Tax on Social Security	Health & Care	Total Cost of All Reductions	Average Savings per Family	Percent of Total Cost
Bottom 20%	Under \$13,600	\$0.1	\$0.0	\$0.0	\$0.0	\$0.5	\$0.0	\$0.4	\$0.9	\$37	1.2%
Next 20%	\$13,600–24,400	1.0	0.0	0.0	0.1	0.8	0.0	1.0	2.9	116	3.6%
Middle 20%	\$24,400–39,300	1.8	0.0	0.2	0.2	1.0	0.0	1.7	4.9	193	6.0%
Fourth 20%	\$39,300–64,900	2.7	0.0	0.9	0.3	1.3	1.2	1.9	8.2	323	10.1%
Next 15%	\$64,900–130,000	14.3	0.0	1.6	0.4	1.1	3.9	2.2	23.5	1,238	29.0%
Next 4%	\$130,000–319,000	4.3	2.5	1.0	0.5	0.4	1.5	0.9	11.1	2,186	13.7%
Top 1%	\$319,000 and up	1.0	25.2	0.9	1.4	0.3	0.5	0.3	29.5	23,331	36.4%
Total Cost to U.S. Treasury		\$25.2	\$27.7	\$4.5	\$2.8	\$5.3	\$7.1	\$8.4	\$81.0	\$635	100.0%
<i>(in billions of dollars)</i>											
Bottom 60%	Under \$39,300	2.9	0.0	0.2	0.3	2.3	0.0	3.1	8.8	\$115	10.8%
Top 10%	\$92,500 and up	11.1	27.7	2.7	2.0	1.0	3.4	2.1	50.1	\$3,954	61.8%

The bills analyzed for this chart are 1) Repeal of the marriage penalty, 2) Repeal of estate taxes, 3) Comprehensive Retirement Security and Pension Reform Act, 4) Tax cuts in the House-passed minimum wage bill, 5) Repeal of the three percent telephone tax, 6) Pending reductions in income taxes on Social Security benefits, and 7) House-passed tax deductions for health and long-term care insurance. All provisions are shown fully effective at 1999 income levels.

Source: Institute on Taxation and Economic Policy Tax Model. Citizens for Tax Justice - <http://www.ctj.org>

DEFINITIONS

Regressive/Progressive
When people with lower incomes are taxed at a higher rate than people with higher incomes, the tax is **regressive**. An example of a regressive tax is the Social Security tax. People earning less than \$76,200 pay a higher rate than those making more than \$76,200 a year.

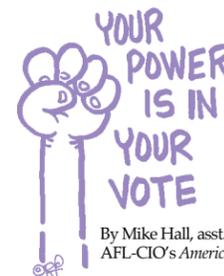
When people with higher incomes pay at a higher rate, the tax is **progressive**. The federal income tax is progressive.

Tax deduction/tax credit
A **tax deduction** is subtracted from your income before you calculate your taxes, lowering the amount on which you pay taxes. A **tax credit** is subtracted directly from your taxes.

Presidential candidate George W. Bush recently proposed a **tax deduction** of \$2,500 for families taking care of elderly parents. For a family in the 15 percent tax bracket, Bush's proposal would reduce taxes about \$400. Clinton had earlier proposed a **tax credit** of \$3,000, which would reduce the same family's taxes by \$3,000.

Getting members to the ballot box!

Union activists are countering Big Business's big bucks by registering and mobilizing union members



By Mike Hall, asst. editor
AFL-CIO's America@work

ON APRIL 26, at a black-tie dinner in Washington, D.C., presidential candidate George W. Bush helped raise \$21.3 million for the Republican Party. The audience of fundraisers included top executives from Blue Cross and Blue Shield, AT&T, United Parcel Service, US West Inc., and hundreds of others who traded their daytime boardroom button-downs for formal evening wear and the chance to contribute up to \$250,000.

Earlier that month in Portland, Ore., state AFL-CIO President Tim Nesbitt and three other volunteers spent two hours one evening knocking on the doors of 125 union members who were not registered to vote – and many of them "signed up on the spot," Nesbitt says.

The result of those two events – about 100 new union voters vs. \$21.3 million mostly corporate dollars – gets to the heart of what registering union members to vote is all about: people-powered politics vs. Big Business's big bucks.

Registering union members to vote is all about people-powered politics vs. Big Business's big bucks.

Millions of union members and their families are not registered to vote. To make sure working families make their voices heard at the ballot box this fall, local unions are mobilizing to increase voter registration numbers by ten percent, and central labor councils and state federations are mounting voter registration drives to make sure working families' votes counter corporate contributions on Election Day.

In Oregon, well-funded, anti-worker extremists are working for passage of state initiatives patterned after California's Proposition 226, the so-called paycheck protection measure aimed at silencing working families, which voters rejected in 1998.

Like their anti-worker counterparts on the national level, backers of the Oregon initiatives have a well-funded war chest, says Nesbitt. But working families have some political currency of their own: "Votes – and they're not for sale."

In 1998, 67,245 Oregon union members weren't registered to vote – and with 3,250 votes, working families could have regained control of the state house. Union efforts in Oregon, as well as in Kansas and New Jersey, demonstrate how union activists around the country are mobilizing to reach out to unregis-

tered union members and getting newly-registered members to vote.

Kansas Voter registration at every work site and event

IN KANSAS, the number of UAW Local 31 members registered to vote soared after the union launched a multi-part strategy that took voter registration to work sites and nearly every union function. Dan Fairbanks has been running UAW Local 31's Community Action Program and voter registration operations for the past three years at the 3,200-worker GM Fairfax plant.

"We had a pretty good registration rate when I took over, about 70 percent. Now it's close to 90 percent," he says.

A concerted effort to boost registration numbers resulted in the 20-percent-point increase, working with New Jersey's 13 central labor councils, sponsors voter registration training seminars for local union leaders that provide tips on understanding state election laws, conducting workplace registration, and sponsoring community worker/voter registration days.

"All a local needs to do is give us a call and we'll set up a training session and go through the voter registration form – how to fill it out, how to approach mem-

bers, and how to motivate them to register. We also stress that the work site is the best place to conduct a registration drive," Brennan says.

In April, after taking part in worker/voter training, five New Jersey locals – Hotel Employees & Restaurant Employees Local 69; Retail, Wholesale and Department Store Union/UFUCW Local 108; Amalgamated Transit Union Local 822; PACE International Union Local 2-0438; and IUE Local 455 – registered more than 800 union members to vote.

Volunteers armed with registration materials fanned out on shop floors talking with co-workers. Local unions also set up tables in lunchrooms to talk with union members on break.

New Jersey Statewide mobilization

THE NEW JERSEY STATE AFL-CIO is moving its highly successful worker/voter program into full steam, says state federation Secretary-Treasurer Laurel Brennan. The state federa-

Tips for registering union members to vote

- Visit your local registration office, generally located in the county courthouse, for a copy of current registration laws and registration deadlines.

- Obtain voter registration forms from your county registrar or secretary of state to distribute at work sites or mail to your members.

- From your county registrar or secretary of state, get voter registration lists, usually divided by precinct, so you can match unregistered voters with your membership list.

- Find out if election laws allow voter registration forms to be reproduced

with a union's return address so the local can keep track of new registrants.

- Make sure voter registration volunteers always have a supply of registration forms handy to distribute at work, union meetings, and other functions.

Your central labor council or state federation can supply you with fliers and other information on why it's important for working families to register to vote.

For more information, including voter registration deadlines and a downloadable National Mail Voter Registration form, visit http://www.aflcio.org/labor2000/reg_index.htm

"Since 1999, we've taken worker/voter to garment shops, auto plants, bus terminals – all kinds of workplaces – and have registered 81,000 new voters," Brennan says.

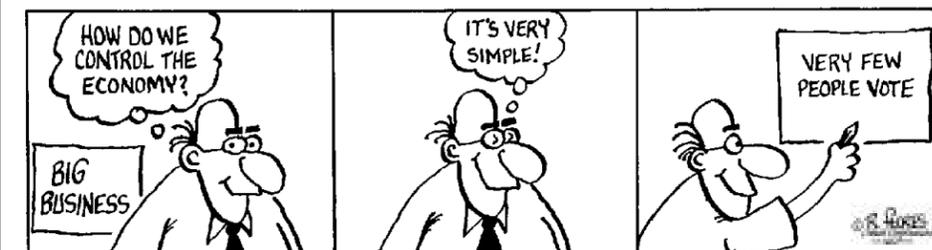
Oregon One-on-one by phone and on-foot

MEANWHILE THIS SPRING, the Oregon state federation and member unions supplemented their door-to-door efforts with a new automated phone dialing system. Launched in time to register voters for the May 16 primary, the system is made up of 12 phone lines installed at Carpenters Local 247 in Portland and eight lines at Machinists/Woodworkers Local W246. The dialer helps volunteers speed up their calls to union households and also enables nonregistered members to receive voter registration forms immediately by mail. With the

push of a button, a phone banker can generate a letter with a voter registration form, a stamped envelope, and postage-paid return envelope before the call is over. Online for only eight days

Make it your goal to register every member of your local and their families – then make sure that every one of them votes.

before the election's April 26 registration deadline, volunteers contacted 2,000 unregistered union voters. When working families vote, when unions mobilize members for people-powered politics, they can neutralize the influence of a \$21.3 million Bush-backed fundraiser and the other millions of dollars in corporate cash spent to further the interests of Big Business. As New Jersey's Brennan stresses to local unions, "Your contributions and your endorsement of candidates won't work unless your members are registered to vote." □



Boilermakers announce International, local lodge, and CFL scholarship winners



MARY ANNE PHILLIPS, daughter of J. Fred Phillips, L-203 - \$5,000



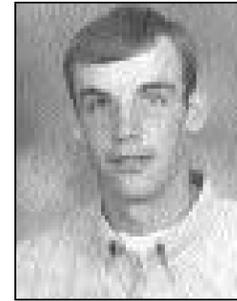
ASHLEY WAYNE SUFFERN, stepson of Wyatt Dean Anderson, NTL - \$5,000



EMILY HAYDEN DONAHUE, daughter of Charles R. Donahue, L-175 - \$4,000



STACEY ANNE FLUHART, daughter of Marc P. Fluhart, L-169 - \$4,000



RYAN CHRISTOPHER NEIGHBORS, son of Albert Neighbors Jr., L-592 - \$4,000



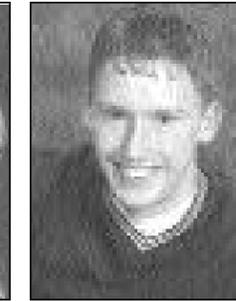
WESLEY ANDREW SUFFERN, stepson of Wyatt Dean Anderson, NTL - \$4,000



GIANCARLO DOZZI, son of David Dozzi, L-154 - \$2,500



JESSI LEA ERICKSON, daughter of Roger D. Erickson, L-83 - \$2,500



BRIAN THOMAS KNAUP, son of Bruce Knaup, L-449 - \$2,500



DAVID BERNARD MACNEIL, son of Alex D. MacNeil, L-73 - \$2,500

Nineteen Boilermaker dependents earn \$50,000 in scholarships from the International, ranging from \$1,000 to \$5,000 each

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

The committee awarded a total of \$50,000 in grants - \$38,000 to United States students and \$12,000 to Canadian students - for the International's program; \$3,500 in local lodge awards; and \$1,000 from the Canadian Federation of Labour.

IEC scholarship winners

THE IEC COMMITTEE selected 19 award winners from a pool of 167 applicants for the

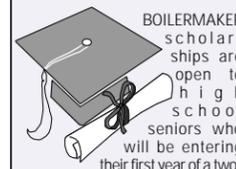
International's scholarship awards. The amount of each grant is determined by the Scholarship Committee. This year, the committee awarded two \$5,000 grants, four \$4,000 awards, six \$2,500 scholarships, four \$1,500, and three \$1,000 grants, based upon the applicant's high academic achievement, leadership skills, participation in extra-curricular activities, and performance on a typed essay.

Mary Anne Phillips, daughter of J. Fred Phillips of Local 203, St. John's, Newfoundland, Canada; and Ashley Wayne Suffern, stepson of NTL member Wyatt Dean Anderson, each earned the top award amount of \$5,000.

Selected to receive \$4,000 grants are Emily Hayden Donahue, daughter of Charles R. Donahue of Local 175, Oswego, N.Y.; Stacey Anne Fluhart, daughter of Marc P. Fluhart of Local 169, Detroit, Mich.; Ryan Christopher Neighbors, son of Albert Neighbors Jr. of Local 592, Tulsa, Okla.; and Wesley Andrew Suffern, stepson of NTL member Wyatt Dean Anderson.

Those selected to receive \$2,500 grants include Giancarlo Dozzi, son of David Dozzi of Local 154, Pittsburgh, Pa.; Jessi Lea Erickson, daughter of Roger D. Erickson of Local 83, Kansas City, Mo.; Brian Thomas Knaup, son of Bruce Knaup of Local 449, Sturgeon Bay, Wis.; David

How to apply for a Boilermaker Scholarship



BOILERMAKER scholarships are open to high school seniors who will be entering their first year of a two- or four-year academic program at a degree-granting, accredited college or university within one year of their high school graduation and are dependents of Boilermaker mem-

bers in good standing (includes son, daughter, legally adopted child or dependent of active, retired, disabled, or deceased members).

Applications for the 2001 awards will be available from your local lodge at the end of this year. Some local lodges have their own scholarship programs. Scholarships are also available through the Union Plus credit card program and some state and regional labor councils. For information on their scholarships, contact these organizations directly.

Bernard MacNeil, son of Alex D. MacNeil of Local 73, Halifax, Nova Scotia, Canada; Erin Kay Mowrey, daughter of John M. Mowrey of Local 85, Toledo, Ohio; and Lisa Marie Pickwick, daughter of Brian Pickwick of Local 359, Vancouver, British

Columbia, Canada. The following four applicants will each receive a \$1,500 grant: April Lynn Ferre, daughter of Stephen E. Ferre of Local D46, Santa Cruz, Calif.; Robert Corey McCulloch, son of Robert O. McCulloch of Local 903, West Point, Miss.; Bernard Anthony VandenAvond Jr., son of Bernard (Local 449) and Madonna (Local 487 - Kewaunee, Wis.) VandenAvond; and Trisha Nicole Williams, daughter of Roger B. Williams of Local D208, Martinsburg, W.Va.

Selected to receive a \$1,000 grant are James Gray Fairweather, son of Ian Fairweather of Local D277, Bamberston, British Columbia, Canada; Maria Ines Ramirez, daughter of Quintin Ramirez of Local 146, Edmonton, Alberta, Canada; and Jon Joseph Ross, son of Lawrence C. Ross of Local 154.

IEC scholarship program

SINCE 1988, when the IEC began the scholarship program, the Boilermakers union has awarded a total of \$375,500 to 135 children and dependents of Boilermaker members.

This year, the scholarship committee was again highly impressed by the excellent grades earned by the scholarship applicants throughout their high school years, by their many achievement awards, by their participation in extracurricular activities, and by their well-written essays. All of the applicants deserve special recognition. And so does the committee, who spend days reviewing applications, reading the essays, and making sure that each applicant complied with the scholarship application rules.

This year's committee included Intl. Vice Presidents



ERIN KAY MOWREY, daughter of John M. Mowrey, L-85 - \$2,500



LISA MARIE PICKWICK, daughter of Brian Pickwick, L-359 - \$2,500



APRIL LYNN FERRE, daughter of Stephen E. Ferre, L-D46 - \$1,500



ROBERT COREY MCCULLOCH, son of Robert O. McCulloch, L-903 - \$1,500



BERNARD VANDENAVOND JR., son of Bernard (L-449) and Madonna (L-487) VandenAvond - \$1,500

Newton Jones (chairman), Alexander MacDonald, and Othal Smith Jr. Representing the legal firm of Blake & Uhlig was attorney and former educator, Curtis Barnhill. Assisting the committee was Administrative Secretary Tracy Buck.

Intl. Pres. Charles W. Jones is proud of each applicant, but con-

cerned that the Scholarship is not getting advertised as much as it should. "This year, we received 167 applications, which is ten less than last year. It is vital to advertise the benefits of this program to our members so that each of their children have the opportunity at the scholarship awards." (See above for how to apply.)

Local Lodges award winners

THE IECscholarship committee also chose winners of scholarships from two local lodges and one from the Canadian Federation of Labour (CFL).

Local 146, Edmonton, Alberta, Canada, awarded \$2,000 to Jessica Krystle Lynne Tompkins, daughter of Martin J. Tompkins, and \$1,000 to Maria Ines Ramirez, daughter of Quintin Ramirez.

Local 14, Chattanooga, Tenn., awarded \$500 to Shannon E. Bennett, daughter of Gary S. Bennett.

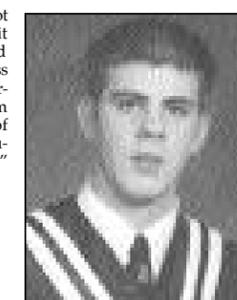
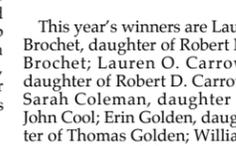
For the second year, the CFL awarded a \$1,000 scholarship to an applicant from each affiliated union. The IEC Scholarship Committee selected Jessica Krystle Lynne Tompkins, daughter of Local 146 member Martin J. Tompkins, as this year's CFL scholarship winner.

Local Lodge 13 names 12 scholarship winners

LOCAL 13, Philadelphia, Pa., announces the winners of 12 scholarship awards, each in the amount of \$6,000, to dependents of Local 13 members who participated in the lodge's annual competition. Winners were selected based on the results of a college aptitude test administered and graded by St. Joseph's University.



Clockwise, beginning below, local lodge winners Shannon E. Bennett, Maria Ines Ramirez, and Jessica Tompkins.



JAMES GRAY FAIRWEATHER, son of Ian Fairweather, L-D277 - \$1,000



MARIA INES RAMIREZ, daughter of Quintin Ramirez, L-146 - \$1,000



JON JOSEPH ROSS, son of Lawrence C. Ross, L-154 - \$1,000

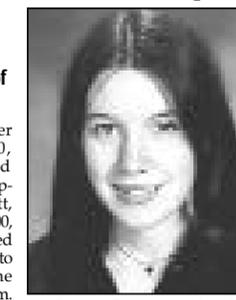
Two Boilermaker dependents earn Union Plus scholarships of \$1,000 each

Shannon Reedy and Jarrod Rollins are selected from a pool of 4,800 applicants

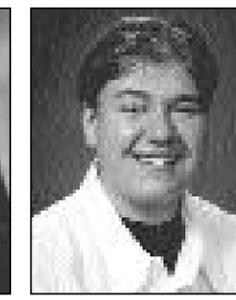
SHANNON REEDY, daughter of John Reedy of Local 40, Elizabethtown, Ky., and Jarrod Rollins, whose mother and stepfather, Cathy and Bob Cornett, are both members of Local M300, Aurora, Ind., have been selected from a pool of 4,800 applicants to receive a scholarship from the Union Plus Scholarship program.

This year, 126 students from 33 AFL-CIO unions were selected to receive more than \$200,000 in scholarships ranging from \$500 to \$4,000. Shannon and Jarrod (a 1999 Boilermaker scholarship recipient) each received a \$1,000 scholarship from the program.

The program is open to members of unions (in Canada and the U.S.) that participate in the



SHANNON REEDY, daughter of John Reedy, L-40 - \$1,000



JARROD ROLLINS, son and stepson of Cathy & Bob Cornett, M300 - \$1,000

credit card program, their spouses, and dependent children attending or planning to attend a four-year college or university, community college, technical college, or trade school.

Applications for the 2001 awards will be available in September 2000. You can down-

load an application from <http://www.unionprivilege.org>, or mail a postcard with your name, address, telephone number, and international union affiliation to: Union Plus Scholarship Program, P.O. Box 34800, Washington, D.C. 20043-4800. Application deadline is 1/31/01.

Need help with college tuition?

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

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

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

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

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

school year for which you will need funding).

The U. S. Department of Education has the following major Student Financial Assistance (SFA) Programs:

- Federal Pell Grants
- Stafford Loans
- PLUS Loans
- Consolidation Loans
- Federal Supplemental Educational Opportunity Grants (FSEOGs)
- Federal Work-Study
- Federal Perkins Loans

Grants are financial aid you don't have to pay back.

Work-Study lets you work and earn money to help pay for school.

Loans are borrowed money that you must repay with interest.

Undergraduates may receive all three types of financial aid.

Graduate students may receive loans and Federal Work-Study, but not Federal Pell Grants or FSEOGs.

Not all schools participate in the SFA Programs. Also, not all schools take part in all the programs (if any) are available at a particular school, contact the financial aid office at that school.

Applying for federal aid

YOU CAN APPLY for federal aid by completing a Free Application for Federal Student Aid (FAFSA) form, and a Renewal FAFSA each subsequent year you apply. Call 800-4-FED-AID (1-800-433-3243) for application forms.

You may also qualify for a Federal Stafford Loan, a subsidized loan in which the government pays the interest while you're in school or in deferment. Also, the government offers unsubsidized Federal Stafford Loans, which are awarded regardless of need.

Aid from states, colleges

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

Aid from private sources

CORPORATIONS, associations, unions, religious organizations, and other private sources also award scholarships to a variety of students - the economically disadvantaged, the artistic, the athletic, the scientifically oriented, and the specially talented.



Private loans, tax credits

IF YOU STILL lack funds after applying to the four major aid sources, you may want to check into nongovernment education loans that many lenders offer. Uncle Sam also offers two types of tax breaks for college education - the Hope credit and the Lifetime learning credit.

Educational Credits

Hope Scholarship credit - A credit against income tax of 100 percent paid by the taxpayer for qualified tuition (not room and board or books) for students during the taxable year for the first two years of post-secondary education.

Lifetime Learning credit - A credit against income tax of 20 percent of up to \$5,000 paid by the taxpayer for qualified tuition and related expenses (not room and board or books) for students during the taxable year for any year the Hope credit is not claimed. In 2003, the credit will increase to 20 percent of \$10,000.

Rail unions reach historic agreement

Coalition lobbies for support of H.R. 4844, the Railroad Retirement and Survivor's Improvement Act of 2000

FOR THE FIRST TIME in 25 years, labor, management, and retirees have all agreed on a set of changes that will benefit those who rely on the Railroad Retirement System for a secure retirement.

Eleven unions that represent railroad workers, including the Boilermakers union, have reached an historic agreement with the railroads their members work for, represented by the National Carriers' Conference Committee to secure improvements in railroad retirement. The coalition of 11 rail unions and rail retiree organizations, representing more than three million members, is seeking support for the Railroad Retirement and Survivors Improvement Act of 2000 (H.R. 4844).

If this legislation is passed, it will secure the following improvements:

- An expansion of surviving spouse benefits;
- Unreduced retirement benefits at age 60 with 30 years of service;
- A retiree health insurance plan at age 60, with increases in the lifetime benefit maximum indexed to the medical inflation rate;

- A guarantee that the railroads will ensure the future solvency of the fund by absorbing any necessary future tax increases;
- A repeal of caps on Railroad Retirement benefits for long-term employees; and
- Five-year vesting.

Members should contact senators and request a companion bill in Senate

REP. BUD SHUSTER (R-Pa., 9th) introduced the bill on July 13, and by August 4 it already had 305 cosponsors. As of this writing, it has been amended by several committees and was placed on the calendar. However, there is still no companion bill in the Senate. The Senate must pass a bill patterned after this one before it can become law.

Members of the Boilermakers union are urged to contact their senators and representatives and ask for their support of the Railroad Retirement and Survivors Improvement Act of 2000, bill H.R. 4844.

The original bill sponsors include Congressmen Bill Archer (R, 7-TX), E. Clay Shaw Jr. (R, 22-FL), Robert T. Matsui (D, 5-CA), Charles B. Rangel (D, 15-NY), Bud Shuster (R, 9-PA), Thomas E. Petri (R, 6-WI), James E. Oberstar (D, -MN), and Nick Rahall (D, 3-WV). □

Hickenbotham, Beauchamp represent Boilermakers union at ICEM meeting



Intl. Vice Pres. Jim Hickenbotham (left) and RCBS Director Len Beauchamp (right) attend the ICEM executive meeting in Brussels, Belgium.



IVP Jim Hickenbotham, second from left, meets with officers of the IGBAU in Germany. L. to r., IGBAU Intl. Sec. Frank Schmidt, Hickenbotham, and IGBAU Vice Presidents Hans-Joachim Wilms and Ernst-Ludwig Laux.

Boilermakers offer assistance in ICEM organizing campaign

INTL. VICE PRES. Jim Hickenbotham and Len Beauchamp, director of the Boilermakers' research and collective bargaining services department, attended the executive meeting of the International Federation of Chemical, Energy, Mine, and General Workers' Unions (ICEM), June 1-2, in Brussels, Belgium.

Delegates discussed international labor issues, including the ICEM's organizing efforts at Rio Tinto. The Boilermakers union represents workers at two of Rio Tinto's U.S. plants. Members of Boilermaker Locals D239 and D449, who work at Rio Tinto's Englewood, Colo. and Windsor, Vt. locations, are assisting the ICEM in this organizing campaign.

On his return to the U.S., Hickenbotham attended another ICEM meeting on July 28 in Washington, D.C., where it was announced that Rio Tinto had agreed to recognize the union and come to the bargaining table to negotiate a global agreement that will

protect trade union rights and promote safety and health. Hickenbotham credits this organizing win to the efforts of Intl. Reps. Michael Atchison and Robert Simmons, as well as local lodge presidents Mick McGuire (D239) and Robert Merrill (D449).

While in Europe, Hickenbotham, who chairs the ICEM's cement sector, met with officers of the Trade Union for Building, Forestry, Agriculture, and the Environment in the Federal Republic of Germany (IGBAU). The IGBAU represents workers at plants owned by Dyckerhoff, A.G., which recently purchased Lone Star, a U.S. cement company. The following Boilermaker lodges represent Lone Star workers: the National Cement Lodge, headquartered in St. Louis, Mo.; Local D12 in Oglesby, Ill.; Local D39 in Greencastle, Ind.; Local D46 in Santa Cruz, Calif.; and Local D414 in Pryor, Okla.

Hickenbotham also met with Heidleberger Cement officers while he was in Germany. Two Boilermaker lodges represent employees at Heidleberger Cement plants in the U.S., Local D69 in Waco, Texas, and Local D106 in Mason City, Iowa. □

NEWS IN BRIEF

It's official - Maloney is in

Delegates to the AFL-CIO Building and Construction Trades Department's annual convention unanimously elected incumbent President Edward C. Sullivan and Secretary-Treasurer Joseph Maloney to full five-year terms. Maloney is a Boilermaker out of Local 128, Toronto, Ont.

A bad prescription for seniors

Hiding behind House rules, Republican leaders blocked a bill that would add a guaranteed prescription drug

benefit to Medicare for all seniors. Instead, they approved (217-214) a plan that would be administered by private insurance companies who will set their own terms and limits on benefits, premiums, co-pays and deductibles. "This bill does not provide prescription drug coverage for senior citizens. It provides political coverage for Republicans," said Rep. Robert Wexler (D-Fla.). The proposal would cost \$40 billion next year. Last year, drug spending rose 17.4 percent.

As good as their word?

During negotiations on the Fiscal Year 1998 budget, Republican opponents of OSHA's proposed ergonomics

standards agreed to stop attaching riders blocking the rule to spending bills. But GOP members of the House Appropriations Committee did exactly that, voting 32 to 22 to block use of Labor Department funds on the rule. Rep. David Obey (D-Wis.) calls it "incredibly disgraceful" for a committee with the stature of the appropriations panel to "walk away from an in-writing commitment that the majority made to the minority."

The full House followed insult with injury by passing a Labor, Health and Human Services and Education spending bill that blocks implementation of the ergonomics standard, by a party-line 217-214 majority.

NEWSFROMTHE NATIONAL FUNDS OFFICE

Pension trustees announce plan improvements

IN MAY 2000, THE TRUSTEES of the Boilermaker-Blacksmith National Pension Trust announced the following benefit improvements under the pension plan:

Payment of unreduced death benefit for participants who die on the job

EFFECTIVE JANUARY 1, 1999, if a participant dies before age 65 as a result of, and within 90 days of, an injury incurred on the job while working in covered employment, the amount of the monthly benefit payable to the surviving beneficiary shall be calculated as if the participant had retired on the day before his death and was 65 on the date of his death.

Payment of auxiliary benefits if participant does not live to receive disability pension

EFFECTIVE JANUARY 1, 1998, if an unmarried disabled participant with a Social Security disability award should die after submitting a timely application for a disability pension, but before his disability pension starts, his designated beneficiary will receive the auxiliary disability benefit to which the participant would have received if he had lived. The auxiliary disability benefit is an amount, payable as a lump sum, equal to the monthly disability pension benefit that would have been payable between the entitlement date of the Social Security or Railroad Retirement disability benefit and the annuity starting date of the disability pension. The auxiliary disability benefit is in addition to the 60 monthly benefits available under the pre-retirement death benefit.

Surviving spouses of married disabled participants who die under the same circumstances do receive 50 percent of the auxiliary disability benefit as well as a lifetime pre-retirement husband-and-wife death benefit equal to 50 percent of the amount of the monthly disability benefit that would have been payable to the participant had he lived.

If you have any questions about these benefit improvements, please call the pension plan's administrative office at 913 342-6555.

H & W trustees announce new eligibility rule

IN JUNE 2000, the trustees of the Boilermakers National Health and Welfare Fund expanded the eligibility rules for health plan coverage to include an alternative rule for Boilermakers who have never been able to meet the fund's regular initial eligibility rule of 350 hours in an eligibility quarter.

If you have never been covered under the fund's health plans, and do not meet the regular initial eligibility requirement of 350 hours as described in the Plan G benefit booklet, an alternative test can be applied to hours worked on and after July 1, 2000. You can now become eligible for health care coverage if you work at least 500 hours for contributing employers in two consecutive eligibility quarters.

If you meet this alternative initial eligibility rule for hours worked on and after July 1, 2000, you will be eligible for the health plan for the benefit quarter which immediately follows the consecutive eligibility quarter during which you worked a total of at least 500 hours (and the month preceding that benefit quarter). For example, if you work 175 hours during the eligibility quarter of July, August, and September 2000, and then work another 325 hours during the eligibility quarter of October, November, and December 2000, you will be eligible for the benefit quarter of February, March, and April 2001, and the month of January 2001. Under this alternate eligibility rule, any hours worked in excess of 500 will not be applied to your reserve bank for these two quarters.

After you become initially eligible as described above, the fund's regular rules for on-going eligibility must be met to continue your eligibility beyond your initial benefit quarter. Those rules are described in the Plan G benefit booklet.

The alternative rules applies only to Boilermakers who have never been covered under the fund's health plan and can be used only once.

Please direct any questions to the fund's administrative office at 913 342-6555.

How to argue your position

Evidence is key to winning the grievance

Collect all the evidence you can, quantify it, make it trustworthy, and present it well for maximum impact

ARGUING YOUR GRIEVANCE is like arguing a court case. You must have evidence to support your claims. Your evidence should be trustworthy, quantified, and positive. Many grievances (and court cases) are lost because the evidence is there, but it is not presented well enough to carry the argument.

In your research of your grievance, you will have collected evidence in the form of documents, records, photographs, and eye-witness testimony.

Testimony is the most common evidence provided at grievance hearings. Unfortunately, it is also the most difficult evidence to use successfully.

Use concrete evidence to back up testimony

TOO OFTEN, GRIEVANCES are argued entirely on the basis of testimony. You should always be on the lookout for ways to introduce concrete evidence, such as records, documents, and photographs.

Even one piece of concrete evidence can make a big difference. For example, you might have some very good testimony about a notice posted on the bulletin board, but you have a stronger case if you have a copy of the notice to show. Likewise, your witnesses might do an excellent job of describing an event, but a photograph of the location can help the arbitrator visualize where everything was and how things happened far better than any testimony.

Evidence carries more weight when it is trustworthy

TO BE TRUSTWORTHY, a document must come from a reliable and knowledgeable source and must not show signs of being altered. For testimony to be trustworthy, the witness must sound credible.

Look at these two examples and ask yourself which one is more likely to seem trustworthy to an arbitrator.

Ex. 1: "Fred Johnson has over 200 documented hours of classroom train-

ing in Hazardous Waste Disposal, and holds three certificates, including a Class 1 A. This information is available in his personnel file."

Ex. 2: "My ol' partner Fred can shovel more horse hockey drunk than most S.O.B.s can shovel sober, and I should know 'cuz me and him have been drunk on our tails in just about every town we ever spent time in."

The first statement would probably sound more trustworthy to an arbitrator. Another way to say that is to say that the first statement is made in a more professional manner and uses quantifiable facts as evidence, not judgments or appeals to emotion.

Evidence carries more weight when it is quantified

NUMBERS ARE PERSUASIVE. Saying that a person is "tall" is vague. "Tall" may not mean the same thing to you as it does to me. Saying that same person measures six feet, nine inches in height gives a much clearer picture of what you mean by "tall."

Absenteeism, seniority, written reprimands, education, training, and past experience are examples of evidence that can be quantified. You can count the number of absences a person has, or the years of seniority, or the years of experience on the job.

Ability, aptitude, personality, character, dependability, friendliness, and professionalism are terms that cannot be quantified. As much as possible, avoid using terms that cannot be quantified. If you must do so, back them up with quantified facts.

For example, saying, "Joe is dependable" is not very persuasive. It is your judgment of one of Joe's personal traits, and the arbitrator has no way of knowing what you base your judgment on.

If you add, "Joe has worked seven years at this job with only four absences, and his work has never failed a quality control inspection," then the arbitrator has a much clearer picture of Joe's dependability.

★ ★ ★ Star Stewards ★ ★ ★



Local 650 President Ray Giesler

LOCAL 650 PRESIDENT Ray Giesler is a star steward. A member of Local 650, Lake City, Minn., since 1972, Giesler is serving his first term as a local union president.

"He does an outstanding job," reports Intl. Rep. Len Gunderson. "It was Ray's leadership, combined with the strength of the local's Solidarity Committee, that earned the workers at Federal Mogul a good contract this year, with wage increases in each of the three years of the agreement."

Do you know a Star Steward?

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

Positive evidence is more persuasive than negative

NEGATIVE WORDS and words with negative connotations often make testimony sound biased or combative. Testimony should always focus as much as possible on what happened, not what did not happen. In addition, testimony should avoid words that are provocative or inflammatory.

Take a look at these two different descriptions of the same event.

Ex. 3: "I was present in the locker room during the entire argument between Len and his supervisor. I was seated next to Len on the same bench. The supervisor came in and began to talk with Len about a job Len had just finished in the shop. They got to hollering at one another, but Len never hit, struck, or swung at the supervisor."

Ex. 4: "I was in the locker room during the fight between Len and the supervisor. I was minding my own business because I don't like trouble, so I didn't say anything. Len and the supervisor were hollering and cussing pretty loud, and I was thinking they

would come to blows at any minute, but Len never hit or took a swing at the supervisor or anybody."

In the first statement, the individual clearly states the facts as he saw them. He is sure about what he saw, where he was, and everything that happened. Although he points out something that did not happen ("Len never hit"), he leaves that part of the description to the end of his testimony. His first three-and-a-half sentences are positive statements about what did occur, without any interpretation on his part.

In the second statement, the individual uses some loaded words. He begins by using the word "fight," implying fists were thrown, even though he later says Len never hit anyone. He uses the negative phrase "I don't like trouble," implying that maybe Len doesn't mind getting into trouble. He also interjects his thoughts about the motives of others ("I was thinking they would come to blows"). What he was thinking might happen is of no consequence. Testimony should always stick to the facts of what actually did happen, not the witnesses' thoughts. □

Local lodges sponsor steward training programs



Members of Local 146, Edmonton, Alberta, Canada, attend a two-day steward training program, conducted by Wade Davis, standing at right.

EDUCATION IS A NECESSARY key to good leadership. Members of Local Lodge 146 in Edmonton, Alberta, Canada, and Local Lodge 83 in Kansas City, Mo., recognized that by attending two-day steward training programs sponsored by their lodge and the Research and Collective Bargaining Services Department of the International. Locals interested in sponsoring a stew-



Twenty-five members attend Local 83's steward's training class in Kansas City, Mo.

ard training program should contact the Research Department at International headquarters.

Local 146 - Edmonton, AB

MEMBERS OF LOCAL 146, Edmonton, Alberta, Canada, completed a two-day steward training program, April 19-20, conducted by Wade Davis, assistant to

the director of the Research and Collective Bargaining Services, and International Representatives Dwight Harris and John Rowe. Guest speaker Cory Channon, a Local 146 business representative, discussed his experience taking jurisdiction questions to an arbitrator.

Program topics included arbitration, grievance handling, jurisdiction, health and welfare, and pension.

Local 83 - Kansas City, MO

TWENTY-FIVE MEMBERS of Local 83, Kansas City, Mo., attended a two-day

steward training program, June 23-24, also conducted by Wade Davis.

- 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. □

New contract summaries

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

M13 – St. Louis, MO

PATRICIA THOMAS, bus. mgr. of Local M13, St. Louis, Mo., reports contract ratification of a one-year wage reopener for one Local M13 member who performs diversified polishing at the **O'Malley Polishing Company** and contract ratification, effective Feb. 17, 2000 to Feb. 16, 2001, for four Local M13 members who perform chrome plating and polishing at the **Triangle Plating Company**.

D79 – Demopolis, AL

INTL. REP. J. C. TODD reports contract ratification, effective May 1, 2000 to April 30, 2005, for 55 members of Local D79, Demopolis, Ala., who produce cement at **Southdown, Inc.**

L-128 – Toronto

EDWARD FREROTTE, recording secretary for Local 128, Toronto, Ontario, Canada, reports contract ratification for 40 Local 128 members who make pressure vessels at **Alloy Fab Ltd.**, effective Oct. 15, 1999 to August 4, 2002 for nine L-128 members who fabricate structural steel at **ANU Industrial Fabricating**, effective Jan. 15, 1998 to April 30, 2002, for 15 L-128 members who perform catalyst regeneration and installation at **Catalyst Technology Canada**, effective May 4, 1998 to May 3, 2002, for 20 L-128 members who make pressure vessels at **Chemfab Industries, Inc.**, effective Feb. 1, 1998 to Jan. 31, 2002, for 40 L-128 members who perform industrial cleaning services for **Hydra Dyne High Pressure Water & Vacuum Services Ltd.** in Hamilton, Nanticoke, London, and Sarnia; and effective Oct. 1,

L-146 – Edmonton, AB

DEAN MILTON, BM-ST of Local 146, Edmonton, Alberta, Canada, reports contract ratification, effective Jan. 1, 2000 to Dec. 31, 2002, for 35 members of Local 146 who work at **Larson & D'Amico Manufacturing, Ltd.**

L-154 – Pittsburgh, PA

RAYMOND VENTRONE, business manager for Local 154, Pittsburgh, Pa., reports contract ratification, effective Dec. 1, 1999 to Nov. 30, 2004, for 25 L-154 members who work at the **Allegheny Boiler Tube & Manufacturing Company** and effective Oct. 1, 1999 to Sept. 30, 2004, for 32 L-154 members who work at **Munroe, Inc.**

L-158 – Peoria, IL

INTL. REP. HOWARD COLE reports contract ratification, effective Feb. 19, 2000 to Feb. 16, 2002, for eight members of Local 158, Peoria, Ill., who produce railroad track repair equipment at **Teleweld, Inc.**

L-159 – Mountain Top

INTL. REP. MICHAEL SHAFFER reports contract ratification, effective Nov. 4, 1999 to Nov. 3, 2002, for 20 members of Local 159, Mountain Top, Pa., who forge steel products at the **Keystone Forging Co.**

L-182 – Salt Lake City

BRAD JOHN, BM-ST of Local 182, Salt Lake City, Utah, reports contract ratification, effective May 1, 2000 to

L-656 overcomes company attacks

Members gain increases in wages, pension, insurance; add Boilermaker pension plan and payment to apprentice program

IT WAS A STRUGGLE, but the members of Local 656, Chattanooga, Tenn., who work at ABB-CE, overcome company demands and negotiated a three-year contract with both economic and language gains, reports Intl. Rep. Mike Wilson.

When the company attacked the way the plant had been operating for the past 65 years by trying to reassign workers wherever and whenever they choose with no regard to seniority or contract procedure, the workers fought back. Not only did they keep the company from making this reassignment change, but they got the company to contribute to the Boilermakers' apprenticeship fund and agree to hire apprentices for these reassignment positions. Other contract improvements include a wage increase in each contract year, an increase in life insurance with the addition of spouse coverage, an increase in the lifetime maximum health coverage, an increase in the weekly sickness and accident benefit, and company contributions to both the ABB pension and the Boilermaker pension plans.

M194 – New Jersey

STANLEY WIERZCHOWICZ, secretary-treasurer for Local M194, Jersey City, N.J., reports contract ratification, effective May 31, 2000 to May 31, 2003, for L-M194 members who work at **Bayonne Stainless Products**.

D328 – Cheektowaga

INTL. REP. ROBERT SIMMONS reports contract ratification, effective May 15, 2000 to May 15, 2003, for 25 members of Local D328, Cheektowaga, N.Y., who work in the production and manufacturing of stone products and asphalt at **Buffalo Crushed Stone, Inc.**

L-443 – Manitowoc, WI

INTL. REP. LEONARD GUNDERSON reports contract ratification, effective June 1, 2000 to April 30, 2004, for 169 members of Local 443, Manitowoc, Wis., who build cranes at the **Manitowoc Engineering Corporation**.

L-483 – Alton, IL

INTL. REP. JAMES PRESSLEY reports contract ratification, effective June 1, 2000 to May 31, 2005, for 12 members of Local 483, Alton, Ill., who make petroleum products for **TOSCO Refining Co.**

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 2,109 employees.

Wage Increases

NINETEEN facilities reported pay increases in 1999, averaging \$0.54 per hour or 2.50 percent. Twenty facilities reported pay increases in 2000, averaging \$0.60 per hour or 3.16 percent. Nineteen facilities will receive pay increases in 2001, averaging \$0.56 per hour or 2.78 percent. Thirteen facilities will receive pay increases in 2002, averaging \$0.52 per hour or 2.80 percent. Five facilities will receive pay increases in 2003 (\$0.45 average), and three in 2004 (\$0.42 average).

Pension

TWENTY-SIX of the facilities participate in some type of pension program. There are five facilities which participate in the Boilermaker-Blacksmith National Pension Trust. Their contributions range from

\$0.30 to \$1.50 per hour. Average cents per hour contributions are \$0.93 in the first year, \$0.98 the second year, and \$1.01 in the third year.

Nine facilities offer a 401(k), 13 also have company-sponsored plans. Three Canadian facilities participate in Registered Retirement Savings Plans (RRSP), which are similar to IRAs found in the U.S.

Shift Differential

TWENTY-ONE agreements provide for a second-shift premium, of which 17 report a cents-per-hour premium that ranges from \$0.10 to \$0.75. The average is \$0.32 per hour. Nineteen agreements provide for a third-shift premium, of which 15 provide a cents-per-hour premium that ranges from \$0.15 to \$0.90. The average is \$0.39 per hour.

Of the remaining, four provide a percentage of pay (not enough for an average).

Sickness & Accident

NINETEEN agreements provide weekly sickness and accident indemnity. Of these, 16 pay a set dollar amount ranging from \$100 to \$400 per week. Average rates are: first year – \$237.81; second year – \$239.06; third year – \$240.63.

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

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



Negotiating a contract for the members of Local 1239, Aurora, Ill., at General American Door (GADCO), are, l. to r., L-1239 Pres. Thomas O'Connor, IVP Michael Murphy, IP Charles W. Jones, IST Jerry Willburn, and IVP Newton Jones.



These Boilermaker members are working with the Metal Trades Department to negotiate a contract for the recently-organized Avondale shipyard facilities. L. to r., ADO David Bunch, Don Longmire, Bruce Lightell, Stephen Silk, IR Warren Fairley, retired AIP J. W. Moore, James Howard, Calvin Williams, IR Dennis King, and AIP-DS Ande Abbott.

Canton, Ohio, who work at **Diebold**.

L-1239 – Aurora, IL

INTL. REP. HOWARD COLE reports contract ratification, effective January 31, 2000 to May 3, 2003, for 220 members of Local 1239, Aurora, Ill., who make overhead garage doors at the **General**

American Door Company (GADCO).

L-1570 – Springfield

INTL. REP. VINCENT DICLEMENTE reports contract ratification, effective March 20, 2000 to March 16, 2003, for members of Local 1570, Springfield, Mass., who work at **Esacor Hand Tools, Inc.**

The remaining agreements provide 66 2/3 percent of the employee's earnings. The length of time off ranges from 13 to 30 weeks. The most common is 26 weeks found in 15 agreements.

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

Life Insurance/AD&D

TWENTY-THREE agreements provide life insurance. In 19 of the agreements there is a set dollar amount ranging from \$6,000 to \$28,000. The average benefit for the first year is \$16,947.37. The remaining agreements use the annual wage as the benefit, or multiply wages by 200 hours, for the benefit amount.

Eighteen agreements provide **Accidental Death and Dismemberment (AD&D)** insurance. In 15 of the agreements there is a set dollar amount ranging from \$10,000 to \$28,000. The average benefit for the first year is \$17,866.67. The remaining agreements use the annual wage as the

benefit, double the life insurance amount, or multiply wages by 200 hours for the benefit amount.

Vacation

EIGHTEEN agreements provide a one-week vacation. Twenty-six agreements provide a two-week vacation. Twenty agreements provide a three-week vacation. Fifteen agreements provide a four-week vacation, and eight agreements provide a five-week vacation. Of these, nine receive vacation pay based on a percentage of their annual wage.

Paid Holidays

TWENTY-SIX of the agreements provide for paid holidays, ranging from eight to 12. The average is 10.25 days.

Other Provisions

Twenty-five agreements provide **funeral leave**. Paid leave for **jury duty** is found in 23 agreements. **Union leave** language is found in 11 agreements. Fifteen agreements provide all or partial reimbursement for the purchase of **safety shoes**. One provides a **severance** payment package, and five agreements provide paid leave for those persons who spend two weeks at **military encampment** each year.

Local 154 honors 125 retirees



Phil Bayer, third from right, receives his 60-year membership pin from, l. to r., L-154 BM Raymond C. Ventrone, L-154 Pres. Thomas O'Connor, IVP Michael Murphy, IP Charles W. Jones, IST Jerry Willburn, and IVP Newton Jones.

MEMBERS OF LOCAL 154 honored 125 retirees at a dinner and dance on May 13, at the Hilton Hotel in Pittsburgh, Pa.

Over 1,000 members and guests were in attendance, including four U. S. congressional members from Pennsylvania: Rep. Ron Klink (4th district), Rep. Bill Coyne (14th district), Rep. Mike Doyle (18th district), and Rep. Frank Mascara (20th district). Also attending were International officers: Intl. Pres. Charles W. Jones, Intl. Sec.-Treas. Jerry Willburn, Intl. Vice Pres. Michael Murphy, Intl. Vice Pres. Newton B. Jones, and Intl. Reps. Joe Bazy and Bob Heine. □



Intl. Pres. C. W. Jones presents a 50-year membership pin to L-154's Dick McKenna (at left).

L-359 members have big hearts



L. to r., Local 359 members Jeff Theriau and Andrew Maddock present a card and money collection to John Watt at the Island Cogeneration Project. The money will be used to help support Watt's grandchildren, Colton and Morgan, who are undergoing treatment for tumors and seizures. Photo by Dan MacLennan.

MEMBERS OF LOCAL 359, Vancouver, British Columbia, Canada, along with their coworkers at the Island Cogeneration Project, opened their hearts to John "Scottie" Watt when they presented him an oversized Christmas card and \$2,350 in a Santa's cap that had been passed around the work site last December.

According to a report in the *Campbell River Courier-Islander*, the money will help Watt's grandchildren (Colton, four, and Morgan, 13 months), who are each fighting for their lives. Colton is undergoing chemotherapy treatments to battle a tumor in his hip, and Morgan is suffering from a mysterious affliction that causes repeated seizures. The money will help support the family, as Colton and Morgan's parents have taken off work to care for their children.

Jeff Theriau, a L-359 member since 1991, lost his wife last year to cancer. He spearheaded the collection and made an emotional presentation to Watt, along with representatives from Cogen contractors ABB, WCE, Brymark, Spantec, Carlson, PSI, and several other union locals, including the pipefitters, insulators, carpenters, sheetmetal workers, laborers, truckers. □

A cancer survivor, Ludwignow likes to keep active by bowling in four leagues a week. □

L-13's Bill Shaw passes away

WILLIAM M. SHAW SR., 75, a member of Local 13 since 1947, passed away on June 25, 2000. Shaw held the office of president and vice president for Local 13, and served 12 years as business manager before accepting an appointment as an International Representative of the Construction Division in 1978, a position he held for 17 months. He retired from boilermaking in 1988. □

Local 5 retiree bowls 799 series

RETIRED LOCAL FIVE member Edward Ludwignow bowled a near perfect series on February 9, recording 28 out of a possible 33 strikes for a total three-game score of 799.

Ludwignow joined the Boilermakers union in 1949, and retired as a field construction boilermaker out of Local Five, New York City, N.Y., in 1993.

A cancer survivor, Ludwignow likes to keep active by bowling in four leagues a week. □

Local 146 members receive pins

LOCAL 146 BM-ST Dean Milton presented a record number of pins for continuous years of membership to the following Local 146 members at their annual banquet:

45 years: Jannes Braakman, Peter Teplesky, Josef Zavazal Sr., and Adolf Zelt.

40 years: Arthur Bachmann, Peter Flipsen, Thomas Lundy, Mike Malys, Robert Parker, Vernon Pelletier, and Olaf Valan.

35 years: Clifford Aysan, John Brophy, Dan Korchinski, Rene Marleau, Edward McIlDoon, Charles Mercer, John Missel, Mario Moratto, Vernon Parker, Donald Pustanyk, Phillip Roth, Stewart Seward, Edward Sklar, Kenneth Smale, Michele Spinelli, and Jack Stewart.

30 years: Warren Anderson, Bruce Ashton, Ernest Baumgartner, Gerard Bazinet, Walter Bileski, Frank Burt, Glenn Campbell, Eric Crawford, James Day, William Dorey, Randy Dreilick, Lance Dyck, Doug Eljoke, Walter Ewasiw, John Vince Fitzsimons, Charles "Bill" Franche, Allan Frederick, Robert Frost, Jim Gascoyne, Maynard Gauthier, Mladen "Mike" Godina, Mike Gowda, Delbert Grainger, Barry Grimoldby, Ewald Hauser, Bruno Hildebrandt, Walter Hrycyna, Alfred Jackson, Albert Johnson, Johannes Jongeling, Tom Karpetz, Reg Kaulback, Frank Klotz, Raymond Klotz, Lajos Kovacs, Mustafa Koybasi, Phillip Lane, Harvey Larose, Martin Lenzer, Jerry Leicht, Robert McBain, Lorne Melville, Earl Milner, Allan Moncrieff, Merle Morrison, David Myers, Viejo (Vic) Niska Aro, John Nyari Sr., Vernon Parker, George Plaquin, David Porcina, Ronald Regan, Gordon Roney, Eberhard Scholtz, Peter Semonick Sr., Barry Shaw, Terrance Smale, Ronald Taras, Joe Torocski, Herman Valan, Frans VanElst, Walter VanLeest, Engo Wegen, Ronald Wickberg, George Wood, Thomas Zavazal, and Jerry Zurburg.

25 years: Marston Albright, John Andrusiak, Heinz Arntzen, Jean Luc Arsenaull, Daniel Babin, Micheal Babin, Brian Badry, Thomas Barclay, Dale Beck, Newton Bogle, Doug Bohaychuk, Dennis Bracken, John Brown, Gerald Campbell, Jose Candido, Martin Carlsen, John Carlson, Henry Caza, Roger Cherkewick, Kuichee "Fred" Chong, Peter Cluney, Mike Cubrillo, John Czajkowski, Daryl Dorey, Lynn Elder, David Elliott, Leo Emberley, Wayne Enjeneski, Wilf Enjeneski, Dennis Ewasiw, Roger Faubert, Randy Fenez, Carey Gaasbeek, Guy Garneau, Patrick George, John Goodhelpsen, Dale Harris, Neil Hoggan, Jack Holoiday, Joseph Hossack, Joseph Houghton, Robert Hutsulak, Geert Jakobsen, Roger Jubinville, John Kavanagh, Robert Klassen, Gerald Kucy,

Timothy Lechowsicz, Darwin Leitch, Walter Lewandowski, Walter Linka, Edwin Lust, John Maksymiec, Steven Marshall, John Mifsud, Wayne Miller, Ronald Missel, David Moir, Martin Carlsen, John Carlsson, Bernard (Joe) Nikirk, Gaston Oliva, Robert Ostrom, Roy Paz-iuk, Francesco Pegoraro, John Peregoodoff, Allan Petovello, Zoran Petrovic, David Polleski, Jim Reinhart, William Robertson, John Sehn, George Smith, Roderick Springer, Joseph Taylor, Ed Thomas, Dennis Turky, William Ulan, John Vanderveen, Gordon Weirs, Clarence Weisshaupt, Patrick Willcott, Wade Williams, William Witschen, Donald Yakichuk, and George Zoutsos.

Local Lodge 693 hosts annual picnic



The Local 693 cooking committee includes BM-ST Frank Ludgood Jr., (at far left), Local 693 stewards, and some talented Local 693 chefs.

MEMBERS OF LOCAL 693, Pascagoula, Miss., and their families, got a special treat in May when their local sponsored a picnic, complete with barbecued chicken and all the fixings.

While the children were entertained by a moonbouncer (a tent with an inflatable floor where children can jump and bounce about), the adults feasted from a buffet featuring a large variety of food.

The elite cooking committee included L-693 BM-ST Frank Ludgood Jr. and L-693 stewards.

The picnic provided a chance for the Local 693 members to relax. They've been busy helping Ingalls Shipbuilding increase their work area by building components for four buildings, totaling 635,000 square-feet, and extending a dry dock system by 250 feet. The new enclosed work areas and dry dock will be put to use soon as they start to build the largest and the first U.S.-made cruise ships in over 40 years. □

You can save on computers, Internet access

THE INTERNET IS CHANGING the way we find information, shop, plan our finances, and communicate with friends and family. It is a potentially powerful tool for communicating with our members and strengthening their voices on the job, in our communities and our government, and in the new global economy. The Boilermakers union has joined the Internet community with its newest Web site, www.ibb.workingfamilies.com.

www.ibb.workingfamilies.com is a new Internet community that could be the most powerful communications tool ever developed for the members of the Boilermakers union. It will be showcased during the online Labor Day Festival (see the ad below).

What you'll find at [IBB.workingfamilies.com](http://www.ibb.workingfamilies.com)

WHEN YOU GO to our newest Web site at www.ibb.workingfamilies.com, you will find a group of online services comparable to what you would find on Excite, Yahoo!, and AOL.

With just a click, you can check the weather or the price of stocks, catch up on the news, send and receive mail, shop for everything from books to automobiles, and conduct informational searches on the Internet of any topic you choose.

And there's more. At www.ibb.workingfamilies.com, there is a special site for union news as well as an "action center" to mobilize for political and legislative action.

At www.ibb.workingfamilies.com, there is a "no sweatshop" shopping center, a working-family friendly marketplace where you can buy union-made and American-made products – absolutely no sweatshop users allowed. And there is a series of "members only" activity centers that can be used by local lodges for bargaining, organizing, and mobilizing, as well as "chat rooms" and meeting rooms where members can talk to one another and discuss union and working-family issues.

www.ibb.workingfamilies.com is a whole new way to communicate.

www.IBB.workingfamilies.com adds to, it doesn't replace www.boilermakers.org

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

This new feature is in addition to our original Web site at <http://www.boilermakers.org>

Our original site still has the features you've come to rely on – the latest Boilermaker Leap Bulletin, commentaries from Intl. Pres. Charles W. Jones, and congressional voting records on issues most important to our members.

And we've added a whole lot more –

- a special section for stewards
- a series of articles on Social Security
- election flyers in English and Spanish that you can download and distribute at your workplace.

If you haven't been in a while, come take a look at our new pages. And if you've never been, what are you waiting for?



How you can access [IBB.workingfamilies.com](http://www.ibb.workingfamilies.com)

IF YOU ALREADY have a computer with Internet access, then getting to our new Web site, www.ibb.workingfamilies.com, is just a click away. If you don't have one or the other, have we got a deal for you!

If you don't have Internet access, or feel you are paying too much for the service you already have, you may want to consider Internet service through the Boilermakers union. Our fast, premium Internet service is only \$14.95 a month, compared to the \$21.95 you would pay with services like AOL. That's a savings of \$84 a year. Plus, you receive dedicated customer service and technical support 24 hours a day, seven days a week, at no additional cost.

Our Internet access is completely confidential. Subscribers are protected from annoying junk advertisements and constant SPAM. We will never sell your personal information to advertisers.

If you are tired of busy signals and Internet clutter, our Internet access is a

refreshing, private alternative at a much lower price. Just call 1-800-806-2150 for more information.

Program offers computer deals

IF YOU ARE looking for a new personal computer, this program also offers brand name computers from IBM that come with one-year free Internet access from Workingfamilies – a \$179 value. IBM representatives are available to answer questions and take orders at the toll-free number of 1-877-426-5621.

Join the first ever nationwide online Labor Day festival

THE WORLD'S FIRST nationwide online Labor Day Festival will be held from August 30 through September 6 at www.ibb.workingfamilies.com.

The festival will feature music, videos, games, a virtual parade, union members' stories, and online political and corporate accountability action tools. See the ad below for more information. □

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: 1-800-999-2782



UNION FAMILY SAVERS

Savings on everyday consumer products and services – including Budget & Avis car rentals, Disney World hotel stays, hearing aids, and more.

For information call: 1-800-452-9425

For more information on these members-only benefits, call

1-800-452-9425

BOILERMAKERS UNION PRIVILEGE BENEFITS

*Includes retired members. Parents and children of members and retired members with retired member cards are eligible for the mortgage program and union family savers directly; they are eligible for other programs through the Boilermaker member. Program restrictions may apply to members outside the continental United States. Phone 1-800-452-9425 for clarification of eligibility and more information on how you can apply.

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

LODGE & NAME

NTL Baughman, Merle	29	Rees, William	92	Coggeshall, H.
NTL Bergstad, Albert	30	Capp, Patrick	92	Halin, Elba F.
NTL Boutwell, Charles	37	Decossas, Edward	92	McBride, Wm. G.
NTL Hernandez, James	37	Distefano, Morris	104	Clausen, L. L.
NTL Paul, Albert J.	45	Fridley, Stephen	104	Feldman, Morris
NTL Vaughan, David	D69	Plemmons, Arthur	104	Masterson, Bobbie
1 Nawrocki, Paul A.	72	Heilig, George E.	104	Skaare, Clifford
5 Bonich, Frank	72	Indahl, Oscar H.	105	Adams, Matt
6 Featherston, J.	72	White, Norman A.	128	Anderson, Wm.
6 Johnson, Estel	79	Hebert, Rufus	128	Hunter, Lloyd
27 Morris, Donald	83	Dainty, Robert	128	Hynes, Gerry
27 Pequignot, Samuel	85	Koester, Harold	128	Mitchell, Alton

132 Kunz, John	237 Winslow, Kevin	582 Cheek, Michael
134 Paradis, Albert	D274 Elliot, Keith	582 Stokes, Gary
142 Colby, Albert F.	302 Gregovich, T.	587 Sarver, Henry
146 Bexson, Jason	305 Trimble, Grady O.	592 Moore, William
146 Gokovic, S.	337 Gordon, Richard	627 Gist, Vernon
146 Hrycyna, Walter	359 Page, John	627 Johnson, William
146 Morrison, Merle	359 Rooney, John	647 Cison, Leonard T.
146 Petruk, Kenneth	363 Dunne, Lawrence	647 Engelbrecht, H.
154 Rogers, Charles	374 Jansky, Emil	667 Cashdollar, R.
169 Thistle, Frank	374 Shaw, Fred	667 Totten, Roy
D174 Duever, Loren	443 Schwalbe, Elroy	744 Smith, David
194 Morier, Paul	443 Sheahan Jr., E.	900 Lindner, Richard
199 Kelley, Mark	455 Chadwell, James	1101 Picken, Russell
203 Ryan, Michael	549 Cox, Loyd	1633 Murphy, Edward
D209 Sheehan, Gary	568 Hanson, Leroy	1633 Swann, Richard
D209 Stroud, Robert	582 Brunson, Johnny	1999 Rose, Samuel

DEATH BENEFITS

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

LODGE, NAME & BENEFIT

Intl. Bamhart, Lorain G.	\$370.20	72	Harkema Sr., Howard	3,000.00
Intl. Lyttle, James	27.00	72	Jacobs, Kenneth G.	3,000.00
Intl. Snider, Robert D.	682.50	72	Johnson, Marvin E.	3,000.00
Intl. McCoy, Harold	3,000.00	72	Keyser, James W.	3,000.00
Intl. Miller, Robert E.	3,000.00	72	Koch, Albert J.	3,000.00
Intl. Partonnar, Madge L.	3,000.00	72	Smith, Ted E.	3,000.00
Intl. Phillips, Floyd B.	3,000.00	72	Wade, Raymond W.	3,000.00
NTL Bell, Ewel	3,000.00	74	Watts, Luther D.	3,000.00
NTL Bell, Joe K.	3,000.00	74	Lindsey, Oscar D.	3,000.00
NTL Foreman, Sheldon E.	3,000.00	79	Ross, A. P.	3,000.00
NTL Gerety, Osler R.	3,000.00	83	Hebert, Rufus	3,000.00
NTL Haas, Ernest D.	3,000.00	83	Beckwith, Raymond	3,000.00
NTL Kizer, George C.	3,000.00	83	Harrison, Jimmie O.	3,000.00
NTL Millard, Belva J.	3,000.00	83	Hernandez, James W.	3,000.00
NTL Oliver, Warner J.	3,000.00	83	Speck, Walter P.	3,000.00
NTL Stewart, Charlie E.	6,000.00	84	Sullivan, Henry J.	3,000.00
NTL Walden, Budge	3,000.00	85	Burgoon, Wilbur	3,000.00
1 Anthony, Ted	3,000.00	85	Bosstick, James D.	3,000.00
1 Antusis, Alexander A.	3,000.00	92	Shrimplin, Melvin G.	3,000.00
1 Brown, John	3,000.00	92	Benson, Harley	3,000.00
1 Karner, Ralph	3,000.00	92	Bowers, Ivan F.	3,000.00
1 Moskalik, Anthony L.	3,000.00	92	Kirkendall, Harold S.	3,000.00
1 Nawrocki, Paul A.	3,000.00	92	Madden, Charles D.	3,000.00
1 Rakich, Steve	3,000.00	92	McElroy, Virgil T.	3,000.00
1 Thomas, Jack E.	3,000.00	92	McKetrick, Vincent	3,000.00
5 Hein, William F.	3,000.00	92	Myers, Oscar	3,000.00
5 Holland, Robert T.	3,000.00	92	Oramas, Jose	3,000.00
5 McHugh, Thomas	3,000.00	92	Pridy, Robert I.	3,000.00
6 Barnard, Junius S.	3,000.00	92	Sanders, Gregory A.	1,000.00
6 Bumpus, Claude C.	3,000.00	92	Sarnecki, Frank	3,000.00
6 Butterfield, Philip D.	3,000.00	92	Smith, Naftel N.	3,000.00
6 Evans, Elmer F.	3,000.00	92	Sportsman, Thomas	3,000.00
6 Goyette, Wm. C.	3,000.00	104	Warloe, Robert H.	3,000.00
6 Gray, David M.	3,000.00	104	Carlson, Evert D.	3,000.00
6 Grogan, Raymond A.	3,000.00	104	Erickson, Arnold G.	3,000.00
6 Hofmann, Klaus	3,000.00	104	Gaeng, Fred Harry	3,000.00
6 Jarratt, David M.	3,000.00	104	Garbush, Marshall E.	3,000.00
6 King, Robert W.	3,000.00	104	Halliday, Wilfrid E.	3,000.00
6 Kraemer, Joseph J.	3,000.00	104	Hein, Alex P.	3,000.00
6 Ornelas, Angel	3,000.00	104	Holmes, George W.	3,000.00
6 Parker, Charles H.	3,000.00	104	Kellmer, Donald L.	3,000.00
6 Porter, Jesse	3,000.00	104	Knight, Jack D.	3,000.00
6 Saxon, Ambrose R.	3,000.00	104	Langei, Kenneth E.	3,000.00
6 Tagaloo, Sausaulele	3,000.00	104	Nelson, Fred W.	3,000.00
6 Vargas Jr., Raymond J.	3,000.00	104	Norris, Benjamin A.	3,000.00
6 Whitney, Dave	3,000.00	104	Rathbun, Chelsea V.	3,000.00
7 Harmon, Terrance M.	3,000.00	104	Sanger, Edward T.	3,000.00
7 McCormick, Charles J.	3,000.00	104	Smith, Jim A.	3,000.00
7 Panek, Edward A.	3,000.00	104	Stockness, Palmer	3,000.00
7 Wilson, Charles E.	3,000.00	104	Yocum, Omer	3,000.00
13 Goshy, Peter C.	3,000.00	105	Zengel, Joseph L.	3,000.00
24 Fox, Robert C.	3,000.00	105	Back Jr., Andrew J.	3,000.00
26 Elrick, Alton	3,000.00	105	Creighton, John M.	3,000.00
26 Williams, Marion F.	3,000.00	105	Hartman, William H.	3,000.00
27 Irvin, Harold L.	3,000.00	106	Phillips, Clarence	3,000.00
27 Sample, Jerry G.	3,000.00	107	Krocker, Henry J.	3,000.00
28 Burns Sr., Francis R.	8,000.00	108	Wrenn, J. D.	3,000.00
28 Conville, Charles J.	3,000.00	110	Dickerson, Pat V.	3,000.00
28 DiLorenzo, Aldo	8,000.00	110	Stout, Lloyd D.	3,000.00
28 Flynn, John F.	8,000.00			
29 DeMarais, Norman E.	3,000.00			
29 McAteer, John	1,000.00			
29 Rees, William H.	3,000.00			
37 Adams, Claude	3,000.00			
37 Conrad, James A.	3,000.00			
40 Vornholt, Louis F.	3,000.00			
60 Pollick, Joseph P.	3,000.00			
60 Zimmerman Sr., Oron	3,000.00			
69 King, William L.	3,000.00			
72 DeBray, Martin P.	900.00			
72 Edmonds, Esthral M.	3,000.00			
72 Hailey, John	3,000.00			

132 Dousay, Gervis	3,000.00	582	Guy, Charles E.	3,000.00
132 Johnson, Fred J.	3,000.00	582	Poole, Beverly	1,500.00
142 Colby, Albert F.	3,000.00	583	Earnest, Eddie J.	3,000.00
154 Bernigi, Louis J.	3,000.00	583	Madison, L. D.	3,000.00
154 Dailey, John L.	3,000.00	583	Turner, Royal	3,000.00
154 Dobbins Sr., Francis J.	3,000.00	587	Logan, Amoze	3,000.00
154 McDonald, John T.	3,000.00	587	McCollough, C. W.	3,000.00
154 Reif, Fred H.	3,000.00	587	Sapp, Robert L.	3,000.00
169 Guidry, Ellsworth J.	3,000.00	587	Williford, Benjamin F.	3,000.00
169 Pelz, B. Theodore	3,000.00	592	Ross, Elliott W.	3,000.00
174 Lang, Gilbert	3,000.00	599	O'Fallon, Kenneth M.	3,000.00
175 Kelly, John W.	3,000.00	617	DeMaderios, Ernest A.	3,000.00
175 McClelland, William J.	3,000.00	627	Gist, Vernon	3,000.00
175 Somers, Leo F.	3,000.00	627	Johnson, William D.	3,000.00
182 Lent, Norman F.	3,000.00	627	Morgan, Russell A.	3,000.00
193 Bess, Guy F.	3,000.00	627	Schade, Albert K.	3,000.00
193 Looker, William A.	3,000.00	636	Brenner Jr., James F.	3,000.00
199 Collins, Ira F.	3,000.00	647	Cison, Leonard	3,000.00
199 Leach, Jefferson W.	3,000.00	647	Engelbrecht, Henry F.	3,000.00
199 Nelson, Lathon B.	3,000.00	647	Friden, Carl W.	3,000.00
204 Mowry Jr., Robert S.	3,000.00	647	Johnson, Arvid D.	3,000.00
242 Finch, Bud	3,000.00	647	Rathjen, Dale R.	3,000.00
242 Sams, Sanford R.	3,000.00	647	Smith, Everett B.	3,000.00
263 Brents, Ben	3,000.00	667	Clark, Clayton	3,000.00
358 Lewis, Dale F.	3,000.00	673	Bleese, Fritz	3,000.00
363 Claxton, Charles	3,000.00	679	Evers, Billy W.	3,000.00
374 Barcroft, Curtis L.	3,000.00	687	Ehrhardt, Wilhelm V.	3,000.00
374 Berna, William V.	3,000.00	687	Rose, Frank B.	3,000.00
374 Brown, Aaron L.	3,000.00	696	Corey, Edward A.	3,000.00
374 Bruder, Charles H.	6,000.00	696	Higgins Sr., Therman J.	3,000.00
374 Harris, Peter F.	261.25	744	Finks, Eugene T.	3,000.00
374 Harris, Frank	3,000.00	744	Mathews, Hoyt W.	3,000.00
374 Jansky Jr., Emil C.	3,000.00	752	Maddox, Earl R.	1,500.00
374 Maluga, Steven	3,000.00	802	Austin, William H.	3,000.00
374 Rogers, Roy W.	3,000.00	802	Balliet, Fred	3,000.00
374 Shaw, Fredrick	3,000.00	802	Henson, Arthur	3,000.00
374 Sissel, William J.	3,000.00	802	Howley, Charles H.	3,000.00
374 Walker, Elton M.	3,000.00	802	Johnson, Willard A.	3,000.00

Trade with China is not the real problem

American workers have more – and bigger – problems than China

WHEN CONGRESS VOTED to give China permanent normal trade relations, they didn't do American workers any favors. But those union leaders who want us to use this single vote as a litmus test for candidates are wrong.

Some of our best friends in Congress voted for this bill – people who have supported us on nearly every other issue. Refusing to support them because of a single vote is political suicide. All we will do is make it that much easier for our enemies to get elected.

The fact is, American labor's main problem is not Chinese imports. It is not that Chinese workers can't form unions. The biggest problem facing U.S. workers is that American workers cannot form unions.

On paper, yes, we still can. The Wagner Act of 1935 allows workers to vote for union representation at their place of work. But that bill has been so weakened by 30 years of court decisions, ruthless acts by business, and continued underfunding of the National Labor Relations Board that, for many workers who want to organize, it is merely a worthless piece of paper.

Sure, it's against the law to fire workers for organizing. But who gets punished when companies break the law? The worst that can happen to the company is that they must hire back the injured worker and apologize. By then, several years may have passed, and the

organizing drive will have long ago been crushed.

Recently, the jury in a discrimination lawsuit awarded 17 employees of Wonder Bread a total of \$120 million because the company discriminated against them on the basis of their race, denying them promotions and giving them bad work assignments. Workers who are discriminated against in exactly the same way because they are strong union members are not allowed to sue for damages. If they get fired, they might be able to get the pay they missed, but even that will be reduced

Our biggest problem is not that Chinese workers cannot form unions – it is that American workers cannot form trade unions

by any money they earned elsewhere while fighting their illegal firing.

As Hendrik Hertzberg wrote in an essay in *The New Yorker* magazine (June 22, 2000), "Private companies have [so few] disincentives to lawlessness... a company that does not break the law is practically guilty of fiduciary irresponsibility to its stockholders."

In other words, America's protections for workers who want to organize are so weak that it makes sense for companies to break the law to break unions. The costs are negligible. Companies can simply budget in a few thousand dollars for legal fees and back pay, then break the law whenever they see fit.

U.S. labor laws are weaker than those of nearly every other developed nation. That fact is the biggest obstacle to progress for workers, because labor unions improve the quality of life for all workers. Every good thing that labor unions have won for their members through hard work – the 40-hour week, paid vacations and holidays, pensions, health insurance, and thousands of other benefits – have been transferred to the rest of the work force.

In countries where a majority of the workers belong to unions – such as Denmark, Germany, and Norway – workers enjoy better standards of living than we do. They have universal health care, free education at all levels, strong social security programs, and high wages.

We could enjoy all these advantages, too, if we had strong unions to fight for workers. Instead, unionists with tunnel vision have locked themselves in a futile battle against trade with China.

In November, workers had better come to their senses and vote for candidates who support the union movement. Want to "send a symbolic message" to Congress or the president? Elect pro-worker candidates to office.

In politics, symbols mean nothing. There are only winners and losers. Losers go home and try to figure out what they'll do in the next election.

Winners take office and begin enacting the legislation they talked about during their campaigns.

We cannot afford to squander our votes on candidates with no chance of being elected. Despite early polls, political experts say the presidential election



Charles W. Jones
International President

and many congressional races will be close. In 1994, Newt Gingrich's followers took over the House by a margin of only a few votes per precinct.

The same thing can happen this year. The Democrats can take back the House if workers get behind their candidates. And although they often look alike, the two major parties differ on one key point: The Republican Party platform calls for a national right-to-work law that would weaken unions; the Democrats oppose such a law.

Vote in your own best interest this fall. Vote in the best interest of your family and of all workers.

The China trade vote was wrong. But punishing our friends by electing our enemies is suicide. Vote for candidates who will strengthen our labor laws. □

Letters to the Editors

L-37's Hollaway is proud to be a Boilermaker

BOILERMAKERS ARE THE backbone of America today. If it wasn't for the Boilermakers, we would not have electricity to light our homes and businesses across the world. We take great pride in our work, something a lot of people do not see.

Boilermakers are exposed to asbestos, which is the biggest concern to me because I lost my father to asbestos.

But that's not the half of it. You have nonunion taking our work away, and you have to travel all over America to make that big payday. You are away from your home, family, and friends, and you must drive that long lonely highway over and over again.

I'm proud to be a union Boilermaker, and I take my hard hat off to every Boilermaker born.

Who am I? A second generation Boilermaker.

WILLIAM HOLLAWAY III
L-37, New Orleans, La.

Yellow Page worker hurt by Section 415 tax code

THANK YOU FOR writing your commentary about Section 415 (Sep-Oct 1999 issue). You seem to be one of the few who knows anything about this incredibly unfair law!

I worked for Pacific Bell Yellow Pages for 31 years. When I was ready to go, my company pension plan called to advise me that my \$648,000 would be reduced to \$503,000 due to the 415 tax code. I thought there was a mistake, so I called the IRS. They couldn't answer most of my questions. Several tax attorneys admitted they didn't know too much about the code. I cannot understand how I can work for 31 years and

be told I cannot have my earned pension. How does the IRS have the right to say I must work until 65 years of age when I earned a pension to support myself in my retirement?

BEVERLEY A. MCMANUS
Pacific Bell Yellow Page employee

L-549's Kevin E. Bounds is killed in home invasion

MY HUSBAND, Kevin E. Bounds (a member of Local 549 since Dec. 1994), died on February 28, 2000, in a home invasion. In the past five years, Kevin had the privilege of working from California to Ohio for several locals. He was very proud to be a Boilermaker, and I am sure he will be greatly missed by his Boilermaker brothers and sisters, as well as myself, his stepdaughter, Tara Cruz, and his granddaughter, Monique Cruz-Bounds.

TINA BOUNDS
Suisun, Calif.

Wife of L-13 retiree is conducting study of Three Mile Island workers

I AM THE WIFE of retired Boilermaker William D. Blackwell, Local 13, Philadelphia, Pa. I am writing regarding a situation that has long been ignored by just about all concerned in the Three Mile Island (TMI) clean-up and recovery project from 1982 through 1990.

Many people who worked on the clean-up now have cancer. My husband is one. We know of at least seven [other] Boilermakers who have cancer [after working] on the clean up. Two have died. GPU Nuclear did not think it was necessary to do a study on those who risked their lives cleaning up their

mess. Well, I do! I am attempting to find out how many other men and women [who worked on the TMI clean-up] have cancer. Please contact me by mail or E-mail.

MRS. BETTY F. BLACKWELL
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Jeff Lacey is proud to be part of the Local 105 family

MY BROTHER-IN-LAW, Mike Jenkins, a 20-year member of Local 105 (Chillicothe, Ohio), passed away recently at the age of 53 years. My father died when I was two years old, and Mike helped to raise me in a Boilermaker atmosphere. He has been part of my family for over 30 years. His death broke my heart, but the way the Boilermakers came together for my sister is a feeling that cannot be duplicated.

I have learned a lot from our training programs, but I have learned a much more valuable lesson as a Boilermaker, and that is comradery and participation are necessary for any organization to truly succeed.

My family and I thank Local 105 for all their financial and moral support. We love you, and we are very proud to be part of the Local 105 family.

JEFF "TART" LACEY, L-105
Pikeon, Ohio

L-27's Snead on brotherhood

I AM WRITING this letter to acknowledge the overwhelming support and generosity that the field construction members of Local 27 continue to show to their brothers in need. On numerous occasions, our members have donated money to help not only the members of our own local, but traveling members of other Boilermaker locals who are

working in Local 27's jurisdiction. Our members not only show generosity, but they stick together, as a union should.

DAVID SNEAD, L-27 president
St. Louis, Mo.

Ladish retiree speaks out about labor unions

WHEN I WAS A YOUNGSTER, I can remember the bushy brows of John L. Lewis as he led the Coal Miners Union in a successful strike that disrupted the entire nation in order to improve working conditions. Americans seem to have lost sight of the noble causes that have united us. Affluence and prosperity have made us materialistic and greedy.

BUDDY TAMEL, L-1509 retiree
Waterford, Wis.

Got something to say?



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